

Questions Asked of Joint Base Pearl Harbor-Hickam

ID	Keywords	Source	Date Rcvd	Question	Answer
51	APF	FWG Services	9/21/2009	Will employees who have been at SVS for a long time still have their seniority and the same benefits?	Appropriated Fund Air Force employees will transfer to Navy with their same seniority and benefits. AF NAF employees will transfer to Navy with their same seniority, however, employees will need to switch to the Navy life insurance and HMO plans. AF NAF employees may be able to retain their Air Force retirement and 401(k) plans if eligible.
52	APF	FWG Services	9/21/2009	When we merge with the Navy, how will we be evaluated? Will it still be NSPS or GS system? Are GS going to be switched to NSPS?	Air Force employees will transfer to Navy with their same title, series, grade and pay plan. However, guidance on how and when NSPS positions will be converted back to GS will be forthcoming, and may affect whether current AF NSPS employees will be transferred as NSPS or GS. If and when Navy restructures organizations after FOC, they will make decisions about how new or restructured positions will be filled.
74	APF	15 AW/CC Civ Call	5/14/2009	Will Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Pay (VSIP) be offered?	There are no plans to offer VERA/VSIP prior to FOC since all positions and employees will transfer to the Navy at FOC.
75	APF	15 AW/CC Civ Call	5/14/2009	What happens to EEO complaints that originated with the AF and are still pending on 1 October 2010?	Complaints filed prior to 1 October 2010 will transfer to the Navy for processing. AF will provide Navy assistance with mediating these cases.
76	APF	15 AW/CC Civ Call	5/14/2009	As a Navy employee, will I be eligible to use facilities such as the fitness center, golf course, bowling center and auto hobby shop.	Currently DoD Civilians (AF and Navy) are authorized to use the Navy Morale Welfare and Recreation (MWR) facilities, this will not change after Joint Basing.
77	APF	15 AW/CC Civ Call	5/14/2009	What happens if I am currently on a temporary promotion/reassignment?	In order to avoid potential pay problems, prior to the transfer to the Navy, 1 October 2010, employees on temporary promotion/reassignment will be returned to their permanent position.
78	APF	15 AW/CC Civ Call	5/14/2009	Hickam AFB has a Civilian Fitness Program, does the Navy have a similar program?	Some local Navy activities have fitness programs; however, unlike the AF, there is no overall Navy program. The CPF is aware of this difference and is exploring options with the Navy HRO.
79	APF	15 AW/CC Civ Call	5/14/2009	A number of AF civilians have additional duties to support exercises, inspections, and natural disasters. As a Navy employee will we continue to have these additional duties?	As the installation supporting component the Navy will continue to support the mobility machine at Hickam. The Navy will determine, however, which positions will be used to fulfill that requirement.
80	APF	15 AW/CC Civ Call	5/14/2009	Some AF employees are multi-skilled (i.e. Painter and Carpenter) whereas, Navy employees only have one skill. Also, AF and Navy grades are different (i.e. WG-9 at the AF and WG-7 at the Navy), what happens upon transfer?	AF employees will transfer to the Navy at their current position and grade. The CPF and the Navy HRO are reviewing current and future organizational structures and position descriptions to identify any mismatches based on the Joint Base's requirements, changes may be required after FOC, 1 October 2010.
81	APF	15 AW/CC Civ Call	5/14/2009	What happens to NSPS appraisals?	AF NSPS appraisals for the period 1 October 2009 to 30 September 2010 will be reviewed/approved by the 15 AW Pay Pool but paid by the appropriate Navy Pay Pool.
82	APF	15 AW/CC Civ Call	5/14/2009	Will I lose my job or pay?	No. AF APF (NSPS/GS/WG/WL/WS) employees will not be negatively impacted as a result of transferring to the Navy. Employees will transfer in their current position and continue to receive their current rate of pay.
83	APF	15 AW/CC Civ Call	5/14/2009	Will my NSPS Performance Plan (Job Objectives) remain unchanged upon transfer?	NSPS requires a new performance plan be established each rating period, 1 October. Therefore, upon transfer to the Navy, 1 October 2010, a new plan must be created. In most instances supervisors will continue the plan from the previous year, however, NSPS allows supervisors to update plans at any time throughout the performance period depending on the requirements of the position.
84	APF	15 AW/CC Civ Call	5/14/2009	When will the transfer be official?	Official personnel actions, Standard Form 50, to reassign AF employees to the Navy will be effective, 10 October 2010. However, depending on the Functional Working Group, unofficial transfers may occur transitionally beginning, January 2010.
85	APF	15 AW/CC Civ Call	5/14/2009	What happens to overseas employees who have return rights to former AF positions?	Overseas employees who have return rights to positions that transfer to the joint base will have return rights to the Navy position.
86	APF	15 AW/CC Civ Call	5/14/2009	What happens to an employee who is on pay and grade retention with priority consideration for positions to their previous grade and then is transferred to the Navy?	Pay and grade retention entitlements will continue upon transfer to the Navy. Employees on grade retention will be registered in the DOD Priority Placement Program.
87	APF	15 AW/CC Civ Call	5/14/2009	If I am an AF NSPS employee and transfer to a Navy GS position, will I still be covered by NSPS?	Per DoD, NSPS employees affected by joint basing will remain NSPS upon transfer. Changes may occur at a later date depending on the decision by the Federal Labor Relations Authority concerning bargaining unit coverage at the Joint Base.
88	APF	15 AW/CC Civ Call	5/14/2009	What happens to TERM employees?	TERM employees will transfer to the Navy if the position they are assigned is a valid authorization.
89	APF	15 AW/CC Civ Call	5/14/2009	Air Force has Emergency Essential (EE) positions, does the Navy have the same requirement (i.e. civilians who deploy)?	Yes, the Navy also has EE positions.
90	APF	15 AW/CC Civ Call	5/14/2009	The Navy "shuts down" every December and mandates employees take leave; will former AF employees also be required to follow this same procedure?	This policy applies only to the Pearl Harbor Naval Shipyard. AF employees will not be placed at the Pearl Harbor Naval Shipyard as a result of Joint Basing.

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91	APF	15 AW/CC Civ Call	5/14/2009	How will annual performance appraisals be handled for GS/WG/WL/WS employees?	Transferring employees will receive their last AF appraisal on 1 June 2010, for the performance period 1 April 2009 to 31 March 2010. Upon transfer, employees will be worked into the Navy performance appraisal cycle which runs from 01 October to 30 September of each year.
