



WE'RE GROWING. JOIN OUR TEAM.

LET'S FLY



The Norfolk Airport Authority (NAA) is governed by a Board of Commissioners (up to nine members) appointed by the Norfolk City Council, who in turn appoint the Chief Executive Officer.

The mission of the NAA is to oversee the safety, operation, maintenance, development, and marketing of the Norfolk International Airport (ORF). ORF serves the air transportation needs of the 1.7 million residents in the southeast Virginia and northeast North Carolina region.

NAA is a full-service airport employer, with its own police and fire departments, along with maintenance, engineering, planning, and operations staff, for a total of 210 team members. Norfolk International Airport was one of the airports that quickly began to recover its passenger traffic post-pandemic.

In 2023, ORF served 4.55 million passengers. NAA enjoys a strong working relationship with the City of Norfolk and Virginia Beach, providing mutual aid, on and off the water.

Air service is provided by eight (8) airlines: Allegiant, American, Breeze, Delta, Frontier, United, Spirit, and Southwest Airlines. Additionally, its supported with cargo service by FedEx, Mountain Air, and UPS.

In terms of air cargo, the airport moves approximately 60 million pounds of air cargo in and out of the airport annually. As one of the most powerful economic generators in the region, the most recent Economic Impact Study estimates that the Airport directly and indirectly generated over 17,300 jobs with a payroll of \$775 million, with GDP in excess of \$1.3 billion, and total economic output of \$2.2 billion in 2019.

EMPLOYEE VALUE PROPOSITION



Medical Insurance

Health insurance is an important part of our benefits package here at Norfolk Airport Authority. We are committed to reviewing our health plan options annually to ensure that we offer affordable, competitive, and comprehensive coverage for our team members and their families. We offer employees access to two HSA plans and one traditional POS plan.



Health Savings Account (HSA)

For those who choose to elect one of the Equity HSA plans, you will have the option to open a Health Savings Account. The HSA plan administrator is Health Equity, and Norfolk Airport Authority contributes \$1,000 annually into the HSA for single employee coverage and \$1,500 annually for employees covering dependents.



Dental Insurance

Dental insurance is also an important part of our employee benefits package. Our dental coverage is with United Concordia, and the plan covers preventive care in full, as well as provides for a \$2,000 annual benefit for basic and major services. The plan also includes orthodontia coverage for dependent children.



Vision Insurance

You also have access to two standalone vision plans. Both plans offer low copays for exams and savings on vision materials. Our Buy-Up plan offers additional savings with lens copays and allows for frames to be replaced every year.



Flexible Spending Accounts (FSA)

The Flexible Spending Account plan with Health Equity allows you to set aside pre-tax dollars to cover qualified expenses you would normally pay out of your pocket with post-tax dollars. We offer both a health care spending account and a dependent care account, and you pay no federal or state income taxes on the money placed in an FSA.

EMPLOYEE VALUE PROPOSITION



Sentera Health Employee Assistance Program (EAP)

The Employee Assistance program provides three face-to-face or virtual counseling visits. Additionally, you can receive confidential support for everything from mental health issues, relationship improvement, financial literacy, work life balance, emotional wellbeing, and more.



Voluntary Accident Insurance

With Accident insurance from Colonial Life, you receive a lump sum cash benefit in the event of an accident. This money can be used to help cover gaps your insurance may not cover. This coverage can be used for any expenses, not just medical ones, to help with items like, groceries, travel, housing, and more.



Voluntary Critical Illness and Cancer Insurance

With Critical Illness and Cancer insurance from Colonial Life, individuals diagnosed with a chronic, terminal, or otherwise included conditions can receive a lump sum cash benefit. This benefit is also not limited to medical expenses and can help in the event you experience conditions such as heart attacks, strokes, cancer, and end stage renal disease.



Voluntary Pet Insurance

We even look after our employee's pets. Nationwide pet insurance plan provides coverage for not just injury and illnesses, but now also offers coverage to help you pay for wellness expenses, like annual exams and shots. Nationwide covers not just cats and dogs, but small pets, birds, lizards and exotic pets.



Legal Coverage

Legal Resources offers legal coverage that can be used for things like traffic court, will preparation, buying a house, or filing for citizenship. A low monthly fee keeps you from having to pay high hourly rates typically charged by attorneys.

EMPLOYEE VALUE PROPOSITION



Selman and Company Tricare Supplement

This benefit wraps around Standard, Extra, and Prime to pick-up covered out-of-pocket expenses for the insured. You and your dependents may be eligible if you are retired from the military, are a spouse of a retired military or active duty service members, enrolled in TRICARE Reserve Select (TRS), or are a spouse of a disabled veteran and have CHAMPVA.



Mission Square Retirement

Norfolk Airport Authority offers both a 457 Deferred Compensation Plan and a Payroll Roth IRA. These provide pre-tax and post-tax contributions and helps individuals successfully save toward their future retirement.



Education Assistance and Reimbursement

This benefit is to support employees who wish to continue their education to secure increased responsibility and growth within their professional carriers. We will reimburse up to a maximum of \$2,000 per fiscal year, subject to various criteria.

Additional Benefits:

- Paid Time Off
- Birthday Leave
- Parental Leave
- Volunteer Time Off Program
- Paid Holidays
- Flex Holiday
- Transitional Duty
- Service Awards
- Certification Incentive Program
- Mentor Program
- Recognition Program
- Employee Bonus Program
- Virginia State Retirement (VRS) Benefits