



**Take Advantage of NAVFAC's Competitive Compensation Package and So Much More!**

- Dynamic people
- Team-oriented environment
- Exciting projects
- Innovative technologies
- Strategic location
- World-class travel opportunities
- Excellent benefits
- Competitive salaries
- Opportunity for advancement

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NAVFAC Marianas is looking for dedicated civilian engineers, community or facility planners, project managers, environmental protection specialists and many other professionals to help us make history. Be a part of the largest Military Construction program being performed by NAVFAC worldwide.

**For more information, please email**  
**Joni Borja, NAVFAC Marianas**  
**Human Resources Director**  
**NAVFACGuamJobs@fe.navy.mil**  
 Visit our Web site at [http://navfac.navy.mil/navfac\\_worldwide/pacific/fecs/marianas.html](http://navfac.navy.mil/navfac_worldwide/pacific/fecs/marianas.html)



**Join Our Dynamic Team**

## BENEFITS OVERVIEW

When you are hired from the U.S. Mainland on a transportation agreement you are entitled to additional benefits as a federal employee. The benefits include:

- Tax-free cost of living allowance (COLA), now at 13.7% of annual base pay.
- Locality pay set at 14.35% (taxable) of annual base pay using salary table 2016 Rest of U.S. (RUS) table.
- Non-foreign post differential (NFPD) set at 11.3% (taxable) of annual base pay.
- Relocation/Permanent Change of Station (PCS) costs may be paid by NAVFAC Marianas to include shipment of one privately owned vehicle.
- Temporary Quarters Subsistence Expense (TQSE) normally authorized to assist while locating a permanent residence. (New appointees are not eligible).
- Earn a minimum of four (4) hours of sick leave and (4) hours of annual leave per pay period plus 15 calendar days of home leave accrued annually.
- Home leave can only be used while in an overseas tour status.
- Use of DODEA Schools for dependents.

## ADVANTAGES OF WORKING ON GUAM

- Convenient travel opportunities to exotic Asian destinations such as Singapore, Thailand, Korea, Hong Kong, Japan and many more countries.
- Authorized two environmental morale leave (EML) flights annually using the AMC Space-A travel program.
- After completing one full tour (24 months) eligible for Renewal Agreement Travel (RAT) which is one free roundtrip ticket to your US home of record.
- In addition to full privileges to enjoy all Morale, Welfare and Recreation (MWR) facilities and services, full commissary privileges and privileges at Navy and Army Air Force Exchanges.
- Eligible to reside in military family housing at prescribed rental rates. (Restrictions may apply).
- Use of U.S. Naval Hospital (pay basis).
- Current federal employees can carry over a maximum of 360 hours of annual leave.
- Current CONUS DoD federal employees have return rights for up to five years to your originating Command, or registration in the priority placement.

## EXPLORE GUAM

Guam, an island territory of the United States, is located 900 miles north of the equator in the Western Pacific. Guam is the largest island in Micronesia and the gateway to the Region. It is approximately 6,000 miles from San Francisco; 3,800 miles west of Honolulu; 1,500 miles south of Japan; 1,596 miles from the Philippines and 2,026 miles east of Hong Kong. Guam enjoys mild temperatures of 86 degrees (F) on average year round. Guam's tropical weather allows for a multitude of activities. From tandem skydiving, jet skiing parasailing, kite surfing and many others; dive enthusiasts will enjoy the warm waters off Guam and snorkelers will be in awe of the Tumon Bay Marine Park protected marine life.

Water activities are not the only pastime when it comes to appreciating the island. Attending village Fiestas, hiking WWII sites, golfing, three shopping malls, and five movie theaters are just a few other activities.

Whether you are looking to experience traditional Chamorro culture, an exciting nightlife, or the irresistible shopping environment, Guam is the perfect place to enjoy paradise.



## Show Me the Money

Example: GS-12, Step 5

	Guam	Hawaii	Washington, DC	San Diego, CA
Base Salary with Locality	\$80,481 14.35%	\$82,212 10.01%	\$87,821 24.70%	\$87,786 24.73%
COLA <b>Tax Free</b>	\$11,025 13.70%	\$9,906 12.05%	N/A	N/A
NFPD	\$9,094 11.30%	N/A	N/A	N/A
<b>Total</b>	<b>\$100,600</b>	<b>\$92,118</b>	<b>\$87,821</b>	<b>\$87,786</b>

**Bottom Line: COMPETITIVE COMPENSATION PACKAGE**