

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; 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. President's Day* Good Friday* Memorial Day Juneteenth	✓
Sick Time:	Upon employment: 1 day per month first year; 15 days per year thereafter.	✓
Health Insurance:	* Available plans are: NJ Direct, Horizon HMO, Horizon Omnia, and NJ Direct High Deductible plans. Cost is % of the full cost of health and prescription.	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. Horizon Myway: 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.	✓
Bereavement	Beginning July 1, 2024 an annual one (1) day band of time will be established for bereavement leave. Each year thereafter, the one (1) bereavement day per year will be available on January 1. The bereavement day will be used before an employee's use of sick leave. The bereavement leave day does not accumulate and unused time will not be carried or paid out upon separation.	✓
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.	✓
Tuition Benefits for Dependents, Spouse, Domestic/Civil Union Partners:	Upon completion of 1 consecutive year of full time permanent service and meeting eligibility requirements.	✓
Credit Union:	ABCO Credit Union and South Jersey 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		