

RowanSOM & State of NJ Benefits Matrix

Staff covered under
the following union:
AAUP Librarians

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

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|---|--|-----------------------|
| Vacation: | <p>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*</p> <p>Accrued time is by calendar year 1/1-12/31.</p> | √ |
| Float Days: | <p>7 days per year if active on January 1. *If hired AFTER 01/01, 3.5 float days are accrued 7/1.</p> <p>Float days must be used by December 31st of each calendar year or they will be forfeited.</p> | √ |
| Sick Time: | <p>Upon employment: 12 days per year; accrual is monthly.</p> <p>All accrued sick time can be carried over year to year. Can be used for dependents.</p> | √ |
| 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 , Aetna Freedom, Horizon HMO, Aetna HMO, Horizon Omnia, Aetna Liberty, NJ Direct High/Low Deductible and Aetna Freedom High/Low deductible plans . Cost is % of the full cost of health and prescription | 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 dropping coverage. | 60 Day Waiting Period |
| Flexible Spending Account (FSA's) | <u>Medical Spending Account</u> -Participation optional. Horizon Myway is the administrator. Annual enrollment required | 60 Day Waiting Period |
| Flexible Spending Account (FSA's) | <u>Dependent Spending Account</u> -Participation optional. Horizon Myway is the administrator. Annual enrollment required | 60 Day Waiting Period |
| Pension Plan: | *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) | √ |
| 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. | √ |
| Lump Sum Sick time payout at Retirement: | Upon Retirement – ½ value up to maximum of \$15,000.00 | √ |
| 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. *Must be purchased after hire date. Subject to change at discretion of the University. | √ |
| Tuition Waiver: | 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. | √ |
| Tuition Scholarship: | 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. | √ |
| Direct Deposit: | <u>Direct Deposit is mandatory.</u> http://www.rowan.edu/adminfinance/controller/payroll/forms.html | √ |