

## Joint Basing Important Dates

31 Jan 2010 – Initial Operational Capability (IOC). Stand up of Joint Base Pearl Harbor-Hickam (JBPHH) and the Joint Base Commander.

1 June 2010 – Activation for Morale, Welfare and Recreation (MWR), Child and Youth Programs (CYP) and Lodging.

1 Oct 2010 – Full Operational Capability (FOC), the end of the joint base transition period.

Approximately 560 Air Force NAF employees will transfer to Navy under joint basing; no reductions in force actions (RIFs) are planned.

The majority of NAF positions/personnel will not physically move from their current location.

Support Services such as Accounting, Human Resources, Marketing and Procurement may move to a central location with Navy (not yet specified).

### ***Fleet & Family Readiness HR/Payroll***

***Provides  
Nonappropriated fund  
(NAF) personnel advisory  
services to include:  
Recruitment, Staffing,  
Classification, Employee  
Relations, Benefit  
Administration, Pay  
Administration and Injury  
Compensation.***

#### **Point of Contact:**

##### ***Navy:***

***Mary Sellona, Supervisory HR  
Specialist***

***# 474-0889***

##### ***Air Force:***

***Gale Sadaoka, HR Director***

***# 449-3574***



***NAF Human Resources***

## **Joint Base Pearl Harbor-Hickam**

### **Open House**

**Tuesday, 26 January**

**1100-1600**

**(with Town Hall 1300-1400)**

## **Hickam AFB Enlisted Club**



**Success through Partnership**

## Navy NAF Benefits:

Navy offers the same benefit package as Air Force with some variations.

- **Medical:** Regular Full / Part time employees are eligible for DoD Health Plan, Aetna Stand-Alone Dental with single or family coverage. HMSA and Kaiser Permanente HMO Plans are also available and include dental coverage. Single, Single +1 and Family coverage is offered.

- **Life Insurance:** Regular full time employees and their dependants are eligible for MetLife Group Life Insurance benefits with coverage up to 6 times of your annual salary. Added features include: Travel Assistance, Program, Identity Theft Solutions, and Will Preparation Services.

All regular AFNAF employees currently enrolled in the AF Life insurance plan at the time of transfer will be eligible for coverage in the Navy's life insurance plan.

- **Disability:** Regular full time employees are eligible for MetLife Disability Benefits which provides coverage for non-work related disabilities. Employees

may receive up to 60% of basic salary after 60 days of disability provided annual and sick balance are exhausted. The plan also includes an Employee Assistance Program

Regular AFNAF employees who consistently work 35-40 hours per week will be eligible to enroll in the MetLife Disability plan.

- **Retirement:** Regular Full/Part time employees are eligible to enroll in the Navy Retirement Plan after a one-year waiting period. Credit is given for the one-year waiting period if enrolled within 31 days of becoming eligible. Regular AFNAF service is counted towards eligibility. Cost is 1% of gross wages and vesting period is 5 years. Employees who meet eligibility criteria may continue to receive coverage under the Navy Life and Medical insurance.

AFNAF employee who are enrolled and vested in the AF retirement plan (enrolled for at least 5yrs), will be offered the option to either remain in the AF plan or enroll in the Navy NAF retirement plan. If you elect to

remain in the AF plan, you will continue to contribute to the AF plan and receive an annuity from the AF when you retire. If you elect to enroll in the Navy retirement, your Air Force contributions will remain with the Air Force until you are eligible to retire and you will receive an annuity from both the Air Force and the Navy. The Navy annuity will be based on your years of service with the Air Force and Navy minus the amount of your AF annuity.

**401(k):** Regular Full/Part time employees are eligible for MassMutual 401k Savings and Investment Plan. The employer matches contributions from 1% - 3%. There are provisions for hardship withdrawals but no loan program.

AFNAF employees who elect to retain their AF Retirement Plan must remain in the AF 401K Plan.

**Prior to the transfer, NAF HR representatives will meet with benefit eligible employees to review their specific situations to ensure they fully understand their options and entitlements.**