



With an MTA Career...
**the Benefits
are great,
the Rewards are
greater!**



Metropolitan Transportation Authority

New York City Transit Authority (NYCTA)

To learn more and apply for MTA's Employment Opportunities, go to:
<http://web.mta.info/mta/employment/>

MTA Benefits and Rewards

For managerial New York City Transit Authority (NYCTA) employees



MTA values its employees and MTA employees value their jobs.

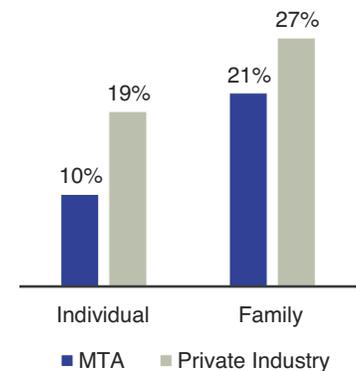
The average tenure at MTA is 10.4 Years. That's nearly 3x longer than the national private sector average (3.7 years).

MTA employee contributions are more affordable than in large private companies.

MTA offers excellent individual, family, and domestic partnership healthcare coverage under the New York State Health Insurance Program (NYSHIP). Select The Empire Plan, participating provider organization (PPO) or a choice of high-quality Health Maintenance Organizations (HMOs).

- Low employee contributions toward monthly premiums for high quality health plans
- Highly competitive out-of-pocket costs, such as a \$5 / \$25 /\$45 co-pays for generic, formulary, and non-formulary prescriptions – compared to national averages of \$11 / \$33 / \$59
- Dental premiums paid by the MTA, with coverage up to \$2,500 per year and \$2,300 lifetime per child for orthodontics
- Vision coverage with premiums paid by the MTA, including free annual eye exams and basic lenses
- Up to \$3000 for Medical Insurance Opt-Out

Health Costs to Employees



MTA provides exceptional paid leave for work-life balance and protection against illness and disability — about 3 weeks more than the typical large private company.

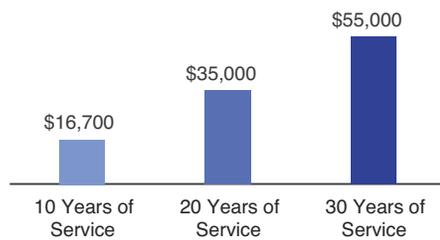


MTA	Large Private Companies
<p>3 weeks of accrued vacation in your first year (usage of accrued time begins in second year)</p> <p>4 weeks in your second year</p> <p>4 weeks + 4 days after seven years</p> <p>5 weeks after fourteen years</p> <p>Can carry over from year-to-year if unused (Cashout of accumulated unused vacations days within policy limits)</p>	<p>Most workers nationally start at 2 weeks of vacation in their first year, rising to 3 weeks by five years, and to a maximum of 4 weeks by ten years of service</p>
<p>3 paid personal days each year after four years of service (1 day starting in the second year of service, 2 days in each of years three and four)</p>	<p>Only 54% of large companies nationally offer any paid personal leave</p>
<p>12 paid holidays per year</p>	<p>Median of 8 paid holidays per year</p>
<p>12 paid sick days per year, carried over from year-to-year with no limit if unused; 50% payment for unused days on retirement or separation in good standing with 10 or more years of service up to prescribed limit</p>	<p>Median of 6 paid sick days per year</p>
<p>Short-term disability insurance providing 100% of pay for up to 26 weeks (managerial employees only)</p>	<p>Median replacement of 60% of pay where offered at all</p>
<p>Long-term disability insurance providing 60% of pay after 26 weeks</p>	<p>Provided to less than half of workers in large private companies</p>



MTA offers extraordinary retirement benefits.

Pension Per Year For Life



(Pension eligibility for Tier VI full benefits requires 10 years of service and age 63. Figure shown assumes \$100,000 Final Average Salary)

- Option for a traditional defined benefit pension, guaranteeing a percentage of final average salary for life. Only an estimated 18% of new hires in large, private companies still have access to a traditional pension
- Alternative for MTA employees earning \$75,000 or more to choose a “401(k)-style” defined contribution plan with tax-deferred retirement savings. The MTA contributes 8% of salary each year into this plan, more than twice the 3.6% median contribution for typical large, private companies
- Supplemental tax-advantaged deferred compensation retirement savings plans with immediate eligibility and the ability to use BOTH 401(k) and 457 plans simultaneously for pre-tax retirement savings. MTA does not match employee contributions to these plans
- Lifetime health coverage for retirees and their eligible dependents, with no retiree contributions toward premiums. Only 24% of large, private firms still provide health benefits of any kind to retirees
- Transportation pass in retirement

Notes: Pension eligibility for Tier VI full benefits requires 10 years of service and age 63. Figures shown assume \$100,000 Final Average Salary. Optional defined contribution plan vests after one year. Eligibility for retiree healthcare requires 10 years of pension plan membership and the ability to immediately collect pension benefits; all per current policy. Transportation pass in retirement requires 10 years of service.

