

With an MTA Career...



the benefits are great, the rewards are greater!

When you join the MTA, you become an essential part of powering the economic engine of our region and advancing some of the largest transportation and infrastructure projects in the nation.

MTA employees enjoy great benefits and overall total rewards. We're committed to helping you live well, now and in the future.



Top-of-the-line health, wellness, and work-life benefits, including...

- **Healthcare.** Excellent individual, family, and domestic partner medical, dental, and vision plans through our network of participating provider organizations (PPO) or a choice of high-quality Health Maintenance Organizations (HMOs). Benefits include no deductibles and no coinsurance for in-network providers and no employee premium contributions for dental and vision coverage. The MTA also offers lifetime health, dental, and vision coverage for retirees and their eligible dependents, with no retiree contributions toward premiums.
- **Paid leave.** Exceptional paid vacation, including 3 weeks in the first year for work-life balance, generous sick leave for protection against illness and disability, 13 paid holidays, and unlimited carryover of sick days.
- **Wellness.** Discounted membership to some of New York's top health clubs with payment through payroll deductions and personal support through our Employee Assistance Programs and Work-Life Services.
- We offer **life insurance** at 2x your salary and no-cost **accidental death and dismemberment**, options for **additional supplemental coverage** for spouse and children, 26 weeks of 100% **pay continuation for short-term disability**, **bereavement leave**, **paid military leave**, and **compensatory time**.

Added value through our quality-of-life benefits...

- **Free commutation passes** for up to two of our MTA services, and one for retirees.
- **MTA telework program** for non-represented IT employees, offering added flexibility and work-life balance.
- **Education and savings plans**, including Tuition Assistance to further your education or develop your skills, 529 College Savings Plans, MTA Perks at Work, a Flexible Spending Account Plan for pre-tax contributions to cover dependent care or healthcare, and a Commuter Benefit Plan for pre-tax contributions to cover commuting costs.
- **Two deferred compensation plans** to invest and save for your retirement through pre-tax payroll contributions to the MTA 401(k) and 457 plans, with the ability to use both plans simultaneously.
- **Retirement plans** to suit your individual career direction and retirement needs.
 - Traditional **Defined Benefit** Final Average Salary Pension Plan for those planning a long-term career in the public sector and looking for retirement security.
 - **Voluntary Defined Contribution (VDC)** plan for those starting their career or who do not plan a public sector career, requiring only one-year vest, with an 8% employer contribution.

All MTA benefits described herein are currently in effect for non-represented employees. They are a summary of benefits for information purposes only and may be modified at any time. Some benefit programs, such as public retirement plans, are administered and interpreted outside of the MTA. If information conflicts with the provisions of any benefit program, the program's policies control.

For detailed benefits information, visit new.mta.info/careers

