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## **AFP 42 In-sourcing Informational Briefing**

**6 January 2010**



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## **Air Force Plant 42 Operations and Support Contract In-sourcing**

### **Air Force contract with Pyramid Services**

- Five year contract (1 year base with 4 option periods)
- Contract is in its 5<sup>th</sup> year
  - Naturally expires 31 July 2010
- Rather than re-compete another long-term contract, the Air Force has decided to "in-source" this effort
- Why in-source?
  - Save taxpayer money
  - Create a stable workforce
  - Recoup Air Force expertise across functional areas
  - Comply with public law and policy
    - National Defense Authorization Act
    - The President's 4 Mar 09 Memo directive to the Office of Management and Budget
    - DoD Implementation Guidance

**This contract, and many others, were selected for in-sourcing**

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## Timeline

### ■ Three phase hiring / handoff plan

1. Leadership:
  - Fire and Security Chiefs and Deputies
  - CE, Business Office, Airfield Management Chiefs
  - Gov't property and a small support staff
2. Security Staff
3. Fire, CE, Logistics, Airfield Management, and all other staff

### ■ Tentative dates:

Function	Advertise Vacancies	Onboard
Leadership Cadre	Jan 2010	April 2010
Security Positions	April 2010	1 August 2010
Fire, CE, Logistics, Airfield Management & other Misc Positions	June 2010	January 2011

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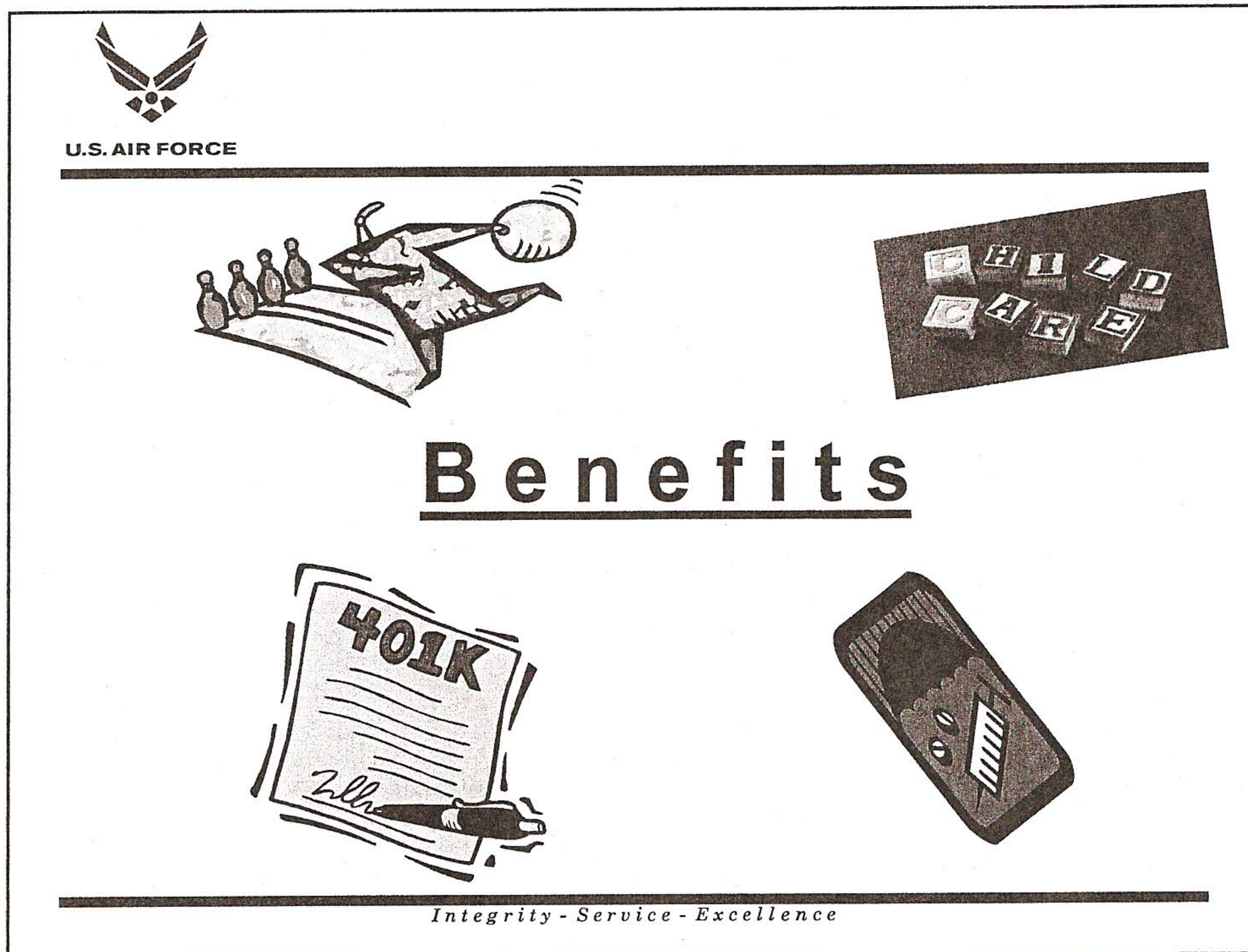
## Air Force Plant 42 Operations and Support Contract In-sourcing

