

BENEFITS PACKAGE FOR NON-ALIGNED

PAID TIME OFF

- Federal & State Holidays - 14
- Sick Days - 15
- Vacation Days - 22

REMOTE FRIENDLY HYBRID WORK ARRANGEMENTS

William Paterson University offers a remote friendly hybrid work schedule for full-time employees in certain eligible positions to perform their daily work-related responsibilities from an alternate location.

STATE HEALTH BENEFITS PROGRAM

Full-time employees pay a percentage of their annual base salary for Health and/or Prescription Drug coverage. The premium rate is based on the employee's annual salary. Coverage is effective approximately two months (60 Days) after hire date.

MEDICAL PLANS INCLUDES PRESCRIPTION COVERAGE

- PPO – (providers' in-network and out-of-network)
- HMO Plans – (must use providers in-network)
- High Deductible Health Plans – HDLow and HDHigh

Open Enrollment (medical plans can be changed during open enrollment which occurs every year in October (changes effective January 1)

DENTAL PROGRAM

Full-time employees are eligible to participate in either: the Dental Expense Plan, which allows you to obtain services from any dentist or the Dental Plan Organization which are individual prepaid plans offering services through a network of dental providers.

1 (DPO/DMO) Aetna

- Dentist must participate in the plan for coverage
- No out of network benefits

2 (PPO/DEP): Aetna or Horizon Dental Expense Plan

- Use any dentist you want, but rate will be cheaper if you use in- network dentist.

Open Enrollment – every year in October (changes effective January 1). For dental plans, you must be enrolled for a full year before you can change the plan during Open Enrollment.

NJ WELL

A free, voluntary employee wellness program to help eligible members of the SHBP/SEHBP live a healthy lifestyle. Eligible members and their covered spouses or partners are rewarded for completing activities that encourage healthy behaviors. Depending on which plan you are enrolled in, can receive a \$250 or \$350 reward.

VISION CARE REIMBURSEMENT PROGRAM

A Vision Care Reimbursement Program is available to eligible employees and their eligible dependents, as defined in the NJ State Health Benefits Program. A onetime reimbursement per employee and dependent(s) per two-year contract period. (07/01/2025 through 06/30/2027)

- Reimbursement of \$80.00 for prescription single-vision eyeglasses/contact lenses, \$90.00 for prescription progressive/bifocal/trifocal eyeglasses/contact lenses and up to \$45.00 for an eye examination.

RETIREMENT: ALTERNATE BENEFIT PLAN (ABP) (401A)

The Alternate Benefit Program (ABP) is a defined contribution retirement program. In addition to retirement benefits, the ABP provides members with life insurance and disability coverage.

- Employee to meet certain eligibility requirements
- It is like a 401K plan.
- 5% employee deduction pre-tax; 8% matching employer contribution
- You are considered vested for the employee portion right away; however, the 8% employer portion is vested at the beginning of your second year of eligibility
- Beneficiaries are setup directly with the vendor

GROUP LIFE INSURANCE

Members of the Alternate Benefit Plan (ABP) are covered by life insurance equal to three and one-half times their annual salary.

- Automatically setup for Life Insurance - 3 ½ times your salary
- Free benefit – no deduction from your pay
- You will be provided a (Designation of Beneficiary-ABP) form to setup your beneficiaries through the State

CREDIT UNION MEMBERSHIP

William Paterson University employees are eligible to become members of North Jersey Federal or Greater Alliance Federal Credit Unions.

EMPLOYEE ASSISTANCE PROGRAM (EAP/ESI)

William Paterson provides you and your family with a confidential Employee Assistance Program or EAP, a benefit offering resources and solutions for the problems you encounter at no cost to you.

Just as health insurance addresses your physical health, your EAP benefits help with your emotional and mental well-being. EAP benefits also include much more than just help for problems – they have a host of benefits and opportunities to help you grow professionally, save money, improve your health, and enhance your personal life!

TUITION ASSISTANCE

The intent of the program is to enhance employee development and to assist the University with expanding the knowledge, skills, and abilities of the employee population.

Tuition Reimbursement:

The Tuition Reimbursement Program provides reimbursement to Higher Education Managers who are enrolled in a terminal degree program related to their area of work at an accredited institution or enrolled in graduate study necessary to increase such employee's expertise in his or her area of work.

Tuition Waiver Program:

The Employee Tuition Waiver Program provides tuition assistance to Higher Education Managers who enroll in eligible courses at William Paterson University.

- The full cost of tuition is waived but all fees and additional charges remain the responsibility of the student

Tuition Waiver for Dependent Children:

William Paterson University provides tuition free enrollment to dependent children of tenured and tenure track faculty, and full-time regularly appointed administrators and staff.

- Eligible once the employee has worked 1 year of service
- Pursuing their first Undergraduate or Graduate degree
- The full cost of tuition is waived but all fees and additional charges remain the responsibility of the student

VOLUNTARY TAX SHELTER PROGRAMS:

Optional/ No matching deductions from employer

403(b) Additional Contribution Tax Sheltered (ACTS)

- Setup directly with one of six approved vendors.
- Pre-Tax or Roth Options
- IRS maximum contribution for 403(b) plans
- Requires Salary Reduction Agreement Form to be completed

457(b) NJ State Employee Deferred Comp Plan (NJSEDCP)

Employees may defer between 1% and 100% of annual salary to the current IRS contribution limit.

- Setup directly with Empower
- Pre-Tax or Roth Options
- IRS maximum contribution for 457(b) plans

FLEXIBLE SPENDING ACCOUNT (Tax\$ave)

Tax\$ave, a benefit program available under Section 125 of the Federal Internal Revenue Code, allows eligible full-time employees to set aside before-tax dollars to pay for certain medical and dental expenses, thereby saving you money by avoiding federal taxes.

The three components of Tax\$ave:

- The Premium Option Plan (POP) which allows an employee to pay any SHBP medical and/or dental payroll contributions or premiums with before-tax dollars.
- The Unreimbursed Medical Flexible Spending Account (FSA) which allows an employee to set aside up to \$2,500 to pay for qualified medical and dental expenses. There is a 60-day waiting period.
- The Dependent Care Spending Account (DSCA) allows an employee to set aside up to \$5,000 to pay for anticipated expenses related to dependent care to permit the employee and spouse to work. There is a 30-day waiting period.

Open Enrollment – every year in October (changes effective January 1).

PUBLIC SERVICE LOAN FORGIVENESS (PSLF)

William Paterson University is a qualifying employer for the Public Service Loan Forgiveness (PSLF) program. The PSLF program allows for the forgiveness of the remaining balance due on a loan under the William D. Ford Federal Direct Loan (Direct Loan) Program after the borrower makes 120 qualifying payments, under a qualifying repayment plan, while employed full-time by a qualifying employer.

COMMUTER TAX\$AVE PROGRAM

Allows eligible employees to use pre-tax dollars to pay for mass transportation (train, bus, and van pool) used to commute to and from work, and for parking at work or at mass transit stations.

NJ BEST 529

NJBEST 529 College Savings Plan offers a flexible, convenient, and trusted way to invest for your child's education. Plan Managed by Franklin Templeton Investments.