92	APF	15 AW/CC Civ Call	5/14/2009	I am a bargaining unit employee, who will be my union representative?	Upon transfer to the Navy, current AF unions and their collective bargaining agreements (CBA) will remain in effect. Therefore, dues payment and union representatives will initially remain unchanged.
93	APF	15 AW/CC Civ Call	5/14/2009	Will the AF transfer funds to the Navy's Pay Pool to pay January 2011 performance awards?	Yes.
94	APF	15 AW/CC Civ Call	5/14/2009	Will I still be considered for AF jobs?	Yes. AF is currently working on revising AF staffing policies to state that all positions will be recruited both internally (AF) and externally (other DoD components). Update is scheduled for August 2009, well before FOC, 1 October 2010. This change will apply to positions covered by Career Programs functions. Upon transfer to the Navy, interested employees must apply for AF positions as an external candidate by submitting a resume.
95	APF	15 AW/CC Civ Call	5/14/2009	Will my Official Personnel Folder (OPF) transfer to the Navy and where will it be located?	Yes. The CPF will work with AFPC to ensure a smooth transition. OPFs will be physically located at the Navy Northwest Service Center in Washington State. AF employees are encouraged to download and/or print all documents saved in their Electronic OPF (EOPF). EOPFs can be accessed via AFPC's secure website at https://w20.afpc.randolph.af.mil/AFPCSecureNet20/CheckPortal.aspx .
96	APF	15 AW/CC Civ Call	5/14/2009	Will my leave balance transfer to the Navy?	Yes. Sick and annual leave will transfer. The CPF will work with AFPC to ensure a smooth transition.
97	APF	15 AW/CC Civ Call	5/14/2009	Will I retain my seniority?	Yes. Service computation dates (SCDs) for retirement, leave accrual, and RIF placement (i.e. creditable federal service) will not change. However, seniority relative to other employees will depend on specific individuals assigned to the same organization.
134	APF	APF 15AW Brief May 2009	5/1/2009	When will my transfer be official?	Official personnel actions, Standard Form 50, to reassign AF employees to the Navy will be effective, 10 October 2010. However, depending on the Functional Working Group, unofficial transfers may occur transitionally beginning, January 2010.
135	APF	APF 15AW Brief May 2009	5/1/2009	Will I lose my job or pay?	No. APF employees will not be negatively impacted as a result of transferring to the Navy. Employees will transfer in their current position and continue to be paid at their current pay grade.
142	APF	NAF 15AW Brief May 2009	5/1/2009	Will I retain my pay and seniority?	There will be no change in pay upon transfer to Navy. Employees will transfer in their current position and be paid at their current pay grade and salary. The transfer will not create a "break in service", thus service computation dates (SCDs), i.e., longevity, will not change. Seniority relative to other employees will be determined after the transfer, and will depend on whether the employee remains in the existing organization or is part of a merged function.
143	APF	NAF 15AW Brief May 2009	5/1/2009	Will I have to physically move to Navy?	The majority of NAF positions will remain on Hickam. Some back office functions may consolidate to a central location for efficiency of service.
144	APF	NAF 15AW Brief May 2009	5/1/2009	Will I receive COLA when I become a Navy employee?	OSD and JBPHH policy is "no net change in pay". We will grandfather people, not positions, under their pre-transfer pay scheme. So, if you don't get COLA now, you won't start getting it based solely on the transfer. However, if you move to a new position after the transfer, you will be subject to JBPHH pay policy, which may include COLA.
145	APF	NAF 15AW Brief May 2009	5/1/2009	I work at the CDC and currently receive 25% COLA. Will I continue to get COLA when I become a Navy employee?	Child and Youth care employees receiving COLA will continue to be paid COLA.
147	APF	NAF 15AW Brief May 2009	5/1/2009	I have a 401k with the AF. Will it transfer?	At the time of transfer, HRO will inform you of your option to either retain your 401(k) with Air Force (Wachovia) or enroll in the Navy's 401(k) plan.

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148	APF	NAF 15AW Brief May 2009	5/1/2009	What happens to contributions already made to my Air Force NAF retirement plan?	You will be offered the option to either remain in the AF NAF retirement 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 AF annuity when you retire. If you elect Navy retirement, your AF contributions (if vested - 5 yrs) will remain with the AF until you are eligible to retire. In this case, you will receive two annuities (AF and Navy). If you elect Navy retirement, your AF contributions (if not vested - less than 5 yrs), you will receive a refund of contributions plus interest from the AF plan.
162	APF	AF Quick Fact Sheet	5/22/2009	How will this affect or be affected by NSPS?	Joint basing does not affect, nor is it affected by, NSPS. Current Air Force employees covered under the NSPS system will transfer to the Navy as NSPS-covered employees.
181	APF	Hickam Open House 1	10/27/2009	Presently I'm a heavy Eq Operator, Operates Cranes, Dozer, Grader, Backhoe, Dump Trucks, Tractor/Trailer with CDL. My question: will my grade increase or will my task be less? I wish to serve with the best of my ability but be paid for a fair days work.	Air Force employees will transfer to Navy with their same title, series grade and pay plan. Questions about specific work situations will be addressed on a case-by-case basis.
197	APF	Hickam Open House 1	10/27/2009	No clear answers; on multi-skilled (i.e. painter & carpenters) as to new job title?	Air Force employees will transfer to Navy with their same title, series grade and pay plan. Questions about specific work situations will be addressed on a case-by-case basis.
206	Chapels	Hickam Open House 1	10/27/2009	Chapels: Why were they not represented at the open house in October?	The Chaplains will be hosting a table at the next open house on January 26, 2010 at the Hickam Enlisted Club.
177	Emergency Management & Services	Hickam Open House 1	9/22/2009	What will happen to the 911 call system under JB? Will Hickam AFB 911 calls still ring at the Hickam Fire Department 911 center?	At FOC, all 911 calls will ring at the Regional Dispatch Center. At FOC, Hickam Fire Department Call Center will be the designated alternate RDC 911 call center. 911 calls will ring only if operations dictate transferring calls there.
207	Emergency Management & Services	Hickam Open House 1	10/27/2009	Fire Dept: Will you do "Home Alone" classes?	At the present time the Federal Fire Department has an aggressive "Home Alone" program that is offered to Navy, marine Corp & Army dependents that request it. The program will be extended to our new Joint Base PHH responsibilities.
209	Emergency Management & Services	Hickam Open House 1	10/27/2009	If a member calls 911 stating that they have been raped, where will the victim be taken? (TAMC or Downtown)	It depends on the type of injuries. If the individual shows signs of trauma the patient would be taken to the nearest trauma facility (Queens Medical Center is the only Trauma Center on Oahu). If not, the patient would be taken to the facility of choice ...with-in reason.