- AFMC is looking forward to the opportunity to hire those who can help us maintain support for the nation's air, space, & cyberspace forces
- *Vacancy announcements will be posted for most jobs on USAJOBS Website* <http://www.usajobs.gov/>
  - Review listings for Edwards AFB
  - Full and open competition for each job (Veterans preference rules apply)
  - Certain security and fire positions have medical & fitness requirements
    - Security: Draft AFI 31-283, Department Of The Air Force Civilian Police/Security Guard (DAF CP/SG) Program (above existing standards)
    - Fire: NFPA 1582, Standard on Comprehensive Occupational Medical Program for Fire Departments, 2007 Edition
- In-sourcing is not necessarily a one-for-one contractor to DoD civilian employee conversion of people, positions, or work
- The mere act of in-sourcing does not constitute an offer of employment to any existing contractor personnel
- Interested personnel will have to follow guidance in employment announcements for resulting government positions

Fundamental Mission of AFP42 Does Not Change

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## Benefits

- New hires acquire a whole range of benefits, including but not limited to:
  - Healthcare
  - Potential for travel
  - Training
  - A chance to learn leadership skills
  - Opportunities for career growth
  - The opportunity to serve their country as civilians
- Making a difference to millions of people everyday

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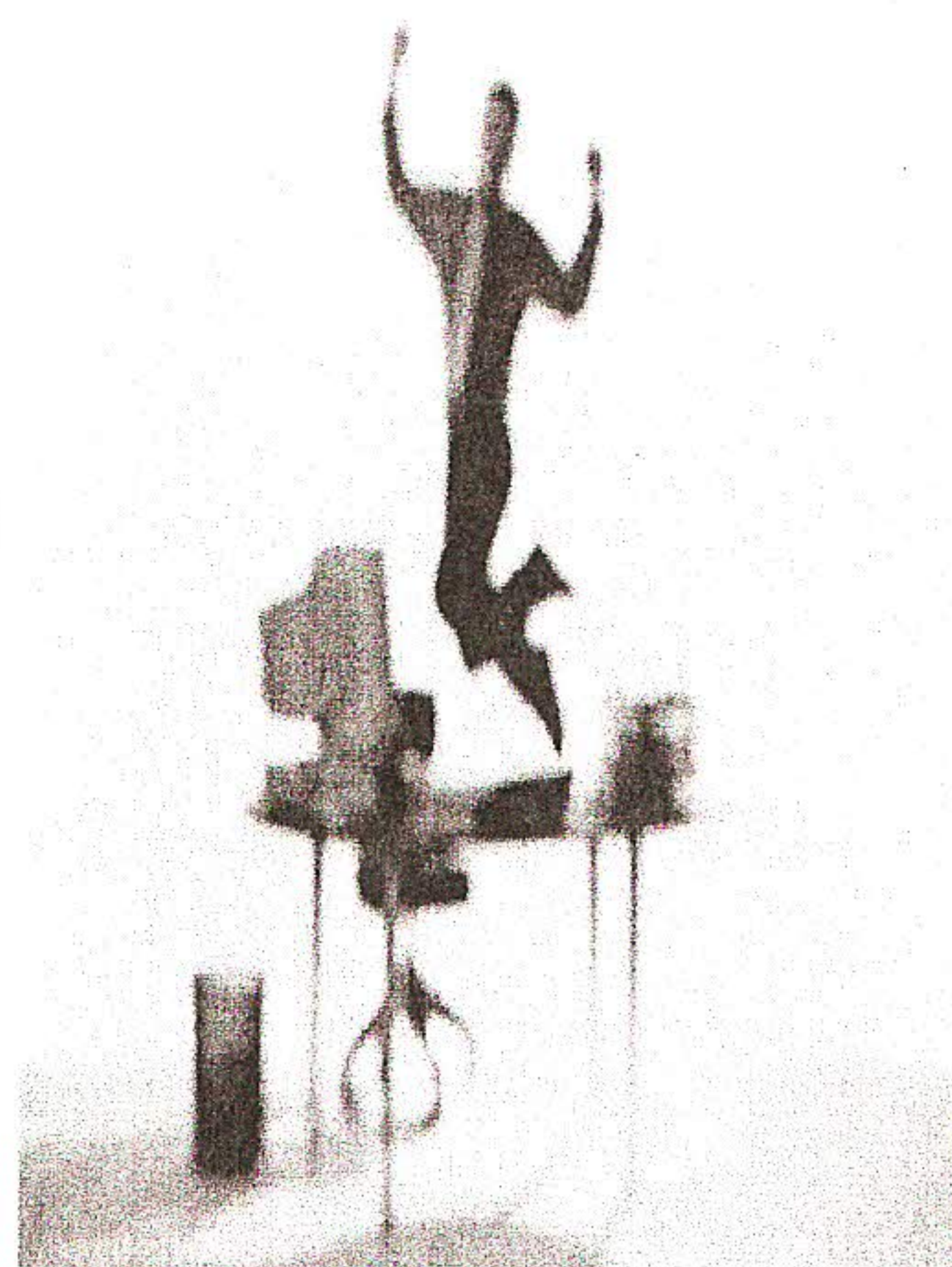




