

# RowanSOM & State of NJ Benefits Matrix

Staff covered under the following union:  
**HPAE**

\*Health and Pension benefits are subject to change, in accordance with New Jersey statutes, state policies, and union collective bargaining agreements

<b>Vacation:</b>	Upon employment: 1 1/4 vacation days per month up to 10 years (15 days during full year) 1 2/3 vacation days per month 11-20 years (20 days during full year) 2 1/2 vacation days per month completion of 20 or more years (30 days during full year) *If Part-Time, accrued time is pro-rated based on hours per week classification*  Accrued time is by calendar year 1/1-12/31.	√
<b>Float Days:</b>	6 days per year if active on January 1. *If hired AFTER 01/01, 3 float days are accrued 7/1.  Float days must be used by December 31st of each calendar year or they will be forfeited.	√
<b>Sick Time:</b>	Upon employment: 12 days per year; accrual is monthly.  All accrued sick time can be carried over year to year. Can be used for dependents.	√
<b>Holidays:</b>	New Years Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day	√
<b>Health Insurance:</b>	* 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
<b>Prescription Drug Plan:</b>	Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	60 Day Waiting Period
<b>Dental Program:</b>	*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
<b>Flexible Spending Account (FSA's)</b>	<u>Medical Spending Account</u> -Participation optional. Horizon Myway is the administrator. Annual enrollment required	60 Day Waiting Period
<b>Flexible Spending Account (FSA's)</b>	<u>Dependent Spending Account</u> -Participation optional. Horizon Myway is the administrator. Annual enrollment required	60 Day Waiting Period
<b>Pension Plan:</b>	*Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State approved vendors VALIC, VOYA, AXA-Equitable, Mass Mutual, MetLife, TIAA and *Prudential. Mandatory employee contribution – 5%; Employer match contribution – 8% (*ABP only)	√
<b>Additional Tax Shelter Plans:</b>	Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.	√
<b>Lump Sum Sick time payout at Retirement:</b>	Upon Retirement – ½ value up to maximum of \$15,000.00	√
<b>Life Insurance:</b>	Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements.	√
<b>Jury Duty:</b>	Upon employment; paid time with documented proof.	√
<b>Military Duty:</b>	Upon employment; in most cases you will receive paid time with documented proof.	√
<b>Home Incentive Program:</b>	Upon purchase of residential home in Glassboro, Borough of Stratford or City of Camden, Rowan University provides \$1,500 annually for 10 years for real estate tax purposes. Subject to change at discretion of the University.	√
<b>Tuition Waiver:</b>	Rowan University tuition waiver is available to employee's who are a member of a collective bargaining agreement. Classes must be taken at Rowan University.	√
<b>Tuition Scholarship:</b>	Rowan University tuition scholarship is for dependents and spouses of employees. Employees must be employed in a full time permanent position for 1 year or more.	√
<b>Direct Deposit:</b>	<u>Direct Deposit is mandatory. <a href="http://www.rowan.edu/adminfinance/controller/payroll/forms.html">http://www.rowan.edu/adminfinance/controller/payroll/forms.html</a></u>	√