

HCCC Benefits for Adjunct Employees

At HCCC, we value and appreciate all of our employees. We acknowledge the importance of providing a comprehensive benefits package. Below is a brief glance of the HCCC benefits, perks, and discounts offered.

NJ Alternative Benefit Plan (ABP) Retirement

- ABP is a tax-sheltered, defined contribution retirement program for higher education faculty and certain administrators.
- Choice between seven carriers; TIAA, AIG, AXA(Equitable), VOYA, Metlife, MassMutual & Prudential
- Mandatory 5% contribution with an 8% Employer match.
- Member becomes vested after one year of employment.

Voluntary 403b or 457b Plan Options

- Option to contribute more than the Mandatory 5% contribution rate.
- Choice of six carriers
- Option to choose percentage of dollar amount towards contribution.

Employee Assistance Program

- Free mental health services, employee webinar trainings & helpful resource
- Support Line: (833) 848-1764 or visit: eap.ndbh.com
- **Company code:** HCCC **Password:** Guest

Additional Benefits & Employee Perks

Adjunct Tuition Waiver Employee/Dependent

- Adjunct faculty who are *currently employed* for nine (fall/spring) semesters or more and their immediate family (spouse and legal dependents) may be granted *100% tuition waiver* for any credit course, as well as selected continuing education courses offered by the College.
- Adjunct faculty who are *currently employed* for four to eight semesters may be granted *50% tuition reduction*.

Employee Perks

- Free and discounted Faculty & Staff Parking
- Employee Discount Marketplace through *WorkingAdvantage*
- Auto & Home Insurance Employee discounts
 - *Liberty Mutual* and/or *NJM*

If you have any questions, please do not hesitate to reach out to the *Office of Human Resources*

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