

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 Juneteenth | √ |
| Sick Time: | Upon employment: 1.25 days per month first year; 15 days per year thereafter. | √ |
| Health Insurance: | * Available plans are: NJ Direct ,Horizon HMO, Horizon Omnia and NJ Direct High Deductible plans . Cost is % of the full cost of health and prescription | 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.Horizon Myway: 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 VALIC, Equitable, Mass Mutual, VOYA, MetLife, Prudential and TIAA. Mandatory employee contribution – 5%; Employer match contribution – 8% ; If currently in the state PERS you can elect to stay in that program | √ |
| Additional Tax Shelters: | Upon employment. Eligible for supplemental tax shelters: 403b or ACTS 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: http://www.rowan.edu/adminfinance/controller/payroll/forms.html | √ |