Rowan University & State of NJ Benefits Matrix - Classified Part Time

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies, union collective bargaining agreements, and university policies.		**Classified PT**
Vacation:	Upon employment: 1 vacation day per month first year and then 12 vacation days per year thereafter; 15 vacation days after 5 years of service; 20 vacation days after 12 years of service; 25 vacation days after 20 years of service	Hours are prorated based on employee FTE
Administrative Leave:	3 days per year. Must be used by December 31st of each calendar year.	Hours are prorated
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. — Juneteenth President's Day* — Good Friday* Memorial Day	Hours are prorated
Sick Time:	Upon employment: 1 day per month first year; 15 days per year thereafter.	Hours are prorated
Health Insurance:	Part time employees pay the full cost for health benefits. Dental coverage is not an option. Available plans are NJ Direct or Aetna (HMO's, PPO's or HDHP's)	Upon enrollment in the NJ State Administrative Pension Plan - Optional NJ State Benefit Plan for Part Time Employees
Prescription Drug Plan:	Part time employees pay the full cost for prescription coverage. Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	Upon enrollment in the pension plan - Optional NJ State Benefit Plan for Part Time Employees
Flexible Spending Account (FSA's)	Participation optional. FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment.	Upon Full Time Employment
Retirement Plan:	Defined Contribution Retirement Plan (DCRP) members contribute 5.5%, employer match 3%.	✓
Pension Plan:	Police & Fireman Retirement System (PFRS), mandatory enrollment	Campus Police only
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403(b) or ACTS with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Empower.	✓
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.	Upon full time permanent status and meeting eligibility requirements
Credit Union:	First Harvest Credit Union EdiFi Credit Union	✓
Direct Deposit:	Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html	✓