



Benefits of Working for NAVFAC Hawai'i

Pay is only part of the compensation you will earn working for the Department of the Navy. We offer a broad array of benefits programs and family friendly flexibilities to meet the needs of you and your family.

Federal Employees Health Benefits Program

- Nationally recognized model offering 200+ health plan options throughout the U.S.
- No waiting period or physical examination to enroll
- No exclusions for pre-existing conditions
- Substantial employer contribution to premiums (up to 75%)
- Pay premiums with pre-tax dollars
- Coverage for self & eligible family members
- Opportunity to retain coverage into retirement with full government contributions
- Opportunity to continue coverage for dependents

- Learn more - [OPM Healthcare](#)
- [2021 Plans for State of Hawaii](#)

Dental and Vision Insurance Programs

- Comprehensive range of services available
- Choice of carriers
- Competitive rates
- Pay premiums with pre-tax dollars
- Coverage for self & eligible family members

- Learn more - [OPM Dental and Vision](#)

Flexible Spending Accounts

- Elect pre-tax salary dollars
- Save money on a variety of eligible health care and dependent care expenses
- May be eligible to carryover limited amount of unused funds into next plan year

- Learn more - [OPM Flex Spending](#)



Benefits of Working for NAVFAC Hawai'i

Long Term Care Insurance Program

- Multiple plans available
- Covers long term care if you can no longer perform everyday tasks due to a chronic illness, injury, disability or aging
- Comprehensive range of services available
- Competitive rates
- Eligibility – self & eligible family members
- Apply by answering just a few simple questions

➤ Learn more - [OPM Long Term Care](#)

Federal Employees Group Life Insurance Program

- Group term life insurance
- Basic life insurance and 3 options provide coverage for self & eligible family members
- 33% of basic insurance premiums paid by employer
- No physical required for initial enrollment
- Opportunity to retain coverage into retirement

➤ Learn more - [OPM Life Insurance](#)

Federal Employees Retirement System (FERS)

- Retirement annuity for life beginning as early as age 55
- Benefits based on length of service and salary
- Military service may be credited toward FERS (deposit required)
- Vesting after 5 years of creditable civilian service
- Eligibility for survivor and disability benefits after 18 months of civilian service
- Earn Social Security credit while working for the Government
- Government employees are automatically eligible for Medicare Part A at no cost beginning at age 65

➤ Learn more - [OPM FERS Information](#)



Benefits of Working for NAVFAC Hawai'i

Thrift Savings Plan

- Supplements your retirement annuity
- Tax deferred contributions
- Largest single defined contribution plan in the U.S. similar to a 401(k) plan
- Multiple investment options
- Agency and matching contributions for FERS employees
- Option to rollover money from an existing retirement plan

➤ Learn more - [TSP Summary](#)

Leave and Holidays

- 10 paid holidays
- Earn 13 days of sick leave with no carryover ceiling
- Accrue 13, 20 or 26 days of vacation leave depending upon years of service or related work experience
- Carry up to 30 days of vacation leave into the next calendar year
- Family and Medical Leave Act allows up to 12 weeks per year of unpaid leave for caring for a sick family member
- Federal Employees Paid Parental Leave Act allows up to 12 weeks per year of *paid* leave in connection with the birth, adoption or foster placement of a child
- Up to 104 hours of paid leave for disabled veterans during first year of employment for purposes of undergoing medical treatment for such disability (available to new Federal civilian employees hired on or after November 5, 2016)

➤ Learn more - [OPM Pay and Leave](#)

Competitive Civilian Salaries

- Special salary rates worldwide for engineers
- Special rates for other occupations based on locality
- Locality pay based on geographical location
- General Schedule (GS) employees eligible for additional Cost of Living Allowance (COLA) for Hawai'i (nontaxable for Federal, taxable for State)
- Overtime pay or time off for hours over 40 hours per week or 8 hours a day depending on work schedule
- Bonuses, incentives, and awards as appropriate for the job
- Annual pay increases or bonuses based on satisfactory performance



Benefits of Working for NAVFAC Hawai'i

Work/Life Programs

- **Alternative Work Schedules** other than the traditional 8 hour day/40 hour week may be available
- **Telework** – Activities may authorize employees in eligible positions to perform some duties from home or a telecommuting center
- **Leave Sharing Programs** – Allows co-workers to transfer leave to others in need
- **Transportation Subsidy** – Employees taking public transportation/carpools may be reimbursed for transportation costs
- **TSA Precheck** – DoD Employees may opt-in for TSA Precheck at no cost. TSA Precheck is a voluntary, expedited security screening process offered at over 180 domestic airports that allows participants to keep on their shoes, belt, and light jacket, and leave laptops and 3-1-1 compliant liquids in their carry-on bags.
- **Health & Fitness** – Many Navy/Marine Corps installations have well-equipped fitness centers available to civilian employees
- **Dependent Care** – Navy has outstanding child care programs and referrals to Federal child care centers
- **Employee Assistance Programs** – The Department of the Navy Civilian Employee Assistance Program (DONCEAP) provides a wide range of services to employees and their families. Employees can access services 24/7 through the web or by phone. A professionally staffed call center can provide answers to questions, research information, link employees to a wide variety of qualified local services, and provide licensed confidential support to help with difficult issues. DONCEAP consultation services are provided at no charge to civilian employees and their families. DONCEAP is also available to those selectees who have accepted a tentative job offer with DON and are undergoing pre-employment/entrance on duty process to become DON employee. Some fees may apply for additional services beyond the consultation. DONCEAP services are voluntary and confidential within the limits of the law.

- Learn more - [OPM Work/Life](#)
- Learn more about support programs offered at Joint Base Pearl Harbor-Hickam - [Great Life Hawaii](#)

Other

- Career growth and progression opportunities
- Career development programs, training, mentoring, rotational assignments
- Worldwide employment opportunities
- Referral Bonus program
- Free Parking