

HUDSON RIVER PARK TRUST

# Full-time Employee Benefit Highlights



**HUDSON RIVER PK**®

**Hudson River Park Trust offers exceptional benefits including comprehensive healthcare, generous retirement programs, paid time off and many other perks. We are deeply committed to our employees, investing in their development through learning opportunities and a supportive work environment.**

Join us to be part of a team where your well-being — including having a fulfilling and rewarding work experience — is one of our top priorities.

# INSURANCE

## HEALTH, DENTAL & VISION

### Comprehensive Coverage For You & Your Family

Full-time employees have access to great health coverage through the NY State Health Insurance Program (NYSHIP). Choices include The Empire Plan, a nationwide provider network with low-cost prescriptions, or a regional HMO option. Both include low co-pay access to mental health and addiction services, prescription drug plans, a 24-hour Nurse Line, telehealth services and more. Coverage is accepted worldwide.

Delta Dental coverage includes two free bi-annual dental well-checks and a maximum annual benefit of \$1,200.

Davis Vision coverage offers discounted vision options, including eye exams, eyewear and contact lenses.

Employees are also enrolled in a basic Life Insurance Plan, Long-Term Disability coverage & Accidental Death and Dismemberment Insurance at no additional cost.



## Employees Enjoy A Generous Benefit Package That Includes:

- › Health Insurance
- › No-Cost Dental Insurance & Vision Plan
- › NYS Employees Retirement System Pension Participation
- › Deferred Compensation Plan
- › Paid Time Off: Holidays, Vacation, Sick & Personal Days
- › NYS Paid Family Leave
- › Commuting Benefits
- › Flexible Spending Accounts
- › Life Insurance
- › Annual Health Club Membership Reimbursement
- › Professional Membership Reimbursement
- › Tuition Reimbursement
- › Entertainment Discount Program
- › Access to Credit Union
- › & More



# NYS RETIREMENT, VDC & DEFERRED COMPENSATION

## Fully Vested After 5 Years Of Service

Employees are eligible for enrollment in the NY State & Local Retirement System (Pension Fund), a defined benefit plan. Employees are vested with 5 years of service and can combine previous NYS or NYC years of service. The Fund's mission, values and investment philosophy have earned it the distinction of being one of the best-managed and best-funded plans in the nation. Since its establishment in 1921, the Fund's prudent investment management, solid returns and constitutionally protected benefits have provided retirement security for generations of hard-working New Yorkers.\*

Alternatively, employees may elect to participate in the New York State Voluntary Defined Contribution (VDC) Program. The VDC Program is a defined contribution 401(a) retirement plan and is a flexible, rapid-vesting alternative to the traditional defined benefit plan available to you. The VDC Program mandates both employer and employee contributions to your account. The employer contribution rate is currently 8% of the employee's gross annual salary. The employee contribution rate — currently 3%-6% — varies based on annual salary.



## Save For The Future

The NY State Deferred Compensation Plan is an additional retirement savings plan option very similar to a 401(k) Plan, where you may choose to contribute a portion of each paycheck either before or after taxes, or both, to a number of low-cost investment options. Once contributed, your money may be taken out once you leave your employer or reach age 59½.

\*Independent Review Finds State Pension Fund Operates Under Highest Ethical and Professional Standards:

[www.osc.ny.gov/press/releases/2022/04/independent-review-finds-state-pension-fund-operates-under-highest-ethical-and-professional-standards](http://www.osc.ny.gov/press/releases/2022/04/independent-review-finds-state-pension-fund-operates-under-highest-ethical-and-professional-standards)

Information provided as of July 2025 and is subject to change.

# GENEROUS PAID LEAVE

## Paid Holidays, Vacation, Sick & Personal Days

- › Employees are entitled to 13 paid holidays.
- › 10 days of paid vacation in the first year of employment, 15 days after 2 years and 20 days after five years.
- › 5 paid personal days per year.
- › 6 paid sick days in the first year of employment, 8 days after the first year and 10 days after 3 years.
- › Paid leave for voting in elections.
- › Paid leave for cancer screenings, bone marrow and organ donors.
- › NYS paid family leave.



# HIGHLIGHTS OF OTHER BENEFITS

## Smart Spending

- › Availability in Dependent Care Flexible Spending Plan and Health Care Flexible Spending Account.
- › Municipal Credit Union is available to employees and offers a wide range of financial services.
- › Employees may be able to cash-in accrued sick leave for Health Club Membership.
- › Employees receive discounts on a variety of entertainment options including theater, concerts, sporting events and attractions.

## Right Tools For The Job

- › Uniforms and footwear are provided annually to eligible employees.
- › Tools and technologies are provided to employees to perform their work.
- › On-going education and professional training provided for staff and tuition reimbursements for eligible employees.
- › Annual membership fees in professional associations may be covered when needed for the job.

## Commuting

- › Employees may receive \$100 a month for mass transit commuting expenses or free parking for work.



@HudsonRiverPark #HRPK

For current available positions, visit [hudsonriverpark.org/careers](https://hudsonriverpark.org/careers)