



Office of HUMAN RESOURCES NEWSLETTER



December 2020 Edition

The Office of Human Resources wishes to express how grateful we are to work with such a talented, committed, engaged, selfless and resilient workforce. As we publish this final newsletter of 2020, we reflect on what has been an enormously atypical, sometimes difficult and, without question, challenging year, and yet we have persevered, having learned that community strengthens us.

TCNJ Family, we look forward to 2021 with relish, and wish each of you a safe, healthy and restful winter break, and a Happy New Year!

Winter Break 2020

The first day of winter break will be Monday, December 21. Administrative offices will reopen on Monday, January 4, 2021.

Vacation Time & Carry-over Limits

As we come to the end of the calendar year, consider reviewing your paid time off balances in the Cloud, and scheduling remaining vacation and administrative leave days. An additional five days, beyond the policy limit, of accrued, unused vacation time is eligible for carry over to 2021. No action on your part is required for the additional time to be applied to your vacation balance. The additional carry over hours will be automatically applied. To learn more about your paid time off plan you may review time off policies here: [Unclassified Employees](#) or here: [Classified Employees](#)

2021 Holiday Schedule

You may view the HR website for the 2021 calendar of holidays, closures and breaks, here: [Holidays, Summer Closures & Winter Break](#)

Staff Senate Social Justice Council Events

The Staff Senate Social Justice Council is proud to highlight events which will be hosted by TCNJ's Division of Inclusive Excellence this month:

Friday, December 4th, 6:30pm - "Can We Just Talk?" [Join via Zoom](#)

Join the Division of Inclusive Excellence's monthly open discussion of issues and events at the national, regional, and local level. All are welcome and all voices are valued.

Thursday, December 10th, 5:30pm - "P.O.P. Culture" [Join via Zoom](#)

This series of lectures and discussions will explore cultures of power, oppression, and privilege (P.O.P Culture) by first examining concepts of power and how they are wielded within systems of power. The remainder of the series will examine the systems of power in our own society, and their impact on culture, economics, and politics. All are welcome to join and contribute to this ongoing series! We encourage you to review the full [Division of Inclusive Excellence calendar](#).



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Focus on Retirement Plans

Informational videos on retirement plans may be found here: [Retirement Plans Informational Content](#)

Voluntary Supplemental Tax Deferred Retirement Savings Plans

As an employee of The College of New Jersey, you have the opportunity to participate in a voluntary supplemental tax deferred savings plan. This means that, to supplement your pension and social security benefits, the IRS allows you to voluntarily shelter a portion of your wages from federal income taxes while saving for retirement.

Plan Types and Contribution Limits

The two types of voluntary supplemental tax deferred plans are:

- (ACTS) The Additional Contributions Tax-Sheltered Program - 403(b)
- (NJSEDCP) New Jersey State Employees Deferred Compensation Plan - 457(b)

The IRS contribution limit for each of two plans: 403(b) and 457(b) - for an individual who is under age 50 is \$19,500. The total contribution limit for the sum total of both plans is \$39,000.

The IRS contribution limit for each of two plans: 403(b) and 457(b) – for an individual who is 50 or older is \$26,000. The total contribution limit for the sum total of both plans is \$52,000.

The ACTS/NJSEDCP plans permit both pre-tax and after tax contributions.

Interested in Participating in a Voluntary Plan?

Contact a [Designated Service Provider Campus Representative](#) to set up your account and discuss investment options, contact Sarbjit Kaur at kaurs@tcnj.edu, or view the Pension & Retirement Plans website here: [Voluntary Retirement Plans Information](#) .

Wishing you a safe and healthy winter break, and a Happy New Year!

