



RUTGERS UNIVERSITY  
Human Resources

# Rutgers Total Rewards



At Rutgers, our employees are our greatest asset in fulfilling our mission and strategic goals. In recognition of the role and impact our employees make, the university provides a variety of benefits in addition to salary. Our Total Rewards package is designed to help our employees with their personal and professional growth and well-being.

## Work Life Balance

Generous paid time off to unwind and enjoy time away from work, includes vacation time, paid holidays, personal days, and administrative leave days. Rutgers also has generous sick leave, provisions for jury duty, bereavement leave, military compassionate leave, and family and medical leave.

## Flexible Work Arrangements

Arrangements that provide balance between your professional and personal life (varies by role).

## Health Benefits and Wellbeing Resources

Your well-being is our priority. We offer an array of benefits to keep you and your family healthy:

- Medical, prescription, dental, and vision care plans
- Flexible spending accounts to set aside money before taxes to pay for certain medical and dental expenses
- Life insurance
- Access to recreation facilities
- Mental health support services
- Rutgers My Wellness mobile app (physical, mental, and wellness support resources)

## Our Beloved Community

Rutgers' commitment to its employees includes maintaining and fostering a safe, diverse, and respectful workplace. Rutgers is ranked as a top larger employer by Forbes and named a leader by the Women's Power Gap Initiative, ranking #13 among elite Research I Universities.

## Investment in Your Education

Tuition remission for employees and eligible dependents (varies by role and salary).

## Planning for the Future – Retirement Financial Health

Rutgers offers competitive retirement benefits and defined contribution retirement plans (based upon position):

Retirement Plans:

- Public Employee Retirement System (PERS)
- Alternate Benefit Program (ABP)
- Police and Fire Retirement System (PFRS)

In addition, the University offers additional opportunities to secure your financial future through voluntary tax savings plans including 403(b) and 457 plans. Financial counseling and retirement planning tool are also available.

Employee Discount Program:

- Discounts from thousands of local and national vendors

## Professional Development

Rutgers University provides employees with a suite of programs and services to enable purposeful professional growth:

- Self-directed and formal learning and development opportunities
- Supervisor and leadership development programs and offerings
- Performance management and development processes
- Executive coaching programs

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[jobs.rutgers.edu](https://jobs.rutgers.edu)