

Federal Career Characteristics and Benefits to Pitch – Quick Checklist

VALUES & CULTURE		PROMOTION & GROWTH	
	Public Service		Mobility and interagency transfer
	Job Security		Detail assignment opportunities
	Family-friendly and work-life balance		Promotions, Grades, and Steps
	Agency-specific organizational culture		Sample project opportunities
	Community involvement		Sample training opportunities
	Office social events / sports teams		
INSURANCE AND RETIREMENT		FAMILY-FRIENDLY	
	Not as comprehensive with other employers		Tele-work
	Options for health insurance (and family)		Flexible work schedules
	Options for vision and dental insurance (family)		Employee Assistance Program
	Life Insurance		Paid Holidays (10 days per year)
	Retirement Benefits		Sick Leave (13 days per year)
	Thrift Savings Plan (agency will match up to 5% of contribution, lots of investment fund options)		Annual Leave (13-26 vacation days per year)
	Long Term Health Insurance		Credit Hours, Comp Time, Overtime
	Flexible Spending Accounts		
FINANCIAL BENEFITS/ASSISTANCE		MISCELLANEOUS	
	Locality Pay		Travel Opportunities
	Annual Pay Increase		Gym benefits
	Student Loan Repayment		Business discounts
	Tuition Assistance		Non-monetary Awards
	Relocation Expenses		
	Transit Subsidy / Bike-to-Work Programs		
	Monetary Awards		