

Rate of Compensation

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Rates of compensation are normally quoted on an annual basis to regular full-time exempt salaried staff employees. Generally, non-exempt staff employees are quoted compensation rates on an hourly basis, based on a salary range and standard work week hours established for the job classification. **A quotation of annual rate of compensation is not to be construed as a contract for a guarantee of annual employment.**

The basic hourly pay rate associated with a salary grade is stated in the University's Union Salary Tables which can be found on the UMDNJ Human Resources Compensation Web Site or in the Campus Human Resources Compensation Office.

For time not worked (e.g., vacation, holiday and sick pay, etc.), the staff employee's pay is based on their current base hourly rate. This means shift differential is not reflected in payments for unworked hours, shift differentials are only paid when the shift is actually worked.