

## 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

<b>Vacation:</b>	Upon employment: Vacation time is accrued on a pro-rated basis, depending on hours worked.	√
<b>Float Days:</b>	7 days per year. Must be used by December 31 <sup>st</sup> of each calendar year. *If hired AFTER 01/01, 3.5 float days are accrued July. **Float days are accrued on a pro-rated basis, depending on hours worked.	√
<b>Sick Time:</b>	Upon employment: 12 days per year; accrual is monthly. Sick time is accrued on a pro-rated basis, depending on hours worked.	√
<b>Holidays:</b>	New Years Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day	√
<b>Health Insurance:</b>	* Available plans are: NJ Direct, Aetna Freedom, HMO's	Full cost benefits offered through State of NJ
<b>Prescription Drug Plan:</b>	Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	Full cost benefits offered through State of NJ
<b>Dental Program:</b>	*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
<b>Pension Plan:</b>	*Defined Contribution Retirement Program (DCRP), mandatory enrollment with a 5.5% mandatory contribution. 3.0% employer match.	√
<b>Additional Tax Shelter Plans:</b>	Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.	√
<b>Life Insurance:</b>	Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements.	√
<b>Jury Duty:</b>	Upon employment; paid time with documented proof.	√
<b>Military Duty:</b>	Upon employment; in most cases you will receive paid time with documented proof.	√
<b>Home Incentive Program:</b>	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.	√
<b>Direct Deposit:</b>	<a href="http://www.rowan.edu/adminfinance/controller/payroll/forms.html">Direct Deposit is mandatory. http://www.rowan.edu/adminfinance/controller/payroll/forms.html</a>	√