

SUMMARY OF FEDERAL BENEFITS

Thank you for your interest in Tinker Air Force Base! Civilian employment with the Department of Defense is an exciting opportunity with a bright future.

The following information is about general employment benefits within the Department of Defense:

Work Hours

- 40 hours per week
- Flexible starting hours
- Some groups may have opportunities for overtime (paid!) and compensatory time
- Occasional travel may be required in some areas

Leave

- Annual Leave
 - 1-3 years: 13 days (4 hrs/pp – biweekly)
 - 4-14 years: 20 days (6 hrs/pp)
 - 15+ years: 26 days (8 hrs/pp)
- Sick Leave
 - 13 days (4 hrs/pp)
- Federal Holidays
 - 10 paid Federal Holidays

Health Insurance

Federal Employees Health Benefits (FEHB)

- Variety of plans
 - Fee-for-Service/HMO/HDHP with HSA
 - Government covers 60% to 75% of premium costs
 - Single, Family, or Self Plus One enrollment
- <https://www.opm.gov/healthcare-insurance/healthcare/>

Dental Insurance

- 10 Nationwide plans
 - 1 regional plan (serving OK)
- <http://www.benefeds.com/>

Vision Insurance

- 8 Nationwide plans
- <http://www.benefeds.com/>

Life Insurance

Federal Employees' Group Life Insurance (FEGLI)

- Group Term Life Coverage
 - Cost shared with government
 - Basic coverage, plus three upgrade options
- <http://www.opm.gov/insure/life/>

Flexible Spending Accounts

- Health Care FSA (HCFSA)
 - Dependent Care FSA (DCFSA)
 - Limited Expense Health Care FSA (LEX HCFSA)
- <http://www.FSAFEDS.com/>

Retirement

Federal Employees Retirement System (FERS)

- Basic Benefit Plan
- Social Security
- Thrift Savings Plan
 - Automatic 1% Government contribution
 - Government matches 3% of basic pay contributions as well as 0.50 for each dollar on the next 2% not to exceed 5% [includes the automatic 1%]

<http://www.tsp.gov/>

<http://www.opm.gov/retirement-services/>

Additional Benefits

- Workers' Compensation
- Long Term Care Insurance (LTCI)
<http://www.ltcfeds.com/>
- Fit for Life Health Program
 - Up to 3 hrs/week utilizing on base facilities
- Tuition assistance for continuing education
 - Tuition assistance for eligible degree programs
 - Long Term Training may be available for certain positions – Get paid to get your Master's!
- Oklahoma tax credit for engineering graduate working in aerospace sector
 - \$5,000 tax credit
 - Degree in engineering, after Jan 1, 2009
 - Each year up to the first five years
 - Note: Not a Federal Benefit but does benefit our workforce at Tinker AFB. For more information:
<http://www.ok.gov/tax>

Employment Eligibility

- Must be U.S. Citizen
- Must be able to obtain a security clearance

For a comprehensive guide to federal benefits for new employees, please check out: http://www.opm.gov/insure/new_employ/

Salaries and Wages

Certain positions in specified occupations and locations are eligible for special pay rates which are higher than the normal federal salary. Recent-graduate engineers and computer scientists hired at Tinker AFB enter at the GS-5/GS-7 pay grade with planned, non-competitive promotions to the GS-11 level (IT professionals) or GS-12 level (Journeyman Engineers and Computer Scientists). Engineers and computer scientists are on a special rate of pay until they reach a GS-11 or GS-12 grade level (depending on type of engineer).

Here are approximate total annual salaries for each grade level for 0830 (Mechanical Engineer), 0861 (Aerospace Engineer), 0896 (Industrial Engineer), 0855 series (Electronics Engineer), 1550 series (Computer Scientist), and 2210 series (Information Technology):

GRADE	EE/ME/AE/IE SALARY (TIME IN GRADE)	CS/IT SALARY (TIME IN GRADE)
GS-05*	\$ 37K - \$40K (6 months)	\$ 40K - \$43K (1 year)
GS-07*	\$ 46K - \$50K (6 months)	\$ 47K - \$52K (1 year)
GS-09*	\$ 57K - \$61K (1 year)	\$ 57K - \$62K (1 year)
GS-11*	\$ 62K - \$67K (1 year)	\$ 62K - \$68K (1 year)
GS-12	\$ 73K	\$73K

*Denotes special salary table. *

<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>

DoD Civilian Acquisition Workforce Personnel Demonstration Project (AcqDemo)

For scientists and engineers only: The DoD Civilian Acquisition Workforce Personnel Demonstration Project is a Congressionally-mandated project designed to show that the DoD Acquisition, Technology, and Logistics workforce can be improved by providing employees with a flexible, responsive personnel system that rewards employee contribution and provides line managers with greater authority over personnel actions. AcqDemo provides managers, at the lowest practical level, the authority, control, and flexibility they need to achieve quality acquisition processes and quality products. This project not only provides a system that retains, recognizes, and rewards employees for their contribution, but also supports their personal and professional growth. For more information see:

<http://acqdemo.hci.mil/>

2018 Broadband Salary Ranges			
Acq Demo			
BUSINESS AND TECHNICAL MANAGEMENT PROFESSIONAL (NH)			
I	II	III	IV
N/A	N/A	\$73K - 113K	\$103K - 157K
(GS 1-4)	(GS 5-11)	(GS 12-13)	(GS 14-15)

Tinker AFB conversion into AcqDemo

Journeyman science and engineering candidates at Tinker will enter under the AcqDemo system. Entry level Engineers and Computer Scientists will still enter the General Schedule (GS) pay system as indicated above until they reach Journeyman status (GS-12), at which time they can transition into AcqDemo.

Information Technology candidates will remain in the GS pay system.

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