



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



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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	Sick Days	Personal Days, Floating Holidays, Comp Time	Holidays	Jury Duty
<p>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:</p> <ul style="list-style-type: none">1. After one year of service: 10 days1. On January 1 after sixth year of service: 15 days2. On January 1 after thirteenth year of service: 20 days3. 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	<p>Sick Days</p> <ul style="list-style-type: none">• 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	<p>Personal Days, Floating Holidays, Comp Time</p> <ul style="list-style-type: none">• 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	<p>Eleven paid holidays</p> <p>Holidays include:</p> <ul style="list-style-type: none">• 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	<p>Employees called to serve on jury duty receive their full salary during the jury duty period</p>

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.