



BENEFITS

05/03/25

Multiple health plan portfolio. Value to premium plans. HMO, POS, and PPO. Free dental and vision for eligible employees.

HEALTH & DENTAL



State pension or optional 401(a) retirement plans with additional voluntary saving 403(b) and 457(b) plans.

RETIREMENT & SAVING



Generous paid time off: sick, vacation, personal, comp time, holidays, volunteer, bereavement, and much more!

PAID TIME OFF



Basic and optional life insurance plans from \$10k up to 8x your annual salary to provide for chosen beneficiaries.

LIFE INSURANCE



Westfield STATE UNIVERSITY



<https://www.westfield.ma.edu/offices/hr-titleix-eo/benefits-wellness>

DISABILITY & LEAVE PLANS



Long and short-term disability plans, paid and unpaid leaves of absence, sick leave banks, PFML, FMLA, and Workers comp.

FLEXIBLE SPENDING



Flexible spending plans that allow you to use PRE-tax \$ to pay for medical & childcare expenses through payroll deductions.

TUITION WAIVERS



Free education for eligible employees and discounted education for spouse and dependent children.

EMPLOYEE ASSISTANCE



Program to help employees with family concerns, financial issues, legal matters, substance abuse, childcare, service referrals.



WELLNESS

Dedicated training program for employee professional development. Access to educational offerings in a higher education setting.

PROFESSIONAL



Robust portfolio of health plans, life, disability, dental and vision plans to choose from. Access to on-campus gyms.

PHYSICAL



Dedicated state agencies and financial representatives to help navigate retirement, saving, and financial planning options for a secure future.

FINANCIAL



Opportunities to join campus groups to share your voice, volunteer, celebrate culture, values, and diversity.

SOCIAL



Westfield
STATE UNIVERSITY



NUTRITIONAL

On-campus dining, takeout, catering, and nutritional services.



MENTAL HEALTH

Health insurance plans with strong behavioral health components along with access to our state-wide Employee Assistance Program (EAP).



ENVIRONMENT

Our campus and facilities are safe, clean, and collaborative. We strive to provide a healthy and sustainable workplace and surroundings.



SPIRITUAL

Albert and Amelia First Interfaith Center supports religious and spiritual life promoting interfaith understanding on campus.

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