

**UNIVERSITY POLICY**

<b>Policy Name:</b>	Retirement, Pension, Insurance, and Health Benefits				
<b>Section #:</b>	60.1.17	<b>Section Title:</b>	Human Resources (HR): Universitywide HR Policies & Procedures	<b>Formerly Book:</b>	3.2.6, Policy 60.2.5
<b>Approval Authority:</b>	Senior Vice President for Human Resources and Organizational Effectiveness		<b>Adopted:</b>	3/1972	<b>Reviewed:</b> 01/31/2020
<b>Responsible Executive:</b>	Senior Vice President for Human Resources and Organizational Effectiveness		<b>Revised:</b>	05/17/2005; 02/29/2008; 07/01/2013; 10/10/2013 (Updated title); 01/31/2020	
<b>Responsible Office:</b>	University Human Resources		<b>Contact:</b>	<a href="mailto:policies@hr.rutgers.edu">policies@hr.rutgers.edu</a>	

**1. Policy Statement**

The policy outlines employee eligibility for State benefits that include: retirement, insurance, and health benefits.

**2. Reason for Policy**

To provide eligibility and waiting period information for benefit plan options.

**3. Who Should Read This Policy**

All members of the Rutgers University community.

**4. Resources**

- a. [Public Employees' Retirement System \(PERS\)](#)
- b. [Police and Firemen's Retirement System \(PFRS\)](#)
- c. [Alternate Benefit Program \(ABP\)](#)
- d. [Defined Contribution Retirement Program \(DCRP\)](#)
- e. [State Health Benefit Plan \(SHBP\)](#)
- f. [University Human Resources: Benefits](#)

**5. Definitions**

N/A

## 6. **The Policy**

### I. **Retirement and Pension Plans**

Various employee groups are eligible for State retirement and pension benefits. Eligibility for State retirement and pension programs is determined by state statute and administered by the state. For the current information on eligibility and State retirement and pension options, visit the Pension and Retirement site hosted by University Human Resources' Office of Benefits.

### II. **Full-Time Employees – Health, Prescription Drug, and Dental Programs**

Various employee groups are eligible for State health benefits. Eligibility for State health benefit programs is determined by State statute and administered by the State. For the current information on eligibility and State health benefit options, visit the State Health Benefits site hosted University Human Resources' Office of Benefits.

### III. **Part-Time Employees – Health and Prescription Drug Programs**

Part-time employees may have the option to participate in the State health and prescription drug programs. Part-time employees looking to participate and seeking eligibility requirement should visit the State Health Benefits site hosted University Human Resources' Office of Benefits.