210	Emergency Management & Services	Hickam Open House 1	10/27/2009	Will ambulance service be provided by the Navy to Hickam?	The current Advance Life Support Transport services will be continued after Joint Base, with absolutely no plan or thought to downgrade the service.
41	General	FWG Services	9/21/2009	Does the Navy enforce a uniform policy? If not, when Joint Basing goes into effect will we still have to wear a uniform?	There is no expectation that any of the current uniform policies of the services will change as a result of Joint Basing. Wearing of specific uniforms will continue to be designated by the installation command and may be modified by work leaders depending upon the type of work being done.
46	General	FWG Services	9/21/2009	When will the next briefing was going to be other than the Web Site information?	The Joint Base held an Open House at the Hickam Officers Club on Tuesday 27 October 2009. The next event will be a Town Hall held in conjunction with an Open House on Tuesday January 26th, just before Initial Operational Capability (IOC) which occurs on 31 January 2010.
47	General	FWG Services	9/21/2009	What areas from Hickam Services will be moving and when does it start?	All MWR facilities will become part of the new Joint Basing organization effective 1 October 2010 and stay in place as they are now; support functions such as Marketing, IT and accounting/purchasing may relocate to combine the staffs at one location.
48	General	FWG Services	9/21/2009	When will we know who we will work for or what the new chain of command will be?	With few exceptions Air Force groups coming into the Joint Base already know which organization they will belong to. Detail letters will be sent to employees 30 days prior to activation of each function. If you are unsure of where you will be working start by asking your supervisor.
54	General	FWG Services	9/21/2009	Will we be kept informed about what will happen within the AF and expectations of what combining will have on the current Air Force staff?	The Joint Base command is committed to keeping parties informed as we move towards full implementation. The Memorandum of Agreement has been signed which documents how the bases will join however some details are still being worked by the Functional Working Groups (FWG) and the Joint Base Department Heads. As more details are worked out they will be announced to the affected staffs.
57	General	FWG	9/21/2009	At the second level supervisor (section/element chief), who will decide on who'll be the supervisor of the joint function? How will that decision be made?	Air Force employees will transfer to Navy with their same title, series grade and pay plan. If and when Navy restructures organizations after FOC, they will make decisions about how new or restructured positions will be filled.

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58	General	FWG	9/21/2009	Will there be a decision on combining Navy/AF staff during IOC?	The staffs will be combined during the IOC time period however one of the issues holding up physically combining the staffs is the lack of suitable space. Plans for physical moves are still being worked in many cases and may take place over several years as new space can be built or existing buildings are refurbished.
59	General	FWG	9/21/2009	Are there any plans to physically relocate functions once we join?	One of the issues holding up physically combining the staffs is the lack of suitable space. Plans for physical moves are still being worked in many cases and may take place over several years as new space can be built or existing buildings are refurbished.
60	General	FWG	9/21/2009	When working on the SOPs, what are the expectations and anticipated outcomes? Are the two bases expected to just place their service specific SOPs together in a binder and call it good, or are the services being asked to adapt to best practices?	The point Congress intended in combining twenty six separate installations into twelve joint bases was to operate the installations in the most efficient and logical way possible. The principal of good stewardship requires that we take this opportunity to break away from antiquated habits and adopt the best practices available.
62	General	FWG Logistics	9/21/2009	Will there be a CTO for Joint Basing?	We are unsure of the acronym CTO and so no answer has been prepared.
63	General	FWG Logistics	9/21/2009	Many of us have additional duties that take a lot of time and prevents us from doing our primary jobs. During the transition & after we become Navy personnel, will we be able to drop additional duties and concentrate on our real job? And if not, why not?	Your primary job should not suffer at the expense of collateral duties, however the transition process of joint basing will put an additional burden on many of us. If you feel there are too many demands and your primary job is suffering you should make this known through your chain of command.
64	General	FWG Logistics	9/21/2009	We are constantly bombarded with tasking from PACAF directing new requirements without any funding for additional manning. Will JB leadership take a stand by rejecting these mandates and require "fee for service" before new requirements are complied with?	Unfunded requirements is nothing new within government and joint basing will not be a panacea for this issue. The Joint Base Command will manage the combined installation to the best of its ability given the level of resources available.
65	General	FWG Logistics	9/21/2009	Since GSLs will not be supported by joint basing, has a servicing base (ex. Kadena, Elmendorf) been identified to take over for Hickam?	Geographically Separate Locations (GSL) which are not joining JBPHH will receive support from their parent command or contract fee for service with service providers. In some cases the service provider contracted with may be JBPHH.
66	General	FWG Logistics	9/21/2009	In the MOA, there are only 12 GSLs identified. There are other GSL detachments such as: Maui, Australia, New Zealand, ROTC units off base, etc that Hickam supports. Will these other locations also not be supported by JB?	Geographically Separate Locations (GSL) which are not joining JBPHH will receive support from their parent command or contract fee for service with service providers. In some cases the service provider contracted with may be JBPHH.
68	General	FWG IG	9/21/2009	I would like to know where everyone is going to be seated at BLDG 150 (master plan for relocation of staff).	One of the issues holding up physically combining the staffs is the lack of suitable space. Plans for physical moves are still being worked in many cases and may take place over several years as new space can be built or existing buildings are refurbished.
69	General	FWG IG	9/21/2009	I would like to see a list of all people who transferring over--exact #'s, positions, etc.	This list is being finalized. Each employee will receive a welcome letter stating that they will be transferring from Air Force to Navy.
70	General	FWG IG	9/21/2009	I would like to see a detailed map of JBPHH with BLD #'s, and what agency is in each/dept.	We'd like to tell you that this is in the works but unfortunately it is currently a back burner issue and will take some time before a Joint Base map is issued. In the mean time a map of Hickam is available at the Services Squadron website. Click on http://hickamservices.com/Default.asp and at the bottom of the page is a link for a detailed map. A detailed map of Pearl Harbor is not available.
72	General	FWG Logistics	9/21/2009	Accountable equip will be transferred from the Air Force to the Navy. Will mobility equipment that's mission related (UTC) be transferred too?	No, mobility equipment will not transfer. Only Installation Support Equipment (ISP) will transfer.
73	General	FWG Logistics	9/21/2009	Will mobility equipment that's mission related (UTC) be required to be transferred? If not, which org/unit will take responsibility of equipment since appointed custodians will no longer be Air Force, but Navy personnel?	The "Mission" or "Supported Component" organization/unit will have to assign new Air Force equipment custodians. The custodians may be from the 15th AW, 13th Air Force or PACAF. This issue still has to be decided by the Supported Component.
