At the core of NJCU’s mission is Student Success. Each member of the NJCU community is personally dedicated to and accountable for ensuring that each and every student receives a high-quality education and first-rate experience that leads to timely graduation with minimal debt, an academically rich degree, and a meaningful future upon graduation.

Office Hours:
Monday through Friday*
8:30 a.m. – 5 p.m.

For questions regarding staffing, benefits or compensation, call 201-200-2335.

*Closed on Fridays during modified summer schedule
An employee of NJCU with an annual salary of $55,000 has a minimum compensation package of $86,991. An Employee of a Typical Company with an annual salary $55,000 has a minimum compensation package of $69,140.

**Health Benefits**
- Selection of two major Health Benefit carriers (Aetna & Horizon plans)
- Copayment $15 - $20
- Copayment Specialist $15 - $35
- 16 health plan choices
- Premiums/cost for medical and prescription are based on employee’s salary, percentage (1.5% - 3.5%) and selection of coverage
- 6 dental plan choices (cost average single $20 per month/family $50 per month)
- Prescription Plan Copayments starting at $3 generic and $10 brand medicine; $25 if you choose a name brand and generic is available
- Premiums Pre-Tax or After-Tax

**Employer-Paid Benefits**
- Life Insurance
- Vision Care Reimbursements
- 15 paid sick days per year
- 13 paid holidays per year
- 12 paid vacation days per year
- Four-day work week during summer months (Subject to change upon administration approval)
- University closed during the last week of December
- Tuition waivers for employees (6 credits per semester) and dependents (40% tuition paid)
- TransitCheck Benefit – Commuter Tax Save Program/mass transit and commuter parking expenses
- Flexible Spending Accounts (FSA) – benefits for unreimbursed medical (up to $2,500 per year) and dependent care (up to $5,000 per year). Pre-Tax
- Professional development opportunities available on site
- Retirement benefits include reduced health and dental rates, employer-paid life insurance (based on years of service)
- 403b Plan $18,000 yearly limit for pre-taxed supplemental retirement (6 investments carriers: AXA Financial-Equitable, MassMutual Retirement Services, Metlife, TIAA/CREF, Valic & Voya Financial Services)
- Library membership (Guarini Library)
- Liberty Savings Federal Credit Union membership (optional)
- Athletic Fitness Center membership – reduced staff rate ($175 per year)

**Benefits**
- Health and Prescription plan rates
- Pension plan – Pre-Tax deductions
- Paid sick, vacation time and holidays
- Retirement benefits

**Adjunct Employee Benefits**

**Benefits**
- Health and Prescription plan rates
- Pension plan – Pre-Tax deductions
- Retirement benefits

**Additional Benefits for Staff Employees**
- Pension retirement based on years of service
- Vesting in pension after 10 years of service
- Loans through pension plan (optional)
- Life insurance coverage: 3 times your annual salary

**Additional Benefits for Faculty & Administrators**
- 8% employer matched pension benefit
- Employer-paid, long-term disability
- Pension vesting after 1 year
- Life insurance coverage: 3 ½ times your annual salary
- Career development funding

**Full-Time Employee Benefits**

**Part Time Employee Benefits**

**Adjunct Employee Benefits**

**Benefits**
- Health and Prescription plan rates
- Pension plan – Pre-Tax deductions
- Retirement benefits

**Additional Benefits for Staff Employees**
- Pension retirement based on years of service
- Vesting in pension after 10 years of service
- Loans through pension plan (optional)
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**Full-Time Employee Benefits**

**Part Time Employee Benefits**

**Adjunct Employee Benefits**

**Benefits**
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- Pension plan – Pre-Tax deductions
- Retirement benefits

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- Pension retirement based on years of service
- Vesting in pension after 10 years of service
- Loans through pension plan (optional)
- Life insurance coverage: 3 times your annual salary

**Additional Benefits for Faculty & Administrators**
- 8% employer matched pension benefit
- Employer-paid, long-term disability
- Pension vesting after 1 year
- Life insurance coverage: 3 ½ times your annual salary
- Career development funding

**New Employee Benefits**

**Employer-Paid Benefits**
- Life Insurance
- Vision Care Reimbursements
- 15 paid sick days per year
- 13 paid holidays per year
- 12 paid vacation days per year
- Four-day work week during summer months (Subject to change upon administration approval)
- University closed during the last week of December
- Tuition waivers for employees (6 credits per semester) and dependents (40% tuition paid)
- TransitCheck Benefit – Commuter Tax Save Program/mass transit and commuter parking expenses
- Flexible Spending Accounts (FSA) – benefits for unreimbursed medical (up to $2,500 per year) and dependent care (up to $5,000 per year). Pre-Tax
- Professional development opportunities available on site
- Retirement benefits include reduced health and dental rates, employer-paid life insurance (based on years of service)
- 403b Plan $18,000 yearly limit for pre-taxed supplemental retirement (6 investments carriers: AXA Financial-Equitable, MassMutual Retirement Services, Metlife, TIAA/CREF, Valic & Voya Financial Services)
- Library membership (Guarini Library)
- Liberty Savings Federal Credit Union membership (optional)
- Athletic Fitness Center membership – reduced staff rate ($175 per year)

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