RowanSOM & State of NJ Benefits Matrix

		Full Time Staff covered under the following bargaining agreements: Teamsters, IUOE68A, OPEI 153, FOP 74 &75
	*Health and Pension benefits are subject to change, in accrodance with New Jersey statues, state policies and union collective	
Vacation:	Upon employment: 1 1/4 vacation days per month up to 10 years 1 2/3 vacation days per month 11-20 years 2 1/2 vaction days per month completion of 20 or more years	√
Float Days:	6 days per year. Must be used by December 31st of each calendar year. *If hired AFTER 01/01, 3 float days are accrued July.	√
Sick Time:	Upon employment: 12 days per year; accrual is monthly.	√
Holidays:	New Years Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day	√
Health Insurance:	* Available plans are: NJ Direct ,Horizon HMO, Horizon Omnia and NJ Direct High Deductible plans . Cost is % of the full cost of	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
Dental Program:	*Dental Expense Plan or DPO's. (Program Optional) Bi-weekly premiums vary with plans. You must be in plan 12 months before	60 Day Waiting Period
Flexible Spending	Medical Spending Account -Participation optional. Horizon Myway is the administrator. Annual enrollment required	60 Day Waiting Period
Flexible Spending	Dependent Spending Account -Participation optional. Horizon Myway is the administrator. Annual enrollment required	60 Day Waiting Period
Pension Plan:	*Public Employees' Retirement System (PERS), mandatory enrollment with a 7.5% mandatory contribution.	√
Pension Plan:	*Police & Fireman Retirement System (PFRS), mandatory enrollment with a 10% mandatory contribution.	**Campus Police only**
Additional Tax Shelter Plans:	Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan	√
Lump Sum Sick time payout at	Upon Retirement – ½ value up to maximum of $15,000.00	N/A
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	√
Tuition Waiver:	Rowan University tuition waiver is available to employee's who are a member of a collective bargaining agreement. Classes must be	√
Tuition Scholarship:	Rowan University tuition scholarship is for dependents and spouses of employees. Employees must be employed in a full	√
Direct Deposit:	Direct Deposit is mandatory. http://www.rowan.edu/adminfinance/controller/payroll/forms.html	√