



## U.S. Department of Justice Federal Bureau of Prisons Federal Correctional Complex Lompoc California

Lompoc has a 30.57% locality pay scale compare to the rest of the United States locality at 15.37%. In addition, incentives may be offered for authorized positions such as: Above Minimum Rate (if applicable), Compressed Work Schedules, retention incentives maybe offered after one year completion with a Fully Successful performance evaluation and Student Loan Repayment Programs.

### Location

Lompoc is Nestled in the Sta. Rita Hills of California's Central Coast, Lompoc is a relaxing destination acclaimed for its breathtaking beauty, abundant outdoor murals in Old Town, fully restored historic mission, For wine enthusiasts, the Lompoc Wine Trail inspires a passion for pinots and boutique tasting rooms. For cyclists, a ride on country roads past vineyards and farm fields is a great way to spend the day.

With its mild Mediterranean climate year-round, Lompoc Valley is ripe for adventure – golf, biking, hiking, surfing, and even sky diving! An hour north of Santa Barbara, 30 minutes west of The Danish Village of Solvang.

### Fair Compensation

- **Base Pay**

Base pay with locality adjustment for a dental officer ranges from approximately 86K to 133K

- **Dentist Comparability Allowance Agreement**

Dental officers who choose to sign an employment time agreement are eligible for an additional allowance. With less than 24 months of service it is an additional 14K per year. After 24 months of service this amount is increased to an additional 30K per year.

- **Overtime Pay**

Employees who work beyond their normal hours are compensated for their time.



### Performance-Based Awards

Sometimes monetary awards can be earned in certain circumstances such as:

- Performing a courageous act or developing a new technique/procedure that has a substantial impact on our agency and/or government-wide operations.
- Achieving a sustained outstanding performance rating on your employee evaluation.
- Graduating from the Staff Training Academy with honors.

## **Health Insurance**

Healthcare is available to Federal employees, retirees, and eligible family members. Choose from the widest selection of health insurance plans in the country where the Government pays around 60% - 72% of the cost and you pay the remaining 28% - 40% depending on the plan you select. No pre-existing condition limitations. For staff who retire with a pension, they are eligible for lifetime medical insurance at the same rates paid by current employees.

## **Dental & Vision Insurance**

Dental and vision insurance is available to eligible employees, retirees, and their eligible family members on an enrollee-pay-all basis with competitive premiums and no pre-existing condition limitations.

## **Life Insurance**

Basic life insurance is automatic unless you waive the coverage. Your age does not affect the cost of Basic insurance which is shared between you and the Government in which you pay 2/3 of the total cost and the Government pays the remaining 1/3. In addition to the Basic coverage, you can elect to purchase three forms of optional life insurance in which age does play a factor and you pay the full cost.

## **Early Law Enforcement Retirement**

If you work full-time in a prison, you qualify for "hazardous duty" law enforcement retirement provisions which means:

- With 20 years of service, you are eligible to retire at age 50.
- With 25 years of service, you may retire at any age under the Federal Employees Retirement System.

## **Smart Investment Options**

Government employees have access to a powerful investing tool called the Thrift Savings Plan. We'll match your contributions into the TSP dollar-for-dollar on the first 3% and 50 cents on the dollar for the following two percent! Learn about the benefits and discover why some have referred to it as "the model for all 401(k) Plans."

## **Vacation Leave**

The amount of vacation leave (also known as annual leave) you receive depends on how many years of federal service you have attained, including creditable military service.

- With 3 year or less of federal service you would receive 13 days of vacation leave annually.
- With 4-14 years of federal service you would receive 20 days of vacation leave annually.
- With 15 or more years of federal service you would receive 26 days of vacation leave annually.

**Sick Leave** All full-time employees earn 13 sick days per year.

**Holidays** There are 10 paid Federal Government holidays during the calendar year.

**Performance-Based Awards** Employees who receive sustained outstanding performance evaluations may be awarded with days off.

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