109	General	15 AW web page	6/1/2009	Does the Joint Base include geographically separated units?	According to the 22 Jan 08 Joint Base Implementation Guidance (JBIG), geographically separated units are included. For JBPHH the following geographically separate locations (GSL) will be part of the joint base, Wahiawa Communications Station, Hickam Petroleum Products Storage Annex, and the Schofield Firing Range used by the AF.
110	General	15 AW web page	6/1/2009	Each service has varying levels of services such as clubs and gyms. How will these differences be addressed?	The services will develop policy relating to transfer and upkeep of recreational facilities. Consistent levels of service will be provided as determined by the common output level standards (COLS).
111	General	15 AW web page	6/1/2009	For purposes of BRAC, what is "jointness"?	Jointness is the thought process that facilitates the joint use of infrastructure to the overall good of the Department of Defense and the nation.
112	General	15 AW web page	6/1/2009	How is BRAC 2005 different from previous BRAC rounds?	Greater emphasis was placed on reshaping the Department as opposed to simple cost cutting. There also was greater emphasis on jointness-selecting the appropriate organizations from two or more services to share facilities in the right location and how that can significantly improve combat effectiveness while reducing costs. It generates a more powerful military through appropriate basing.

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113	General	15 AW web page	6/1/2009	How long will the changes take?	The BRAC law mandates that DoD be at the joint-basing level by Fiscal Year 2011 and have completed all realignment actions. However, the Office of the Secretary of Defense (OSD) is aiming for 2009 to 2010 implementation, as an earlier cost-saving measure. The services are working together to determine the ideal timeline to achieve the goals of Joint Basing.
114	General	15 AW web page	6/1/2009	How will installation support service levels be maintained?	The Memorandum of Agreement (MOA) which is the binding agreement between the Navy and the Air Force has a template which includes Common Output Level Standards (COLS) which set the expectations for service performance at the joint base. These COLS were developed by DoD and are generally set at higher than current standards so there should be no drop in installation support service.
115	General	15 AW web page	6/1/2009	How will this affect contracting with outside businesses?	New contracts for installation support functions will be done by the joint base command for installation support functions. For the same or similar services and goods, the joint base command may determine that a single contract is more efficient where there is currently a separate one for each base. Points of contact may change and this information will be provided to current and interested vendors.
116	General	15 AW web page	6/1/2009	What affect will Joint Basing have on each installation's mission?	The focus of joint basing is on installation/base operating support, not mission support. The mission will remain the same and joint basing will focus on delivery of installation support services.
117	General	15 AW web page	6/1/2009	What areas are being considered for consolidation at the joint base?	The following installation support functions are considered for transfer: Facilities maintenance, utilities, base support vehicles and equipment, public affairs, fire protection and emergency services, IT, management analysis, protocol, inspector general, postal services, community services, chaplain, environmental services, safety, logistics support, MWR and child/youth programs, family support services, military personnel, housing, financial management, food services, legal support, procurement operations, and protection support.
118	General	15 AW web page	6/1/2009	What determined who will be the supporting and supported commands?	This was determined by the BRAC Commission.
119	General	15 AW web page	6/1/2009	What is BRAC?	BRAC stands for Base Realignment and Closure. It is the congressionally mandated process DoD uses to reorganize its base structure to more efficiently and effectively support our forces, increase operational readiness, and facilitate new ways of doing business.
120	General	15 AW web page	6/1/2009	When will functions start to transfer?	Functions will start to transfer soon after the Initial Operational Capability (IOC) date of 31 Jan 2010, but all will be transitioned by Full Operational Capability (FOC) date of 1 Oct 2010.
121	General	15 AW web page	6/1/2009	Where will services be located?	Preserving customer accessibility to services on Naval Base Pearl Harbor and Hickam AFB is a key issue in joint basing consolidation. Services will continue to be available at all installations.
122	General	15 AW web page	6/1/2009	Who will be in charge of the new Joint Base here?	The Navy has been designated as the lead or Supporting Component, and therefore, the joint installation will have a Joint Base Commander from Pearl Harbor, with the Deputy Joint Base Commander coming from Hickam AFB. The mission commanders and other tenants will remain in charge of their units.
123	General	15 AW web page	6/1/2009	Why is DoD going to a Joint Basing concept?	Modern warfare is joint warfare. In addition to saving scarce funds, this move to Joint Basing will allow us to build closer relationships and forge stronger ties between services. We will not only train as we fight, we will live as we fight. This is part of an ongoing effort to maintain the most efficient and effective force structure.
124	General	15 AW web page	6/1/2009	Will the installations be renamed?	According to BRAC 05, Joint Base Pearl Harbor-Hickam (JBPHH) will be the name for the new base.
125	General	15 AW web page	6/1/2009	Will the joint base employees follow Air Force or Navy policies?	The joint functions will fall under the Navy lead and as such will follow Navy policy. Specific implementation will be further addressed in Standard Operating Procedures (SOPs) that are being developed by joint functional working groups of subject matter experts.
128	General	JBPHH Website	9/2/2009	I work in the calibration Lab at the Shipyard. Do you know if the calibration lab on Hickam will be merged with the calibration lab on Pearl Harbor when the two bases merge?	The Shipyard is not a part of the Joint Base construct. The Hickam calibration lab, or Precision Measurement Equipment Lab (PMEL), is part of the 15th Maintenance Group, which is also not part of the Joint Base.
129	General	JBPHH Website	9/2/2009	Will the fence that divides Hickam and Pearl harbor come down?	There are no immediate plans for tearing down fencing or adding new access points between Hickam and Pearl Harbor. Most of the property along the fence on the Hickam side is housing and tearing down the fence may pose safety concerns for those in housing areas.

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130	General	JBPHH Website	9/2/2009	When will the new Joint Base Pearl Harbor-Hickam command stand up?	Naval Station Pearl Harbor and Hickam Air Force Base will begin the transition period, called Initial Operation Capability (IOC), on Jan. 31, 2010. The end of the transition period is called Full Operation Capability (FOC) and will be achieved on Oct. 1, 2010. At that time all resources, property, personnel, and authority for installation management functions will transfer to the Navy, which was designated by Base Realignment and Closure (BRAC) law to be the lead agency for the new installation.
