

Rowan University & State of NJ Benefits Matrix - Classified Part Time

Health and pension benefits are subject to change in accordance with New Jersey statutes, state policies and union collective bargaining agreements and university policies		Classified PT
Vacation:	Upon employment: 1 vacation day per month first year and then 12 vacation days per year thereafter; 15 vacation days after 5 years of service; 20 vacation days after 12 years of service; 25 vacation days after 20 years of service	hours are prorated based on employee FTE
Administrative Leave:	3 days per year. Must be used by December 31 st of each calendar year.	hours are prorated
Holidays: *classes in session, compensatory time earned if worked.	Independence Day Columbus Day* Labor Day Election Day Veteran's Day* Thanksgiving Day Christmas Day New Year's Day Martin Luther King, Jr. Good Friday President's Day* Memorial Day	hours are prorated
Sick Time:	Upon employment: 1 day per month first year; 15 days per year thereafter.	hours are prorated
Health Insurance:	Available plans are: NJ Direct or HMO's. Cost is 1.5 % of salary or % of the full cost of health and prescription whichever amount is higher.	Upon enrollment in the NJ State Administrative Pension Plan - Optional NJ State Benefit Plan for Part Time Employees
Prescription Drug Plan:	Varies dependent on health plan selection. Cost dependent on health plan selection. Mail order is available	Upon enrollment in the PERS Plan - Optional NJ State Benefit Plan for Part Time Employees
Flexible Spending Account (FSA's)	Participation optional. Fringe Benefit Mgmt Co. (FBMC) FSAs: Unreimbursed Medical Flexible Spending Account; and Dependent Care Account. Requires annual enrollment.	Upon Full Time Employment
Pension Plan:	Public Employees' Retirement System (PERS), mandatory enrollment with a 6.5% mandatory contribution.	√
Pension Plan:	Police & Fireman Retirement System (PERS), mandatory enrollment with a 8.5% mandatory contribution.	√
Additional Tax Shelters:	Upon employment. Eligible for supplemental tax shelters: 403b with 6 ABP vendors or 457 Plan – deferred compensation plan administered by Prudential.	√
Lump Sum Retirement:	Upon Retirement – ½ last year's daily average for each earned and unused sick day. Maximum \$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, Rowan University provides \$1,500 annually for 10 years for real estate tax purposes. Subject to change at discretion of the University.	Upon full time permanent status and meeting eligibility requirements
Credit Union:	ABCU Credit Union and South Jersey Credit Union	√
Direct Deposit:	<u>Upon employment. Payroll Form:</u> http://www.rowan.edu/adminfinance/controller/payroll/forms.html	√