MTA's extra benefits further support your quality of life.

- Tax-advantaged flexible spending accounts for dependent care, health care, and commuting costs
- Up to \$4,000 in annual tuition reimbursement for work-related education (eligible after six months of service)
- Life insurance and accidental death and dismemberment insurance at up to 2X salary with option for additional supplemental life insurance
- Option for additional life insurance for spouse and children
- Up to five work days of bereavement leave for the death of a family member and unlimited days of jury duty leave at full salary
- Transportation pass
- Paid Military Leave
- Compensatory Time

Note: All MTA benefits described herein are benefits that are currently in effect for non-union employees. These benefits are all subject to change, including termination thereof, at any time in the sole discretion of the MTA. The above summary of benefits is 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. Information shown for large companies nationally is primarily drawn from the U.S. Bureau of Labor Statistics 2017 National Compensation Survey, covering private establishments with 100 or more employees.



“For me, working in a public sector agency with the MTA’s scale and impact makes a huge difference. You can actually see how your work affects millions of lives, the city, and the future. I never had that feeling in a private company.”

“The stability and benefits helped us raise a family of four, all the way from the beginning to putting the kids through college.”

“I started at MTA Bridges and Tunnels then moved to MTA Capital Construction. It’s rare that an engineer gets to work on as many different types of projects as I have.”

“I was really surprised at how many asset management software projects were going on here. Right out of school, I felt like I was doing significant, challenging work in my field.”

“It’s a good feeling to know you’re helping and protecting people. And right now our units are getting some of the best police training available.”

“When they opened Second Avenue Subway it was a wonderful moment for our entire team. You really felt like you were playing a part in history.”

“I took advantage of the tuition reimbursements, and I know the courses I took helped me get my first two promotions.”

“I work with a great team and we all take a lot of pride in getting the job done. It’s a little like my career in the military service, only with better pay and time off.”

“When I tell people I work at the MTA, everybody is curious. It’s such a large, critical system, you’re always hearing about the MTA on the news. Everybody has questions and wants to know how it works.”

Some Facts You Might Not Know About the MTA

- **\$1 Trillion in Physical Assets.** North America's largest public transportation system, the MTA has a \$15.1 billion annual operating budget and owns assets valued at \$1.0 trillion. These include many famous landmarks, from Grand Central Terminal to the Verrazzano-Narrows Bridge.
- **8.8 Million Customers Daily.** Our system encompasses 736 railroad and subway stations; 2,080 miles of track; 8,889 rail and subway cars; 5,725 buses; 7 bridges; and 2 tunnels. Our subway, rail, and bus lines carry an average of 8.8 million passengers every weekday.



Fulton Center

- **Reducing Greenhouse Gases.** Thanks to MTA transit, New York is the most carbon-efficient state in the nation. The system prevents 17 million metric tons of pollutants per year, while emitting only 2 million metric tons. This makes MTA the single greatest reducer of greenhouse gases in the United States.
- **Expanding Public Art.** As part of its public mandate, the MTA runs one of the world's largest, most critically-acclaimed public art programs. It includes more than 300 major permanent installations by local and world-renowned artists, along with exhibitions and events, a poetry program, and a roster of performing musicians.



- **Active Counterterrorism.** Since 9/11, the MTA has been a leader in national security; our "If You See Something, Say Something" public campaign has been adopted across the nation. The MTA Police Department runs special units in conjunction with the interagency counterterrorism task force. The department's K-9 Unit is one of the nation's foremost facilities for K-9 security and anti-explosives training.
- **World-Scale Engineering Projects.** MTA oversees some of the nation's largest infrastructure, engineering, and architectural megaprojects, including the immense tunneling and construction work involved in the Second Avenue Subway and the LIRR's eight-track extension into a new train terminal 100 feet below Grand Central Terminal.
- **An Innovator in New Technologies.** In addition to advancing transportation technologies, the MTA is now at the forefront of many new IT innovations, from customer apps and fare systems to Bluetooth train signaling, vehicle tracking, 3D structural imaging, and cybersecurity.



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