

RowanSOM & State of NJ Benefits Matrix		<u>Part Time</u> <u>STAFF 20 or</u> <u>more hours</u>
Vacation:	Upon employment: Vacation and Sick time are 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: 15 days per year; accrual is monthly. Vacation and Sick time are 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 and Pension benefits are subject to change, in accordance with New Jersey statutes, state policies and union collective bargaining agreements.	
Health Insurance:	*Available plans though Horizon and Aetna are: PPO's, HMO's, Tiered plans and High Deductible plans.	Full cost benefits offered through State of NJ
Prescription Drug Plan:	*Medco/ Express Scripts. Participating pharmacies OR mail order available for maintenance medication	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.	√
Educational Assistance Program:	The educational assistance program is available to active employees who meet the 1 year requirement, the current annual reimbursement is \$3120.00/ per calendar year. Classes may be taken at Rowan University or other institution for higher education.	√
Direct Deposit:	<u>Direct Deposit is mandatory.</u> <u>http://www.rowan.edu/adminfinance/controller/payroll/forms.html</u>	√