

**– High Impact HR Flexibilities Mapped to Career Pattern Scenarios –**

<b>Flexibility or Authority</b>	<b>HR Flexibilities and Authorities Handbook*</b>	<b>Student</b>	<b>New Professional</b>	<b>Mid-Career</b>	<b>Retiree</b>	<b>Highly Mobile</b>	<b>Revolving</b>	<b>Term</b>	<b>Mission-Focused</b>	<b>Experienced Professional</b>	<b>Requires Flexibilities</b>
<b>Pay</b>											
Recruitment or Relocation Incentives <sup>1</sup>	E-1&2		H	H	M	H	H		H	H	
Superior Quals & Special Needs Pay-Setting Auth.	E-4		M	H	H	H	H	H	H	H	
Maximum Payable Rate Rule <sup>2</sup>	E-5				H		M		H	H	
Dual Comp Waivers	E-6				H						
<b>Hiring</b>											
Temporary Appointment	A-3						M				
Term Appointment	A-3		H				H	H			
Excepted Appointing Authorities <sup>3</sup>	A-4	H	H	H						M	
Veterans Appointing Authorities	A-4	H	M	M		M			H	M	
Appointment of Experts and Consultants	A-4			H	H	M	H		H		
Direct-Hire Authority	A-4		M	M				M	H		
Reinstatement Eligibility	A-4				H	H	H	M			
Intergov'tal Personnel Act (IPA) Mobility Program	J-3			M		H	H	H			
<b>Work Arrangements</b>											
Flexible Work Schedules and Leave Policies	C-1&3	H	H	H	H	H	H	H	H	H	H
Part-Time and/or Job Sharing	A-4	H		M	H						H
Telework	C-2	H	H	H	H	H	H	H	H	H	H
<b>Benefits</b>											
Flexible Spending Accounts	D-7		M	M		M	M	M	M	M	M
Student Loan Repayment Program	E-11	M	H			M			H		
Tuition Reimbursement	J-1	H	H					M	M		
Childcare and Eldercare Benefits	C-6		M	H	M					M	H
Thrift Savings Plan (TSP) Matching	D-5		H	H	H	H	H	H	H	H	H
Part-Time/Term Benefits	Many	H			H			H			H
<p>* For more information, turn to the indicated section of Part II in the HR Flexibilities and Authorities Handbook.</p> <p>"H" indicates the flexibility is Highly effective in attracting candidates from the given scenario; "M" indicates Moderately effective.</p> <p><sup>1</sup> Relocation is only for current employees. Recruitment is only for those who are not current employees.</p> <p><sup>2</sup> Rule uses rate earned in a previous Federal civilian position.</p> <p><sup>3</sup> For Student: FCIP, PMF, STEP, SCEP. For New Professional: FCIP, PMF, SCEP. For Mid-Career SPMF. For Exp'd Prof: SPMF.</p> <p>FCIP - Federal Career Intern Program            PMF - Presidential Management Fellow            STEP - Student Temporary Employment Program            SCEP - Student Career Experience Program            SPMF - Senior Presidential Management Fellow</p>											