

Rowan University & State of NJ Benefits Matrix

		CLASSIFIED EMPLOYEES - CWA, IFPTE, FOP		
		FT PERMANENT	FT TEMPORARY	PT PERMANENT
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
Vacation:	Upon employment: 1.5 vacation day per month first year and then 22 vacation days per year thereafter;	N/A	N/A	N/A
Administrative Leave:	3 days per year. Must be used by December 31st of each calendar year.	√	√	hours are prorated
Holidays: *classes in session, compensatory time earned if worked.	Independence Day Labor Day Veteran's Day* Christmas Day Martin Luther King, Jr. President's Day* Memorial Day Columbus Day* Election Day Thanksgiving Day New Year's Day Lincoln's Birthday* Good Friday	√	√	hours are prorated
Sick Time:	Upon employment: 1 day per month first year; 15 days per year thereafter.	√	√	hours are prorated
Sick Time:	Upon employment: 12.5 days per year.	N/A	N/A	N/A
Sick Time:	Upon employment: 1.25 days per month first year; 15 days per year thereafter.	N/A	N/A	N/A
Health Insurance:	Available plans are: NJ Direct 15 or HMO's Bi-weekly premiums = 1.5% of gross bi weekly	60 Day Waiting Period	60 Day Waiting Period	Upon enrollment in the PERS Plan - Optional NJ State Benefit Plan for Part Time Employees
Prescription Drug Plan:	The co-payments are as follows: Retail Pharmacy (30-Day Supply): Generic Drug - \$3.00; Brand Name - \$10.00; Brand Name when Generic is available -\$25 Mail Order (90-Day Supply): Generic Drug - \$5.00; Brand Name - \$15.00; Brand Name when Generic is available - \$40.00	60 Day Waiting Period	60 Day Waiting Period	Upon enrollment in the PERS Plan - Optional NJ State Benefit Plan for Part Time Employees
Vision Care:	Cost free*, once every two years. • Examination \$35.00 • Single Lens/Contacts \$40.00 • Bifocals, Multifocals \$45.00 (maximum) *No allowance for frames.	60 Day Waiting Period	60 Day Waiting Period	Upon enrollment in the PERS Plan & Optional NJ State Benefit Plan for Part Time Employees
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	60 Day Waiting Period	N/A
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.	60 Day Waiting Period	60 Day Waiting Period	Upon Full Time Employment
Pension Plan:	Public Employees' Retirement System (PERS), mandatory enrollment with a 5.5% mandatory contribution.	√	Upon completion of one year of continuous service, unless already enrolled in a NJ State Pension Plan.	√
Pension Plan:	Police & Fireman Retirement System (PERS), mandatory enrollment with a 8.5% mandatory contribution.	Campus Police only	Upon completion of one year of continuous service, unless already enrolled in a NJ State Pension Plan.	√
Pension Plan:	Enrollment into Alternate Benefit Program (ABP) Pension Plan. Choice of NJ State approved vendors AIG-VALIC, Equitable, Hartford, ING, MetLife and TIAA-CREF. Mandatory employee contribution – 5%; Employer match contribution – 8%	N/A	N/A	N/A
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 daily rate 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 completion of one year of continuous service.	Upon full time permanent status and meeting eligibility requirements

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Employee Tuition Waiver:	Upon employment and meeting eligibility requirements.	√	Upon full time permanent status and meeting eligibility requirements	Upon full time permanent status and meeting eligibility requirements
Employee Spouse/Dependent Scholarship:	Upon completion of 1 consecutive year of service and meeting eligibility requirements.	√	Upon full time permanent status and meeting eligibility requirements	Upon full time permanent status and meeting eligibility requirements
Credit Union:	ABCO Credit Union and South Jersey Credit Union	√	√	√
Direct Deposit:	Upon employment. Payroll Form: <a href="http://www.rowan.edu/adminfinance/controller/payroll/forms.html">http://www.rowan.edu/adminfinance/controller/payroll/forms.html</a>	√	√	√