

Welcome to Mercer County Community College!



Retirement Insurance Benefit

- ▶ Adjunct Professors are eligible for Retirement Benefits
 - ▶ Adjunct Professors not in a pension plan must enroll in ABP
 - ▶ Current PERS members can remain in this plan or change to ABP
 - ▶ Note - Leaving PERs has complications, if you choose to transfer PERS account to ABP, your PERS account is transferred and closed
 - ▶ ABP (Alternate Benefit Program)
 - ▶ More information: <https://www.state.nj.us/treasury/pensions/pension-active-abp.shtml>
 - ▶ Eligible employees' pension contribution is set by law at 5% of base salary on a pre-tax basis.
 - ▶ Employer contributions are currently fixed at an additional 8% of base salary.
 - ▶ There are 6 Pension Carriers with ABP to choose from.
 - ▶ Equitable (formerly AXA), TIAA, Empower Retirement (formerly MassMutual), AIG Retirement Services (formerly VALIC), MetLife/Brighthouse (formerly Travelers/CitiStreet) and VOYA Financial Services
 - ▶ Mass Mutual is the default carrier for the current year.
 - ▶ Vesting occurs after teaching each two consecutive semesters and 12 months of service
- Contact Hrbenefits@mccc.edu or extension 3273 for more information.

Medical & Life Insurance Benefit

- ▶ Employee Paid Medical Option
 - ▶ Adjunct faculty are eligible to enroll in employee paid health benefits

- ▶ Noncontributory Life Insurance: no cost to employees for this coverage. It is provided by the College through the ABP retirement system.
 - ▶ 3.5x base salary
 - ▶ Long Term Disability for vested members (1 year of service)
 - ▶ Pays 60% of salary in the event of permanent disability

Contact Hrbenefits@mccc.edu or extension 3273 for more information.

Employee Assistance Program – New Directions

- ▶ 100% free to employees
- ▶ Completely confidential
- ▶ Short-term counseling and referrals for a variety of situations:
 - ▶ Family issues
 - ▶ Marital Issues
 - ▶ Substance Abuse
 - ▶ Grief/Bereavement
 - ▶ Stress and anxiety
- ▶ Call for services: 800-227-2195
- ▶ *To learn more, visit:* [Home | New Directions Behavioral Health](#)
- ▶ [\(ndbh.com\)](#)
 - ▶ *Username: mccc; Password: guest*

Tuition Waiver for Adjunct Employees

- ▶ Must be employed with a course load of at least 6 credit hours per semester, OR
- ▶ Have taught at least 3 credit hours per semester for at least 10 semesters (non-consecutive).
- ▶ Credit courses only
- ▶ All employees, their spouses and/or dependent children (as defined by the IRS), up to 12 credits per family, per year
- ▶ Late registration and seat availability restrictions may apply
- ▶ Refer to contract for more details: Article IX, section C.

Paid Leave for Adjunct Employees

- ▶ For up to 1/15th of each semester's scheduled class hours, employee pay will not be reduced as a result of absence due to illness, bereavement, religious observance, or personal reasons.
- ▶ In conjunction with NJ State Law, Adjuncts earn Paid Sick Leave of 1 hour for every 30 hours worked up to 40 hours per year.
 - ▶ https://nj.gov/labor/forms_pdfs/mw565sickleaveposter.pdf

Additional Services

- ▶ Book Store: <https://www.bkstr.com/mercercountycystore/home>
- ▶ Library: https://mlink.mccc.edu/academic_library.shtml
- ▶ Cafeteria: http://www.mccc.edu/welcome_eateries.shtml
- ▶ Direct Deposit
- ▶ Fitness Center and Pool: http://www.mccc.edu/community_recreation.shtml
- ▶ Mercer County NJ Teachers' Credit Union: <https://www.mcnjtcu.org/>
- ▶ Cell phone discount - Verizon: <https://www.verizonwireless.com/discount-program/>
- ▶ Discounts on tickets (sports, theatre, etc.): <http://www.corporateoffers.com>
- ▶ NJ Manufacturers Insurance: 1-877-568-0387 to obtain a quote

Who to Contact in Human Resources

- ▶ Barbara Basel, VP for Human Resources x3272
- ▶ Scott Butchley, Deputy Director Human Resources x3635
 - ▶ Questions related to College policy, union contracts, recruitment, job descriptions, employee relations and workplace investigations.
- ▶ Marvin Carter, Director, Diversity, Equity and Inclusion x3407
 - ▶ Questions regarding diversity, equity and inclusion programs.
- ▶ Janeth Philhower, HR Operations Manager x 3243
 - ▶ Questions related to applicant tracking system (Neo.gov), recruitment and College policies.
- ▶ Jeby Mathew, HRIS Coordinator x3215
 - ▶ Questions related to changes to Employee Self Service, HRIS system data, employment verifications, salary administration and & paid time off.
- ▶ Audrey Mostrowski, Coordinator, HR Generalist / Benefits x 3273
 - ▶ Questions related to health, welfare and pension benefits and retirement.
- ▶ Judith Reid, Interim Pandemic Specialist - (609) 638-0521
 - ▶ Questions related to COVID, FMLA, ADA, leaves of absence and sick leave.
- ▶ Carol Sanderson, Administrative Specialist II x3270
 - ▶ Questions related to search committees, Adjunct and Part-Time hiring, general HR paperwork, tuition reimbursement and waivers

Who to Contact in Human Resources

- ▶ Email Addresses to Reach Human Resources
- ▶ hr@mccc.edu - general inquiries to the department
- ▶ hrbenefits@mccc.edu - specific questions regarding benefits
- ▶ hrtotalrewards@mccc.edu - email to send documents related to pay changes, general hiring documents and performance evaluations.

Questions?

