



As a component of the U.S. Navy, NAVFAC MIDLANT offers an outstanding government employee benefits package. We offer competitive salaries, which also include annual cost-of-living adjustments. Some benefits vary from site-to-site, but NAVFAC MIDLANT is dedicated to supporting our workforce – and improving their quality of life – across the board.

We offer a retirement plan, a 401(k)-type savings plan (the government Thrift Savings Plan), and pay a portion of your group health and life insurance. Additional plans include long term care disability insurance, dental and vision insurance and flexible spending account options. You'll enjoy 10 paid federal holidays per year, 13 sick days and can earn up to five weeks of vacation annually. More detailed information can be found on [OPM's website](#).

More information follows on these outstanding benefits:

- **Federal Employee Retirement System (FERS).** Social Security, enrollment in the Thrift Savings Plan and a defined benefit (Basic Annuity) make up FERS' competitive retirement plan.
- **Flexible Spending Accounts.** Pay for out-of-pocket health care and dependent care expenses with pre-tax money.
- **Worldwide Employment Opportunities.** Once you're a federal employee, it's easy to transfer between agencies or positions, including opportunities outside of the U.S.
- **Leave Sharing.** Employees may transfer unused accrued annual leave to other federal employees who need it because of a medical emergency.
- **Monetary and Honorary Awards.** The Navy recognizes creativity in the workplace by rewarding individuals and teams for contributions as soon as possible, with monetary, honorary and/or time-off awards.
- **Frequent Flyer Miles.** You can retain promotional items, including frequent flyer miles, earned on official travel, for your personal use.
- **Transit Subsidy.** If you use public transportation to get to work, you may be eligible for reimbursement of qualified transportation expenses. It reduces your financial burden and helps alleviate traffic congestion and air pollution.
- **Morale, Welfare and Recreation (MWR) Centers.** Many sites offer recreational facilities and equipment rental; tennis, racquetball and basketball courts; golf courses; swimming pools; fitness centers and personal trainers. MWR also supports vacation travel services; special events, movies and amusement park tickets; catering services; beach cabins; family and youth programs; libraries; chapel services; banks, credit unions and ATMs.

# Benefits & Rewards

Pay is only part of the compensation you earn working for the Department of the Navy. We offer an array of benefits programs 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 examination to enroll, and no exclusions for pre-existing conditions
- Substantial employer contribution to premiums (up to 75%)

## ***Dental and Vision Insurance Programs***

- Comprehensive range of services available
- Choice of carriers with competitive rates and you can pay premiums with pre-tax dollars

## ***Flexible Spending Accounts***

- Elect pre-tax salary dollars
- Save money on a variety of eligible health care and dependent care expenses

## ***Long Term Care Insurance Program***

- 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 with competitive rates
- Apply by answering just a few simple questions

## ***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

## ***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

## ***Thrift Savings Plan***

- Largest single defined contribution plan in the U.S. similar to a 401(k) plan
- Supplements your retirement annuity by making tax deferred contributions
- Multiple investment options and you can rollover your existing retirement plan

## ***Leave and Holidays***

- 10 paid holidays and 13 days of sick leave with no carryover ceiling
- Family and Medical Leave Act allows up to 12 weeks per year of unpaid leave for caring for a sick family member

## ***Competitive Civilian Salaries***

- Special salary rates for some positions and geographic location
- Bonuses, incentives, awards and overtime as appropriate for the job
- Annual pay increases or bonuses based on satisfactory performance

## ***Work/Life Programs***

As an employer of choice, we can offer: Alternative Work Schedules; Telework; Part-time Employment/ Job Sharing; Health and Fitness Center access; Transportation Subsidies; Tuition Reimbursement; Student Loan Repayment Program; Dependent Care

Employee Assistance Programs – Through the Department of the Navy Civilian Employee Assistance Program (DONCEAP), we provide a wide range of services to employees and their families. You 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 variety of qualified local services, and provide licensed confidential support to help with difficult issues, at no charge to you.