

**Rowan University & State of NJ Benefits Matrix - Faculty F/T Temporary**

| <b>Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies and union collective bargaining agreements and university policies</b> |   | <b>Faculty F/T Temporary</b>   |
|--|---|--|
| Sick Time:   | Upon employment: 12.5 days per year.  | 10 Month   |
| Sick Time:   | Upon employment: 1.25 days per month first year; 15 days per year thereafter.   | 12 Month   |
| Health Insurance:  | Available plans are: NJ Direct or Aetna (HMO's, PPO's, or HDHP's). Cost is 1.5 % of salary or % of the full cost of health and prescription whichever amount is higher.   | Effective Date September 1st unless start date is after 9/1 then 60 day waiting period |
| Prescription Drug Plan:  | Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available   | Effective Date September 1st unless start date is after 9/1 then 60 day waiting period |
| Vision Care:   | Pending AFT contract approval   | Pending AFT contract approval  |
| 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.  | Effective Date September 1st unless start date is after 9/1 then 60 day waiting period |
| Flexible Spending Account (FSA's)  | Participation optional. Wage Works FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment.  | Effective Date September 1st unless start date is after 9/1 then 60 day waiting period |
| Pension Plan:  | Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State approved vendors AIG-VALIC, Equitable, Hartford, ING, MetLife and TIAA-CREF. Mandatory employee contribution – 5%; Employer match contribution – 8% up to \$140,000; If currently in the state PERS you can elect to stay in that program (All pension contributions stop at maximum salary of \$245,000). | Eligible after 1 year of continuous service  |
| Additional Tax Shelters:   | Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.   | √  |
| 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.      |
| Employee Tuition Waiver:   | Upon employment and meeting eligibility requirements.   | Tuition Reimbursement see Provost Office.  |
| Credit Union:  | ABCO Credit Union and South Jersey Credit Union   | √  |
| Direct Deposit:  | <u>Upon employment. Payroll Form:</u><br><a href="http://www.rowan.edu/adminfinance/controller/payroll/forms.html">http://www.rowan.edu/adminfinance/controller/payroll/forms.html</a>  | √  |