

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 |
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| 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 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. 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 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) | 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: 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. | Upon full time permanent status and completion of one year of continuous service. |
| Credit Union: | ABCO Credit Union and First Harvest Credit Union | ✓ |
| Direct Deposit: | Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html | ✓ |