

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: 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. 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 31 st 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. 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. • 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 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. 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: 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 full time permanent service and meeting eligibility requirements.	✓
Credit Union:	First Harvest Credit Union	✓
Direct Deposit:	Upon employment. Payroll Form: 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	