131	General	JBPHH Website	6/19/2009	Who will be in charge of the new joint base?	The new installation will have a Joint Base Commander (JBC) from Pearl Harbor, with the Deputy Joint Base commander coming from Hickam AFB. The prospective JBC is Capt. Richard Kitchens, commanding officer, Naval Station Pearl Harbor. The prospective Deputy JBC is Col. Charles Baumgardner, commander, 15th Mission Support, 15th Airlift Wing, Hickam AFB. The mission commanders and other tenants will remain in charge of their units. The JBC will report to Commander, Navy Region Hawai'i.
132	General	JBPHH Website	6/17/2009	Currently the civilian populace of Hickam 15 CES is tasked to provide the processing for military augmentees including the Hawaii Air National Guard and the reserve units. We find it rewarding. Will this continue to occur when we become JBPHH?	The Joint Base Memorandum of Understanding (MOA) is specific in pointing out that the 15 AW must maintain its ability to mobilize AF and DoD units deploying to, from, and through the Joint Base Pearl Harbor Hickam. We have identified in the MOA the number of civilian positions required to maintain this critical function and civilians that transfer will still be required to fulfill those duties and receive proper training to perform mobility processing. Our mobility machine members can rightfully take pride in the performance of their deployment taskings and will be able to continue to do so after the Joint Base is stood up.
151	General	AF Quick Fact Sheet	5/22/2009	What is a joint base?	A joint base is the consolidation of two or more installations of different services that generally share a common boundary or are close to each other.
152	General	AF Quick Fact Sheet	5/22/2009	What determined who will be the supporting and supported commands?	This was determined by the BRAC commission.
153	General	AF Quick Fact Sheet	5/22/2009	Which service will be in charge of the new joint base.	The Navy has been designated as the lead, or supporting component. Therefore, the joint installation will have a joint base commander from Naval Station Pearl Harbor with the deputy joint base commander most likely coming from Hickam AFB. The mission commanders and other tenants will remain in charge of their respective units.
154	General	AF Quick Fact Sheet	5/22/2009	Will the installation be renamed?	According to BRAC '05, Joint Base Pearl Harbor-Hickam (JBPHH) will be the name of the new base.
155	General	AF Quick Fact Sheet	5/22/2009	What areas or missions will become joint?	Installation support (IS) includes such functions as command support, community services, facilities, environmental services, fire protection, emergency services, housing, human resources, information technology, logistics support, law enforcement and physical security.
157	General	AF Quick Fact Sheet	5/22/2009	What is the impact on the local economy?	Some points of contact may change, and some contracts may consolidate for efficiency and effectiveness. JBPHH will ensure that any changes are as transparent as possible.
160	General	AF Quick Fact Sheet	5/22/2009	Where will services be located?	Preserving customer accessibility to services on Naval Base Pearl Harbor and Hickam AFB is a key issue in joint basing consolidation. Services will continue to be available at both installations.
163	General	AF Quick Fact Sheet	5/22/2009	What affect will joint basing have on each installation's mission?	The focus of joint basing is on standardizing installation / base operating support to maintain and enhance mission capability.
175	General	Hickam Open House 1	9/22/2009	The access point between Pearl Harbor and Hickam should be closer to the main gate, rather than as far back as Porter Gate.	This is one of the topics most asked about and most agree that another gate closer to the front would be convenient, however the fact that the streets on the Hickam side are residential with 15 mph speed limits makes it difficult to choose exactly where to place a second gate due to traffic safety issues. This topic will continue to be researched.
176	General	Hickam Open House 1	9/22/2009	Will the Hickam O Club name change?	The Hickam Officers Club and Enlisted Club will remain in the Air Force membership system and continue functioning under the same names as they do now for the foreseeable future.
182	General	Hickam Open House 1	10/27/2009	Hawaii Air Guard 154th LRS-> How is the fuel tenant relates to Joint Base. (Refuel tankers & fighters)	All aircraft refueling performed by the LRS today will continue as-is, where-is at IOC and FOC.
184	General	Hickam Open House 1	10/27/2009	Since Air Force is currently mission funded for supporting the 154th and other tenant services, how will NAVFAC's fee for service policy affect us?	Tenant units like the HIANG will obtain NAVFAC HI facility support on a cost-reimbursable basis, based on NAVFAC HI's labor and commodity rates.

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185	General	Hickam Open House 1	10/27/2009	Will the Air Force fuel maintenance personnel go to NAVFAC or FISC Fuels?	FISC and NAVFAC have been discussing this issue because for Navy, FISC is responsible for fuel maintenance. The final decision has not been made but the issue will be resolved prior to FOC.
187	General	Hickam Open House 1	10/27/2009	Since the funds will be provided to the Navy for JB use, how will the funds get to the former Civil Engineering shops to purchase their materials?	Every project is assigned a Job Order Number (JON) that is tied to Joint Base or Tenant funding. Material costs will be billed to the appropriate JON.
190	General	Hickam Open House 1	10/27/2009	Environmental: 1) Where will we be located? 2) Who will we be working with? 3) Currently we supervise 5 support contractors, how will they be transferred? 4) What projects will we be overseeing, AF & Navy? 5) Navy uses Share Point & Performance Point. Will AF personnel receive training on these? 6) How will computer systems be integrated? 7) Recommend team building exercises be done for best performance.	1) It is likely that most the AF EV staff will remain at the same office spaces at FOC. 2) The Navy organization is anticipated to be finalized in November. From there, AF personnel will be placed to the appropriate office of the Navy organization. 3) The Navy is reviewing the AF contract hire billets. 4) There will be some AF EV personnel that will oversee both the Navy and AF projects, while there are other AF EV personnel that will oversee primarily AF projects. 5) The Navy intends to provide training on applicable Navy software to AF personnel. 6) The AF and Navy IT offices, and FWGs are meeting to discuss the hardware, software and data migration issues. 7) It is anticipated that staffs will meet and get to know each other after the organizational and personnel questions are answered.
192	General	Hickam Open House 1	10/27/2009	1) How will Navy civs (formerly AF) be notified of AF exercises? Currently they are notified by e-mail, etc. 2) How will new Navy civs communicate with embedded military who are their customers - access to GAL, etc?	Navy and Air Force are working on this issue. We will publish the answer once a final decision has been made.
193	General	Hickam Open House 1	10/27/2009	For records Mgmt at FOC do prior records transfer to JB or do they remain AF? e.g. records are archived but who maintains archive? What happens with FOIA request (lawsuit) for AF building now owned by Navy? CASG states FOIA remains w/ supported component.	To be developed by the working group.
194	General	Hickam Open House 1	10/27/2009	What is NAVFAC HI records management plans? Will they take and maintain prior AF records?	To be developed by the working group.
