

NJ FIRST Act Positions Exemptions

County College of Morris Exemption Report Under New Jersey First Act

PURPOSE:

The New Jersey First Act mandates that public employees, which includes County College of Morris (“CCM”) employees, be residents of New Jersey in order to hold certain positions. This law is effective September 1, 2011 and applies to all current and newly hired employees, unless otherwise exempted.

The law does not apply to any individual employed at CCM on a temporary or per semester basis as a visiting or adjunct professor, teacher, lecturer, or researcher.

The following positions listed below are deemed exempt from this Act if their title is included in a report that is submitted annually by CCM to the State of New Jersey.

Exempt positions are those requiring special expertise or extraordinary qualifications in an academic, scientific, technical, professional, or medical field or in an administration that if not exempt from the residency requirement, would seriously impede CCM’s ability to compete successfully with other peer institutions, because:

- County College of Morris recruiting draws upon a competitive marketplace that is beyond the state of New Jersey.
- County College of Morris uses publications and websites that reach candidates beyond New Jersey.
- County College of Morris’s recruiting experience confirms the receipt of applications from out-of-state applicants for these types of positions.
- County College of Morris competes with out-of-state employers for people with similar skill sets.

EXEMPT POSITIONS:

The teaching positions below require special expertise and specific academic, scientific, and professional qualifications:
Full Time Professors
Part Time (Adjunct) Professors
Instructors, Center for Workforce Development
The administrative and management positions below require special expertise and extraordinary academic and higher education administrative qualifications:

Accessibility Support Specialist
Accountant
Admissions Systems Coordinator
Adult Transitions Program Coordinator (Grant Funded)
Analytics & Research Specialist
Assistant Dean of Students
Assistant Director of Financial Aid
Assistant Director, Athletics
Assistant Registrar
Assistant Vice President of Student Affairs
Assistant Vice President, Business & Finance
Associate Director of Accounting
Associate Director of Development
Associate Director of Enterprise Resource Planning Applications
Associate Director of Human Resources
Associate Director of Learning Resource Center
Associate Director of Plant & Maintenance
Associate Director of Public Safety
Associate Director, Workforce Development
Associate Director-Dual Enrollment
Associate Registrar
Associate Vice President of Enrollment Management
Associate VP Institutional Effectiveness
Associate VP, Academic Affairs & Workforce Development
Athletics Trainer & Summer Events Coordinator
Audio Visual Design Engineer
Benefits Officer
Budget & Compliance Manager
Bursar
Business Development Coordinator
Business Services Coordinator
Career & Transfer Services Coach
Colleague Systems Administrator
Communications & Data Coordinator
Communications Specialist
Contract/Grants Accountant
Coordinator of Academic Operations
Coordinator of Advisement & Student Success
Coordinator of Institutional Effectiveness
Coordinator of Learning Resource Center Instructional Services
Coordinator of Technical Services
Coordinator of the Advanced Manufacturing & Engineering Center
Coordinator of Transfer Services & University Partnerships
Coordinator of Veteran and Military Services
Coordinator of Virtual Campus Services

December 14, 2021

Revised March 24, 2026

Coordinator, Bursar Services
Coordinator, Tutoring Center
Counselor I, Counseling Department
Counselor II, Educational Opportunity Fund Program
Counselor Recruiter, Admissions
Creative Services Manager
CTE Work-Based Learning & Placement Coordinator
Data Warehouse Administrator
Dean of Institutional Research
Dean School of Business, Math, Engineering & Technologies
Dean, Learning Resource Center
Dean, School of Health Professions and Natural Sciences
Dean, School of Liberal Arts
Dean, Virtual Campus
Digital Communications Coordinator
Director Enterprise Resource Planning & Reporting
Director of Accounting
Director of Admissions
Director of Athletics
Director of Auxiliary Enterprises
Director of Campus Life
Director of Center for Workforce Development
Director of College Events & Foundation Programs
Director of Dental Hygiene Program
Director of Financial Aid
Director of Institutional Grants & Federal Liaison
Director of Media Services
Director of Nursing
Director of Plant & Maintenance
Director of Public Safety
Director of Purchasing
Director, Accessibility Services
Director, Marketing & Public Relations
Director, Network and User Services
Director, Office of Career and Transfer Services
Electrical Systems Supervisor
Environmental Safety Coordinator
Executive Administrative Assistant to the President & Recording Secretary to Board of Trustees
Executive Administrative Assistant & Community Relations Coordinator
Executive Administrative Assistant to the Executive Vice President
Executive Administrative Assistant
Executive Assistant to the Vice President
Executive Director of Institutional Advancement
Executive Director, Educational Opportunity Programs
Executive Vice President of Business and Finance

December 14, 2021

Revised March 24, 2026

Financial Aid Advisor
Financial Aid Advisor & Systems Analyst
Grant Development Coordinator
Graphic Designer
Interim Coordinator - Center for Student Well Being
Lab Assistant II
Lab Coordinator
Lab Coordinator - Hospitality
Lab Coordinator, Biology/Chemistry
Lab Coordinator, Music
Manager of Payroll & Special Projects
Media Engineer
Morristown & Dover College Promise Program Coordinator
Network & Telecommunications Administrator
Nursing Lab Supervisor
Nursing Laboratory Coordinator
Payroll/Grant Accountant
Power Automate/AI Developer
President
Programming Analyst for Educational Opportunity Fund (EOF) & Cultural Engagement
Project Manager USDOL/CEGAP (GF)
Public Safety Sergeant
Purchasing Manager
Records & Registration Coordinator
Reference Librarian
Registrar
Senior Analyst and Research Coordinator
Science Lab Supervisor
Senior Buyer
Solution Center Administrator
Senior Vice President of Academic Affairs, Workforce Development & Student Success
Student Success Specialist
Supervisor of Grounds & Custodial Services
Supervisor of Printing Services
Supervisor of Receiving & Distribution
Supervisor, Aquatics
Supervisor, Custodial Services (Evening Shift)
Supervisor, Testing Center
System Administrator II
Systems Administrator
Theater Technician
Titan's Track Advisor
Vice President of Marketing, Public Relations & Enrollment
Vice President, Human Resources & Labor Relations
Workforce Business Services Coordinator

December 14, 2021

Revised March 24, 2026

Workforce Development Coordinator
