

RowanSOM & State of NJ Benefits Matrix

**PT STAFF
20 or more hours**

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

Vacation:	Upon employment: Vacation time is accrued on a pro-rated basis, depending on hours worked.	√
Float Days:	6 days per year. Must be used by December 31 st of each calendar year. *If hired AFTER 01/01, 3 float days are accrued July. **Float days are accrued on a pro-rated basis, depending on hours worked.	√
Sick Time:	Upon employment: 12 days per year; accrual is monthly. Sick time is accrued on a pro-rated basis, depending on hours worked.	√
Holidays:	New Years Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day	√
Health Insurance:	* Available plans are: NJ Direct or HMO's	Full cost benefits offered through State of NJ
Prescription Drug Plan:	Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	Full cost benefits offered through State of NJ
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.	Full cost benefits offered through State of NJ
Pension Plan:	*Defined Contribution Retirement Program (DCRP), mandatory enrollment with a 5.5% mandatory contribution. 3.0% employer match.	√
Additional Tax Shelter Plans:	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, 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.	√
Direct Deposit:	Direct Deposit is mandatory. http://www.rowan.edu/adminfinance/controller/payroll/forms.html	√