195	General	Hickam Open House 1	10/27/2009	Do all NAVFAC employees require a security clearance?	All shop and transportation-related personnel are required to have security clearance. Most other personnel do have clearance, but that will likely be addressed on a case-by-case basis for the incoming AF staff. Formal guidance from leadership is pending.
196	General	Hickam Open House 1	10/27/2009	AF IT funds are being transferred on the AF PB14 for all support requirements to N6. NAVFAC & FISC don't align under N6 for ITSM support. How will N8 partition these funds to support requirements to components not directly funded in their PB14? Are there any other fwg's where this may apply?	Yes, this applies to other FWG's who have already identified to N8 what the division of the funds will be. (Legal, Environmental, Facilities Mgmt) CNIC formally tasked CNRH on 28-Oct-09 to provide the FTE and Funding detail by SIC for each BSO. N6 should provide this level of detail to N8 as soon as possible.
205	General	Hickam Open House 1	10/27/2009	Will the military AF embedded personnel be integrated into the NAVSTA CDO watchstanders?	The opportunity will exist for exceptional E-6 and all E-7 and above military members to qualify for Joint Base CDO.
208	General	Hickam Open House 1	10/27/2009	NAVFAC currently does not have locksmith to address key issues for facilities. How will that be addressed?	NAVFAC retains a locksmith on contract who will continue to respond to facility requests.
183	Housing	Hickam Open House 1	10/27/2009	AF hired a retired military as a civilian. Are they eligible for PPV housing?	Yes, civilians are eligible for PPV Housing however, civilians have very low priority placement on the waitlist. Active duty military have first priority.
40	HRO General	FWG Services	9/21/2009	When Joint Basing goes into effect will we still have Family Down Days?	Family Down Days are designated by HQ PACAF before/after major holidays for military and civilians to spend with families (liberal leave for civilians). This is similar to Navy authorizing liberal leave for holiday-related days. JBPHH will synchronize liberal leave days with PACAF Family Days to the extent possible.
42	HRO General	FWG Services	9/21/2009	What is the navy retirement benefit system and when will someone be briefing employees on this information?	No change for Appropriated Fund employees. For Non-Appropriated Fund (NAF) employees, representatives from the Air Force and Navy headquarters will be conducting briefings on the retirement plans and HR staff will conduct personal counseling sessions prior to FOC to assist employees with making their decision to either retain the AF plan or transfer to the Navy plan. Dates for headquarters briefings will be announced.

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43	HRO General	FWG Services	9/21/2009	The Navy requires employees to work 32 hours a week to be considered regular. The Air Force only requires 20 hours, will regulars who work less than 32 be considered a flex after we joint base?	The Navy has two categories of "regular" employees: Regular full-time includes those regular employees who consistently work 35 to 40 hours per week and regular part-time includes those regular employees who work between 20 to 34 hours per week. Regular AF NAF employees will be designated as full-time or part-time at FOC based on their regularly scheduled hours. Regular AF employees who transfer to Navy under Joint Basing may elect to transfer coverage of benefit plans they are enrolled in with the Air Force to equivalent plans with the Navy.
55	HRO General	FWG Services	9/21/2009	Just need information in general about how joint basing will affect our benefits like sick leave, annual leave, working place (can they transfer employees from one center to another), what rules do we follow etc?	Appropriated Fund Air Force employees will transfer to Navy with their same seniority and benefits. For AF NAF employees, all accrued annual and sick leave will transfer at FOC. Transfer of employees from one center to another will be reviewed on a case by case basis and conducted in accordance collective bargaining unit agreements and other applicable guidelines.
61	HRO General	FWG Logistics	9/21/2009	Will there be any retirement incentives offered?	There are no plans to offer VERA/VSIP prior to FOC since all positions and employees will transfer to the Navy at FOC.
108	HRO General	15 AW web page	6/1/2009	Do Hickam employees transfer to the Navy?	Air Force civilian employees performing installation support functions that will transfer to the joint base will convert to Navy civilians.
126	HRO General	JBPHH Website	9/2/2009	As an AF employee do we have the option of turning down the transfer to the Navy personnel system and seek to be placed in a RIF status so we may seek other AF jobs at Hickam or other AF bases not affected by joint basing?	Employees assigned to Air Force positions that are identified for transfer will "realign or transfer" to the Joint Base and become Navy employees in Oct 2010. There will be no reduction in force (RIF) at the losing activity (Air Force) since all identified positions and employees assigned to those positions are transferring to the gaining activity (Navy). Air Force employees who elect not to transfer to the Navy must either independently seek employment with a non-transferring AF position/organization, retire (if eligible), or voluntarily resign.
156	HRO General	AF Quick Fact Sheet	5/22/2009	Will jobs be cut?	Initially, we expect all jobs to transfer, with any efficiencies to be gained after the JB is fully operational and further studies are conducted.
161	HRO General	AF Quick Fact Sheet	5/22/2009	Do Hickam AFB employees transfer to the Navy?	Air Force civilian employees performing installation support functions that that will transfer to the joint base will convert to Navy civilians. OSD is addressing issues relating to such personnel issues as NSPS, labor relations obligations, transfer of function and work, work classification and non-appropriated funds personnel.
164	HRO General	AF Quick Fact Sheet	5/22/2009	How will this affect the operational and rotational deployments?	Operational deployments will continue. Airmen who are embedded in the joint base organization will continue to be tasked just as they are today.
172	HRO General	Hickam Open House 1	9/22/2009	I work in NAVFAC, how can I work part time in MWR?	Employees can't work more than 40 regularly scheduled hour per week due to dual compensation regulations. So if you're full time at NAVFAC, you can't work for MWR.
189	HRO General	Hickam Open House 1	10/27/2009	As a support contractor with the 15AW/CEV, how does joint basing affect my position? Will the Navy continue my contract or be switched to GS?	Navy and Air Force are working on this issue. We will publish the answer once a final decision has been made.
127	IT / Systems	JBPHH Website	9/2/2009	Will USAF continue to maintain computer network connectivity or will it shift to NMCI?	AF personnel will continue to use AF network services. Civilians transferring to the joint base will gain Navy Marine Corp Internet (NMCI) accounts if/as required by Navy employees for routine personnel support. AF military personnel aligned with the joint base will retain access to AF network services and may also have access to Navy network services (if required as part of installation support duties). Extending Navy network services (NMCI) to Joint Base PHH workspaces will depend on firm functional requirements (data, applications). Implementation, if required, will be shaped by functional priority and resourcing.
