



# Township of Randolph Benefits

Your total compensation package is your salary and so much more.  
Here's a quick guide to help you understand the benefits Randolph has to offer.

## Medical, Prescription and Dental Benefits Contribution is percentage of salary (defined by Chapter 78, P.L. 2011)

### Health Insurance

#### Choice of six Aetna medical plans:

- Aetna HMO
- Aetna Patriot V\$5
- Aetna Preferred
- Aetna ACPOS 3500
- Aetna ACPOS 5000
- Aetna Select Open Access

*\*Available the 1st of the month following FT employment*

### Prescription Plan

#### Express Scripts

- Co-payments and formulary can be provided

### Dental Plan

#### Dental Plans provided by Delta Dental; choice of 4 plan options:

- Premier
- Enhanced
- PPO Enhanced
- PPO

## Supplemental Coverages

### Deferred Compensation

A 457 Deferred Compensation Plan is similar to a 401(k) or IRA. It offers employees the ability to set aside "pre-taxed" monies to supplement their retirement pension or Social Security benefits. We offer two (2) different companies to invest the employee's pre-tax earnings:

- AXA-Equitable
- Mission Square

### Life Insurance

A \$10,000 life insurance policy and \$10,000 accidental death and dismemberment (AD&D) at no cost to the employee; providing financial benefits to the insured or their beneficiaries

### AFLAC

Via payroll deductions the employee can select one or more additional insurances:

- Long term disability plan
- Cancer insurance

### Flexible Spending Account (through TASC)

- Tax deferred deduction for eligible healthcare expenses

### Dependent Day Care Flexible Spending Account (through TASC)

- Tax deferred deduction for day care/child care expenses

## Pension

### New Jersey Division of Pensions and Benefits (NJDPB)

- Public Employees Retirement System (PERS) or Defined Contribution Retirement Program (DCRP)
- All full time employees are required to enroll in PERS or DCRP, program determined by NJDPB guidelines
- DCRP is a tax-sheltered defined contribution retirement benefit with a two year vesting period
- PERS is a tax-sheltered defined benefit pension plan with a ten year vesting period
- DCRP and PERS funding is from employer contributions, employee contributions, and investment income from those contributions
- Some part time employees are required to enroll in DCRP, NJDPB guidelines determine eligibility

## Vacation, Sick and other Paid Time Off

### Vacation Days

During the first calendar year the employee begins accruing vacation time in their third month of employment at one day of vacation per month up to ten days:

1. After one year of service: 10 days
  1. On January 1 after sixth year of service: 15 days
  2. On January 1 after thirteenth year of service: 20 days
  3. On January 1st after eighteenth year of service: 1 day for each additional year
- Collective bargaining agreements may provide for additional vacation days
  - Time is cumulative only from one year prior

### Sick Days

- One day per month of service (*note: some collective bargaining agreements provide two Personal Days per year in lieu of two Sick Days per year*)
- Time is cumulative

### Personal Days, Floating Holidays, Comp Time

- Two Floating Holidays as defined by the Township Manager
- See Sick Days information for definition of Personal Days
- Comp Time may be in lieu of Overtime in some work functions and by collective bargaining agreement
- Time is non-cumulative except for some comp time as defined by the appropriate collective bargaining agreement

### Holidays

Eleven paid holidays

#### Holidays include:

- New Year's Day
- Martin Luther King's Birthday
- Veterans Day
- Presidents Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas

### Jury Duty

Employees called to serve on jury duty receive their full salary during the jury duty period

## Additional

### Focus on Employees, Wellness and more

- Wellness engagement "points" with financial reward
- Employee Appreciation milestone service celebrations
- NJDPB seminars and 457 Plan overviews to assist with retirement and financial planning

\*Available to full time employees of Randolph Township.

\*Some benefits available to part time employees as determined by scheduled hours worked, NJDPB and FLSA.

