

**Rowan University & State of NJ Benefits Matrix - AFT Professional F/T**

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies and union collective bargaining agreements and university policies		AFT Professionals
Vacation:	Upon employment: 1.5 vacation day per month first year and then 22 vacation days per year thereafter;	√
Holidays: *classes in session, compensatory time earned if worked	Independence Day      Columbus Day* Labor Day              Election Day Veteran's Day*        Thanksgiving Day Christmas Day        New Year's Day Martin Luther King, Jr. President's Day*      Good Friday Memorial Day	√
Sick Time:	Upon employment: 1.25 days per month first year; 15 days per year thereafter.	√
Health Insurance:	Available plans are: NJ Direct or Aetna (HMO's, PPO's, HDHP's). Cost is 1.5 % of salary or % of the full	60 Day Waiting Period
Prescription Drug Plan:	Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	60 Day Waiting Period
Vision Care:	Pending AFT approval! Cost free*, once every 2 year contract cycle. • Examination            \$35.00 • Single Lens/Contacts    \$40.00 • Bifocals, Multifocals    \$45.00 (maximum) *No allowance for frames.	Pending AFT approval
Dental Program:	Dental Expense Plan or DPO's. (Program Optional) Bi-weekly premiums vary with plans. You must be in plan 12 months before dropping coverage.	60 Day Waiting Period
Flexible Spending Account (FSA's)	Participation optional. Wage Works FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment.	60 Day Waiting Period
Pension Plan:	Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State approved vendors AIG-VALIC, Equitable, Hartford, ING, MetLife and TIAA-CREF. Mandatory employee contribution – 5%; Employer match contribution – 8% up to \$140,000; If currently in the state PERS you can elect to stay in that program (All pension contributions stop at maximum salary of \$245,000).	√
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.	√
Lump Sum Retirement:	Upon Retirement – ½ last year's daily average for each earned and unused sick day. Maximum \$15,000.00	√
Life Insurance:	Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements.	√
Jury Duty:	Upon employment; paid time with documented proof.	√
Military Duty:	Upon employment; in most cases you will receive paid time with documented proof.	√
Home Incentive Program:	Upon purchase of residential home in Glassboro, Rowan University provides \$1,500 annually for 10 years for real estate tax purposes. Subject to change at discretion of the University.	√
Employee Tuition Waiver:	Upon employment and meeting eligibility requirements.	√
Employee Spouse/Dependent Scholarship:	Upon completion of 1 consecutive year of service as a full time permanent employee and meeting eligibility requirements.	√
Credit Union:	ABCO Credit Union and South Jersey Credit Union	√
Direct Deposit:	Upon employment. Payroll Form: <a href="http://www.rowan.edu/adminfinance/controller/payroll/forms.html">http://www.rowan.edu/adminfinance/controller/payroll/forms.html</a>	√