173	IT / Systems	Hickam Open House 1	9/22/2009	Joint Base website needs to be accessible to the public.	The Joint Base website available to the public is at http://www.cnic.navy.mil/PearlHarbor-Hickam/index.htm
188	IT / Systems	Hickam Open House 1	10/27/2009	Will the former AF Material Acquisition personnel have to use Navy forms & computer software to purchase the materials? If so, when will training take place?	If purchasing material for mission components with mission lines of accounting, material acquisition personnel will use AF forms and systems to procure. If purchasing consumable material for day-to-day internal operations, material acquisition personnel will follow Navy procurement procedures. Training is not yet scheduled but will take place prior to new employees using the Navy system.
202	IT / Systems	Hickam Open House 1	10/27/2009	NAVFAC 1) Are there trainings that will be given to the AF to learn the Navy instructions and policies? 2) Computer Systems: How to transfer data created in AF systems to Navy systems?	1) AF personnel will be provided with training, as necessary, for Navy applications. Training on Navy instructions/policies is a good idea and will be elevated to leadership for discussion. 2) Data migration is being discussed with every transferring function and will be executed at both the Command and local level using automated and manual processes.

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211	IT / Systems	Hickam Open House 1	10/27/2009	What is the long term solution for the continued support of AF systems that may be or will be used under the joint base construct? For example AF Systems with shared data; AFNET Seats, network, IA, etc. for supporting component users who continue to use the AFNET workstation?	A long term solution for continued support of AF systems used for the joint base has not been decided at this point. JBPBH leadership are aware of the problem and will continue to work toward a permanent solution for the future.
133	Medical	JBPBH Website	6/15/2009	Can you tell me how the medical facility run after Hickam/Pearl join to become one base? Will the Air Force still run the facility? Will it be Joint? How will it change the service provided?	The medical facility itself will not be a part of the Joint Base; therefore, it will continue to be Air Force managed and the service provided will not change.
49	MWR	FWG Services	9/21/2009	Do Navy employees get to use the NEX?	No, Navy civilian employees are not authorized NEX privileges.
53	MWR	FWG Services	9/21/2009	For the Child Development Center; we have heard by 2015, it is mandatory to have a BA or BS in ECE to teach, will we be getting paid more? If by 2015 not everybody has a BA or BS what will happen to those workers?	This is a National Alliance for the Education of Young Children (NAEYC) requirement for accreditation process that is still up for debate. OSD, Navy CYP and Air Force Services are considering this issue, and will decide whether or not to pursue. At this time it is unlikely that the Navy or Air Force will require degreed teachers in activity rooms in child development programs.
159	MWR	AF Quick Fact Sheet	5/22/2009	Every base has varying levels of services such as clubs and gyms. How will these differences be addressed?	The services will develop policies relating to the transfer and upkeep of recreational facilities. Consistent levels of service will be provided as determined by the common output level standards (COLS).
174	MWR	Hickam Open House 1	9/22/2009	Will the Navy shuttle be going to the Hickam side?	There are currently no plans to change the bus route of the Navy Shuttle.
180	MWR	Hickam Open House 1	10/27/2009	Will the priority change for the recreational lodging facilities, specifically at Bellows?	Bellows Air Force Station is not part of the Joint Base so there will be no changes to their policies.
186	MWR	Hickam Open House 1	10/27/2009	Who will be in charge of Hickam Harbor? My concern is the maintenance of the hoist at Hickam Harbor. As of late the hoist is not easily operable by one person. Before I did it all by myself, now I need another person. Please look into this problem. Thanks	The Joint Base MWR will be responsible for the management of the Hickam Harbor operation. For safety reasons, the hoist should be operated by two people at all times. When operating the hoist one person must hold the boat and one person must operate the mechanism. During hours of operation, 0900-1700, there are maintenance staff who are readily available to assist with the hoist.
198	MWR	Hickam Open House 1	10/27/2009	When a child is registered for day care will the parent have to register at a single location, or at more than one location?	Registration for child care will be consolidated at a single location.
199	MWR	Hickam Open House 1	10/27/2009	One rumor is that the 10th Puka Lounge operations will be contracted out 3 months after the Navy takes over. Is this true? Second rumor is any contracting options will/can not be considered for two years after the Navy takes over? Is this true? If the 10th Puka Lounge operations is contracted out the contractor has to hire the current employees. Is this true?	The answer is no to all questions.
201	MWR	Hickam Open House 1	10/27/2009	Will there be one waiting list for school age programs like seasonal camps after school care?	Yes there will be one waiting list for the school age programs.
203	MWR	Hickam Open House 1	10/27/2009	MWR: What are the restrictions, if any, in using AF & Navy facilities for the AF personnel & Navy personnel?	Joint Base MWR facilities will be open and accessible to all eligible patrons without regard to service affiliation.
204	MWR	Hickam Open House 1	10/27/2009	Can we still fish near the Hickam Marina?	There are no plans at this time to change present policy.
44	NAF	FWG Services	9/21/2009	HRO Questions: Can we get more info out to our employees--maybe a handout on how the Navy handles 401K plans, NAF Retirement, Sick Leave, and Annual Leave?	No change for Appropriated Fund employees. For NAF employees, a separate handout has been prepared to provide AF NAF employees with a brief description of Navy benefits for NAF employees. A copy of the handout is posted on the Hickamservices.com website at http://hickamservices.com/human-resources.asp and hard copies are available at the 15th SVS Human Resources Office in Bldg 1073.
45	NAF	FWG Services	9/21/2009	Does MWR Navy sick leave accrue like it does for the AF? I have heard that Navy uses a system called personal leave and does not have sick leave and annual leave. Do we lose the benefit?	Sick leave credits will accrue at the rate of 5 percent of the total basic workweek hours in a pay status and will be credited from the date of appointment to regular status
56	NAF	FWG Services	9/21/2009	When a GS-05 PCS's does that job turn into a NAF position and what grade would it be?	These types of questions will be answered on a case-by-case basis as PCS occurs.
103	NAF	15 AW web page	6/1/2009	I work at the CDC and currently receive 25% COLA. Will I continue to get COLA when I become a Navy employee?	Child and Youth care employees receiving COLA will continue to be paid COLA.

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104	NAF	15 AW web page	6/1/2009	Will my benefits transfer?	Prior to the transfer the NAF human resources office (HRO) will meet with each employee individually and review their specific situations with them to ensure they fully understand their options and entitlements.
