

Rowan University & State of NJ Benefits Matrix

		FACULTY - AFT	
		FT PERMANENT	FT TEMPORARY
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	N/A	N/A
Vacation:	Upon employment: 1.5 vacation day per month first year and then 22 vacation days per year thereafter;	N/A	N/A
Administrative Leave:	3 days per year. Must be used by December 31st of each calendar year.	N/A	N/A
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. Lincoln's Birthday* President's Day* Good Friday Memorial Day	N/A	N/A
Sick Time:	Upon employment: 1 day per month first year; 15 days per year thereafter.	N/A	N/A
Sick Time:	Upon employment: 12.5 days per year.	10 Month	10 Month
Sick Time:	Upon employment: 1.25 days per month first year; 15 days per year thereafter.	12 Month	12 Month
Health Insurance:	Available plans are: NJ Direct 15 or HMO's Bi-weekly premiums = 1.5% of gross bi weekly	Effective Date September 1st	Effective Date September 1st
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	Effective Date September 1st	Effective Date September 1st
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.	Effective Date September 1st	Effective Date September 1st
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.	Effective Date September 1st	Effective Date September 1st
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.	Effective Date September 1st	Effective Date September 1st
Pension Plan:	Public Employees' Retirement System (PERS), mandatory enrollment with a 5.5% mandatory contribution.	N/A	N/A
Pension Plan:	Police & Fireman Retirement System (PERS), mandatory enrollment with a 8.5% mandatory contribution.	N/A	N/A
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%	√	Upon completion of one year of continuous service, unless already enrolled in a NJ State Pension Plan.
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	N/A	N/A
Life Insurance:	Upon enrollment into Pension Plan. NOTE: Age 60+, additional eligibility requirements.	√	√
Jury Duty:	Upon employment; paid time with documented proof.	√	√

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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.
Employee Tuition Waiver:	Upon employment and meeting eligibility requirements.	Tuition Reimbursement see Provost Office.	Tuition Reimbursement see Provost Office.
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
Credit Union:	ABCO Credit Union and South Jersey Credit Union	√	√
Direct Deposit:	Upon employment. Payroll Form: http://www.rowan.edu/adminfinance/controller/payroll/forms.html	√	√