

RowanSOM & State of NJ Benefits Matrix		Staff considered "Managerial"
*Health and Pension benefits are subject to change, in accordance with New Jersey statutes, state policies and union collective bargaining agreements		
Vacation:	<p>Upon employment: Date of employment to completion of 10 years = 1.25 days per month Start of 11th year to completion of 20 years = 1.66 days per month From start date of 21st year forward = 2.08 days per month *If Part-Time, accrued time is pro-rated based on hours per week classification*</p> <p>Given up front at the start of the fiscal year (7/1 - 6/30)</p>	√
Float Days:	<p>6 days per year if active on July 1. If hired between 7/2-12/31, 3 Float days are accrued on 1/1.</p> <p>Float days must be used by fiscal year end (6/30) or they will be forfeited.</p>	√
Sick Time:	<p>Upon employment: 12 days per year; accrual is given up front by fiscal year (7/1 - 6/30).</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 plans and Aetna Freedom High/Low 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)	Medical Spending Account -Participation optional. Horizon Myway is the administrator. Annual enrollment required	60 Day Waiting Period
Flexible Spending Account (FSA's)	Dependent Spending Account -Participation optional. Horizon Myway is the administrator. Annual enrollment required	60 Day Waiting Period
Pension Plan:	<p>*Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State approved vendors VALIC, VOYA, AXA-Equitable, Mass Mutual, MetLife, TIAA and</p> <p>*Prudential. Mandatory employee contribution – 5%; Employer match contribution – 8% (*ABP only)</p>	√
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:	<p>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.</p> <p>*Must be purchased after hire date. Subject to change at discretion of the University.</p>	√
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:	<p>Rowan University tuition scholarship is for dependents and spouses of employees.</p> <p>Employees must be employed in a full time permanent position for 1 year or more.</p>	√
Direct Deposit:	<p><u>Direct Deposit is mandatory.</u></p> <p>http://www.rowan.edu/adminfinance/controller/payroll/forms.html</p>	√