Rowan University & State of NJ Benefits Matrix - Classified Full Time Temporary

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies, union collective bargaining agreements, and university policies.		**FT TEMPORARY**
Vacation:	Upon employment: 1 vacation day per month first year and then 12 vacation days per year thereafter; can only carry over one year worth of time. 15 vacation days after 5 years of service; 20 vacation days after 12 years of service; 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: *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	✓
Sick Time:	Upon employment: 1 day per month first year; 15 days per year thereafter. Time rolls over each 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. • Examination $45.00 • Single Lens/Contacts $80.00 • Bifocals, Multifocals $90.00 (maximum) *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)	Upon completion of one year of continuous service, unless already enrolled in a NJ State Pension Plan.
Pension Plan:	Police & Fireman Retirement System (PERS), mandatory enrollment	Upon completion of one year of continuous service, unless already enrolled in a NJ State Pension Plan.
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 completion of one year of continuous service.
Credit Union:	First Harvest Credit Union EdiFi Credit Union	✓
Direct Deposit:	Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html	✓