

NO MILITARY COMMITMENT

Engineers, scientists and most other employees in technical jobs at Hill AFB are civilians. Although they may work side by side with active duty and reserve military members, they are not expected to join the military.

TIME OFF

In addition to 10 paid holidays every year, federal employees accumulate 13 days of sick leave each year (no limit to accumulation) along with from 13 to 26 vacation days, depending on years of employment. This allows employees to spend time with their families and to pursue their own personal interests.

FITNESS TIME

Hill employees can take up to 3 hours per week of paid “fitness time” for physical exercise.

FLEXIBLE WORK SCHEDULES

Federal employees at Hill AFB can choose from several options for work schedule and duty hours. Under the Alternative Work Schedule, employees can vary their shift start times from between 6:00 a.m. and 8:00 a.m., which allows them to end their shift between 2:30 and 4:30. With the Compressed Work Schedule option, employees work 9 hours a day for 8 days, 8 hours on one Friday, and get the other Friday off during each two-week pay period. Under the Credit Hour plan, employees may elect to work to vary the length of a workweek or a workday, earning one credit hour for each hour they work in excess of the 80-hour biweekly pay period.

JOB STABILITY

Scientists and engineers in the Air Force are highly valued and have a very high retention rate. No engineers or scientists have been laid off from Hill AFB in 25+ years.

MANY DIFFERENT PROGRAMS AND OPPORTUNITIES AT HILL AFB

Employees make a career out of working in the Air Force. There are dozens of major programs at Hill AFB, and continual opportunities for engineers and scientists to participate in training and continuing education, broaden their skills through reassignments, and advance to leadership positions.

WORLDWIDE CAREER OPPORTUNITIES

The federal government employs over 210,000 scientists and engineers worldwide, with about half of them in the DoD. Civilian employees have numerous opportunities to reassign on a temporary basis with return rights, or on a permanent basis to other federal organizations and geographical locations, including overseas.

SALARY RATES FOR SCIENTISTS AND ENGINEERS

Recent-graduate engineers and computer scientists hired at Hill AFB usually enter at the GS-7 pay grade with planned promotions to the GS-12 level. 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). Salary is just one part of the “compensation package” that potential employees should consider. Federal benefits typically exceed those in private sector companies.

GS-12 is the usual pay grade for engineers in the federal government with 3 or more years of experience. Internal candidates are typically promoted to GS-13 grade positions.

For **recent-graduate** salary tables go to:

Electronics Engineers:

Computer Engineers & Computer Scientists: <http://apps.opm.gov/SpecialRates/2015/Table999B01012015.aspx>

Mechanical, Aerospace, Chemical, etc. Engineers: <http://apps.opm.gov/SpecialRates/2015/Table041401012015.aspx>

For the Utah pay table for **experienced engineers** (3+ years of post-BS work experience) go to:

<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2015/RUS.pdf>

OTHER POSSIBLE BONUSES FOR THOSE HIRED ON CRITICAL POSITIONS

Scientists, engineers and other hard-to-fill occupations are sometimes eligible for one or more of the following special benefits when they are hired:

Recruitment Bonus: Lump-sum bonus to newly appointed employees for difficult-to-fill positions. Up to 25% of basic pay may be paid prior to employee entering on duty. Service agreement with repayment plan if service time not fulfilled.

Relocation Bonus: Lump-sum bonus for difficult-to-fill position in a different commuting area; up to 25% of basic pay. Service agreement with repayment plan if service time not fulfilled.

Creditable Service for Accrual of Vacation: For engineers and computer scientists who have years of very closely-related and difficult-to-find experience in private companies, the Air Force may provide credit for this experience toward annual leave accrual rate. Example: Instead of accruing 4 hrs annual leave per pay period, employee might accrue 6 hrs.

Higher Step in Pay Grade: Higher steps in a pay grade may be offered to those who have directly related experience.

FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

Federal employees can choose coverage from the widest selection of health plans in the country with substantial employer contribution to premiums. Employees can pay their share of premiums as well as their out-of-pocket costs with pre-tax dollars. To better understand employee benefits and entitlements, see:

<http://www.usa.gov/Federal-Employees/Benefits.shtml>

and

<http://www.opm.gov/healthcare-insurance/Guide-Me/New-Prospective-Employees/>

FEDERAL EMPLOYEES RETIREMENT SYSTEM

Annuity benefits (retirement pension) based on amount of service and salary history.

THRIFT SAVINGS PLAN

This is similar to a 401(k) plan with government matching contributions. Investments are from pretax dollars and investment earnings are tax deferred until withdrawn.

PERIODIC WITHIN GRADE PAY INCREASES

There are 10 pay steps for each federal pay grade (GS-7, GS-9, etc.), and when employees move up a step it is called a within-grade increase. These are based on minimum waiting periods and performance ratings. See:

<http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/within-grade-increases/>

REINSTATEMENT AND TRANSFER RIGHTS

Individuals who previously held, or who are currently on, competitive appointments in the federal government may apply for federal jobs without competing with the entire general public.

OTHER QUALITY OF LIFE BENEFITS

Hill AFB civilians have access to physical fitness facilities; self-help equipment rentals; recreation equipment rentals; craft and hobby facilities and equipment; DoD recreational lodging and golf courses; discounts on morale, welfare, and recreation tickets and tours; etc.

To learn more about the work we do at Hill AFB, go to:

<http://www2.hill.af.mil/CBO/index.html>