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## Leave

- **Annual leave accrual rate**
  - Based on length of service
    - Less than 3 years of service: 13 days
    - 3 to less than 15 years of service: 20 days
    - 15 or more years of service: 26 days
- **Sick leave**
  - 13 days per year
  - No limit on accrual




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## Leave (Cont'd)

- **Family and Medical Leave Act**
  - Sick leave usage
  - For ill family member/bereavement
  - Birth/adoption
    - 12 weeks
    - Protection of employment/benefits
- **Military leave**

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## Leave (Cont'd)

- New Year's Day
- Martin Luther King Day
- Washington's Birthday/  
President's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans' Day
- Thanksgiving
- Christmas

**- 10 PAID FEDERAL HOLIDAYS -**

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## Salary

**SALARY TABLE 2009-LA**  
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA

GS Grade	Step 1
5	34191
6	38111
7	42352
8	46904
9	51805
10	57050
11	62678
12	75125
13	89335

Note: Final position classifications are still pending

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## Health and Life Insurance

- **Federal Employees Health Benefits (FEHB)**
  - Cafeteria-style benefits package (many plans)
  - Fee-for-service or HMO
  - Government shares premium cost
    - ~ 60% to 75%
  
- **Federal Employees' Group Life Insurance (FGLI)**
  - Term life coverage
  - Cost shared with government
  - Basic plus three options

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## Retirement

- **Federal Employee Retirement System (FERS)**
- **Three-tier plan**
  - Basic benefit plan
  - Social Security
  - Thrift Savings Plan (TSP) (equivalent to 401K)
    - Tax deferred
    - Employee can contribute up to 15%
    - Government matches dollar for dollar on first 3% of employee contributions and .50 cents to the dollar on the next 2% of employee contributions

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## Conclusion

- Air Force Plant 42 in-sourcing is underway
- Expected to be complete by the end of January 2011
- Hiring will start January 2010 and will be done in phases
- Look at this as a potential opportunity to work for the Air Force and help us support the nation's forces
  
- You should:
  - Watch the USAJOBS website closely
  - Be aware of fitness & medical requirements
  
- ASC/ENV will:
  - Develop in-sourcing FAQs and answers
  - Sponsor follow-on information sessions:
    - Tentatively scheduled for 9 & 10 Feb 2010

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