## Rowan University & State of NJ Benefits Matrix - Classified Full 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 EMPLOYEES CWA, IFPTE, FOP** |
|---|---|---|
| Vacation: | Upon employment:<br>1 vacation day per month first year and then 12 vacation days (given in January) per year thereafter; can only carry over 1 year worth of time.<br>15 vacation days after 5 years of service;<br>20 vacation days after 12 years of service;<br>25 vacation days after 20 years of service | ✓ |
| Administrative Leave: | 3 days per year. Must be used by December 31st of each calendar year. | ✓ |
| Holidays:<br>*classes in session, compensatory time earned if worked. | Independence Day Columbus Day*<br>Labor Day Election Day*<br>Veteran's Day* Thanksgiving Day<br>Christmas Day New Year's Day<br>Martin Luther King, Jr. Juneteenth<br>President's Day* Good Friday*<br>Memorial Day | ✓ |
| Sick Time: | Upon employment: 1 day per month first year; 15 days per year thereafter. Sick time will roll over from year to year. | ✓ |
| Health Insurance: | Available plans are through Horizon & Aetna (PPOs, HMO, OMNIA/LIBERTY Two Tiered Plan, or HDPs). Cost is based on plan selected, coverage level and/or salary. | 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: | Cost free*, once every 2 year contract cycle.<br>• Examination $45.00<br>• Single Lens/Contacts $80.00<br>• Bifocals, Multifocals $90.00 (maximum)<br>*No allowance for frames. | 60 Day Waiting Period |
| Dental Program: | Dental Expense Plan or DPOs. (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. FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment. | 60 Day Waiting Period |
| Pension Plan: | Public Employees' Retirement System (PERS),mandatory enrollment. Current rate is 7.5% (subject to change) | ✓ |
| 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. | ✓ |
| Employee Tuition Waiver: | Upon employment and meeting eligibility requirements. | ✓ |
| Employee Spouse/Dependent Scholarship: | Upon completion of 1 consecutive year of full time permanent service and meeting eligibility requirements. | ✓ |
| Credit Union: | First Harvest Credit Union<br>EdiFi Credit Union | ✓ |
| Direct Deposit: | Upon employment. Payroll Form:<br>http://www.rowan.edu/adminfinance/controller/payroll/forms.html | ✓ |
| *Please Note: | Health, dental, and pension benefits are subject to change in accordance with state policies and union negotiations | |