



TOTAL REWARDS @ THE FEDERAL RESERVE BANK OF SAN FRANCISCO

Our comprehensive total rewards package is designed to meet both the professional and personal needs of our employees and to provide work-life flexibility as well as financial security for them and their dependents. Our total rewards package includes comprehensive health benefits, competitive pay, wellness programs, a defined benefit pension plan as well as learning and professional development opportunities.

The Federal Reserve Bank of San Francisco is committed to providing a total rewards package that supports and reflects the diversity of our employees and their family members including their spouse (whether opposite or same sex), domestic partner and their children.

Additionally, we are committed to our community and the environment and participate in socially responsible initiatives, educational programs and community outreach activities.

Comprehensive Medical Benefits

	Paid by the Bank	
	Employee Coverage	Dependents Coverage
<i>Medical Coverage – (HMO, PPO, Premier PPO plan choices)</i>	Up to 90%	Up to 80%
<i>Dental Insurance – (HMO, PPO, Premier PPO plan choices)</i>	Up to 80%	Up to 80%
<i>Vision Plan</i>	Up to 80%	Up to 80%
<i>Business Travel Accident Insurance</i>	100%	
<i>Defined Pension Plan – (and Survivor Benefits)</i>	100%	
<i>401K/Thrift Plan</i>	Automatic 1% contribution and match up to the first 6% (7% for employees with 5+ years of service)	
<i>Post-Retirement Medical Benefits</i>	Subsidized	
<i>Basic Life Insurance – (1st \$50,000 of coverage is tax free to employee)</i>	100%	
<i>Short and Long Term Disability Insurance</i>	100%	
<i>Long Term Disability Insurance</i>	100%	

Also Available

- *Long-Term Care Insurance*
- *Flexible Spending Accounts (Medical Reimbursement and Dependent Care)*
- *Personal Accident Insurance*
- *Group Universal Life Insurance*
- *Group Legal Insurance*
- *Auto Insurance*
- *Home and Renters Insurance*

Compensation*

- *Competitive Base Salary*
- *Annual Pay for Performance Program (Merit)*
- *Performance Incentive Programs*
- *Spot Awards*
- *Supplemental Travel Pay*
- *Cash Awards*

Wellness Programs

- *Annual Biometric Screening*
- *Health Risk Assessments*
- *Annual Wellness Program*
- *On-Site Flu Vaccinations*
- *Health and Wellness Fairs*
- *Healthy Cooking Demonstrations*
- *Health Coaching Programs*
- *Smart Choices Wellness Programs*
- *Weight Watchers On-Site*

Commuter Benefits

<i>Monthly Transit Subsidy</i>	\$65 per month
<i>Monthly Bicycle Subsidy</i>	\$20 per month

Time Off Benefits

<i>Vacation</i>	Minimum two weeks of vacation with additional weeks based on salary grade and years of service
<i>Personal Holiday</i>	Two days per calendar year
<i>Banks Paid Holidays</i>	Ten (10) days per calendar year
Bereavement Leave Benefits	
<i>Sick Leave</i>	
<i>Parental Leave</i>	
<i>Military Leave</i>	
<i>Buy and Sell Vacation Time</i>	Eligible employees can purchase up to an additional week of time off (funded through pay-roll deductions) Eligible Employees can sell up to two weeks of vacation

Success @ the Fed

<i>Tuition Assistance Program</i>	Up to \$15,000 per year for Graduate Studies Up to \$5,250 per year for Undergraduate Studies
Professional Coaching and Counseling	
<i>On-Site Training Classes – (Instructor-lead and virtual training)</i>	
<i>Nuts and Bolts of the Federal Reserve</i>	Comprehensive introduction to work at the Federal Reserve Bank of San Francisco
<i>Activities/events to support on-boarding during the first year employment</i>	New Hire Mixers New Employee Training Series
<i>Mentorship Program</i>	Creates a voluntary learning environment through stronger staff relations developed from one-on-one mentoring
<i>People Management Training</i>	Learn techniques to be a more effective People Manager
<i>Lunch & Learn Educational Series</i>	Learn from internal industry experts on hot topics including the economy, industry trends, legislative actions, etc.
<i>Research Library</i>	The Bank's Research Library includes access to a digital library of premium digital content, newspapers, periodicals, and books on the economy plus a physical space to study and work.
On-site Education Fairs	
<i>Leadership Exchange</i>	Selected employees gain experience at other Federal Reserve System Banks or the Board of Governors.

Life @ Work

<i>On-Site Fitness Centers -</i>	San Francisco, Los Angeles, Salt Lake City, Seattle and Phoenix
<i>Employee Game Room and Lounge -</i>	San Francisco
<i>Subsidized Cafeteria</i>	San Francisco & Los Angeles
<i>Cafeteria Subsidy</i>	Portland, Salt Lake City, Seattle, and Phoenix
<i>Check Cashing Services</i>	San Francisco Only
<i>Diversity and Inclusion</i>	The Bank's Diversity Council sponsors diversity events including speaker series, community based events, movie nights, etc.
<i>Employee Resource Groups</i>	Employee Resource/Affinity groups are made up of employees with common interests, e.g., book and movie clubs, GLBT, Sports and Fitness, etc.

Work Life Solutions

<i>Employee Assistance Program</i>	Available to employees and their family members.
<i>Flexible Work Schedules*</i>	
<i>Telecommuting or Remote Work Arrangements*</i>	
<i>Dependent Care Programs (Adult and Children)</i>	Back up care programs Backup dependent Care Vouchers Day Care Flexible Spending Accounts Adult in-home care

Recognition

<i>Legacy Awards</i>	Celebrating individual and team accomplishments that significantly advance the Bank's mission. Categories include Service, Leadership or Innovation.
<i>Service Anniversary Awards</i>	Recognizes and celebrates employee's milestone anniversaries.
<i>Peer Recognition Program - P4P "Points4Performance"</i>	Program that allows employees to recognize peers. Points can be redeemed for merchandise.
<i>Employee Appreciation Week</i>	

* May be determined based on bank/management discretion and may not be available to all employees.