105	NAF	15 AW web page	6/1/2009	I have a 401k with the AF. Will it transfer?	At the time of transfer, HRO will inform you of your option to either retain your 401(k) with Air Force (Wachovia) or enroll in the Navy's 401(k) plan.
137	NAF	APF 15AW Brief May 2009	5/1/2009	Will I still be considered for AF jobs?	Yes. AF is currently working on revising AF staffing policies to state that all positions will be recruited both internally (AF) and externally (other DoD components). Update is expected within the next 90 days, well before FOC. This change will apply to positions covered by Career Programs functional. **interested employees must apply for AF positions
139	NAF	APF 15AW Brief May 2009	5/1/2009	Will my Official Personnel Folder (OPF) transfer?	Yes. CPF will work with AFPC to ensure a smooth transition.
140	NAF	APF 15AW Brief May 2009	5/1/2009	I am a bargaining unit employee, who will be my union representative?	Upon transfer to the Navy, current AF unions and their collective bargaining agreements (CBA) will remain in effect. Therefore, dues payment and union representatives will initially remain unchanged.
141	NAF	APF 15AW Brief May 2009	5/1/2009	Will I lose my job?	No plans for RIFs or involuntary reductions at startup. As JBPHH merges NAF activities and functions, we may see either decreases or increases in positions based on mission needs.
149	NAF	NAF 15AW Brief May 2009	5/1/2009	What happens to my health plan?	If you are currently enrolled in the DOD NAF Health Benefits Plan, you will be covered under the Navy's version of the plan. By the way, until we started planning for JBPHH the Navy did not have an HMO option. Because we did have one, they are now pursuing one of their own.
150	NAF	NAF 15AW Brief May 2009	5/1/2009	What happens to my life insurance coverage?	The Navy insurance program differs from that of the AF. The rules as they affect individual employees will be addressed prior to transfer to Navy.
200	NAF	Hickam Open House 1	10/27/2009	401K loans: How are current 401K loans going to be handled if I am transferring my AF 401K to Navy 401K?	AF NAF employees who retain their AF NAF Retirement and 401 (k) plans may continue their 401(k) loans. If an employee elects to transfer to the Navy retirement and 401(k) plans, the employee will be required to pay off the AF 401(k) loan prior to FOC since there are no provisions for loans under the Navy 401(k) plan.
231	NAF	Hickam Open House 1	10/27/2009	Where can I find a list of all NAF employees transferring to Navy?	All Air Force NAF (AFNAF) employees who, if not for joint basing, would have been on the AFNAF payroll on 1 Oct 10 will transfer to the new Joint Base Pearl Harbor Hickam and become Navy NAF employees as of 1 Oct 10. Currently, there are approximately 560 AFNAF employees who are forecasted to transfer. Because we have such a large workforce, the list of employees changes almost daily.
232	NAF	Hickam Open House 1	10/27/2009	Will the paydays change once we transfer to Navy?	Navy NAF employees are paid every other Friday, but on alternating Fridays from the AF paydays. Navy pay periods start on Friday and end on Thursday while AF pay periods start on Sunday and end on Saturday. Because the transfer date does not coincide with the end of the AF pay period cycle, the last paycheck issued to AFNAF employees will only cover 12 days (19 Sep -30 Sep 2010) with employees being paid on 8 Oct 2010. The first check from Navy will cover the period 1 Oct - 7 Oct 2010 with employees being paid on 15 Oct 2010.
233	NAF	Hickam Open House 1	10/27/2009	If I am a regular employee with the Air Force, will I be a regular or flexible employee when I am transferred to Navy?	The Navy has two categories of "regular" employees: Regular fulltime includes those regular employees who consistently work 35 to 40 hours per week and regular part-time includes those regular employees who work between 20 to 34 hours per week. The Navy also has two categories of "flexible" employees: Flex Scheduled and Flex On call Upon transfer, "regular" AFNAF employees will be categorized as "regular full-time or regular part-time" and "flexible" employees will be categorized as "flex scheduled or flex on call" based on their normal schedules and Navy guidelines.
234	NAF	Hickam Open House 1	10/27/2009	Can we get more info out to our employees - maybe a handout on how the Navy handles 401k plans, NAF retirement, etc.?	A separate handout has been prepared to provide AFNAF employees with a brief description of Navy benefits for NAF employees. This handout is available at the NAF Human Resources Table at the Open House. A copy will be posted on the Hickam Services website at hickamservices.com and copies will also be available at the 15th SVS Human Resources Office in Bldg 1073. As we get closer to FOC on 1 Oct 10, HR Representatives will conduct counseling sessions with AFNAF employees to ensure they fully understand their options.

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235	NAF	Hickam Open House 1	10/27/2009	Does the Navy use a system called personal leave in place of sick leave and annual leave?	No, Navy NAF employees earn annual leave and sick leave the same as the AF NAF employees.
236	NAF	Hickam Open House 1	10/27/2009	Can employees be moved from one Child Development Center to another?	As of right now, there are no plans to relocate employees between Air Force and Navy Child Development Centers prior to 1 Oct 10. After 1 Oct 10, the Joint Base Department Heads will be conducting a review of the merged operations to see if any adjustments are required to gain efficiencies. Any movement of personnel, however, is subject to provisions in collective bargaining (union) agreements and Navy regulations.
237	NAF	Hickam Open House 1	10/27/2009	Can AFNAF employees be considered for Navy NAF positions?	Navy MWR uses the same nafjobs.com website the Air Force uses to announce vacancies and recruit applicants, including current employees. AFNAF employees interested in Navy NAF positions may apply through the website, but are currently considered as external candidates.
238	NAF	Hickam Open House 1	10/27/2009	Will NAF employees still be eligible for bus passes?	Yes, Navy issues bus passes to regular and flexible NAF employees with the exception of those in temporary positions.
239	NAF	Hickam Open House 1	10/27/2009	When we become Navy NAF employees, will we be able to shop in the Navy Exchange?	No, Navy NAF employee are not eligible to shop in the Navy Exchange unless already entitled through some other means such as being a family member of an active duty military member.
240	NAF	Hickam Open House 1	10/27/2009	As a Navy employee, will I be eligible to use facilities such as the fitness center, golf course, bowling center and auto hobby shop?	Currently, DoD civilians (AF and Navy) are authorized to use the Navy Morale, Welfare and Recreation (MWR) facilities. This will not change after Joint Basing.
50	Security	FWG Services	9/21/2009	Base access - will the same procedures at Navy replace Hickam's procedures?	There will be one access procedure in place for all gates. The Navy & Air Force are currently working together on this instruction. This will be in effect no later than February 1st, 2010.