Retirement	
	
New	Jersey	City	University	supports	employees	in	planning	for	their	future	retirement	needs	through	
participation	in	the	State	of	New	Jersey	public	employee	pension	programs.		All	eligible	employees	are	
required	to	participate	in	either	the	Public	Employees	Retirement	System	(PERS)	for	permanent	full-time	
classified	staff	or	the	Alternative	Benefit	Program	(ABP)	for	full-time	faculty,	adjunct	faculty	and	
administrative	staff.			Additional	voluntary	programs	are	also	available.			
	
Alternate	Benefit	Program	

The	Alternate	Benefit	Program	(ABP)	is	a	tax-sheltered,	defined	contribution	retirement	program	for	
higher	education	faculty	and	certain	administrators	and	professional	staff.		The	ABP	provides	retirement	
benefits,	life	insurance,	and	disability	coverage,	which	–	when	combined	with	Social	Security	and	other	
tax-deferred	plans	–	can	provide	security	in	retirement.			

Alternate	Benefit	Program