

WILLIAM & MARY

William & Mary Employee Benefits

William & Mary is committed to offering exceptional benefits and perks that recognize the contributions of our employees. As a valued member of our community, you'll have access to comprehensive health coverage, robust retirement options, meaningful professional development opportunities, and a wide range of resources designed to support your well-being and success.

HEALTH BENEFITS

Health & Dental Insurance: As a state agency, W&M provides access to a wide variety of health insurance plans administered by Virginia's Department of Human Resources Management (DHRM). Coverage begins on the first day of the month following your hire date. The Commonwealth offers five comprehensive health plan options for state employees, including three statewide plans and regional HMO options available in select areas of Virginia. All plans provide medical, outpatient prescription drug, preventive dental, behavioral health, and Employee Assistance Program (EAP) services. Optional expanded dental coverage, including major restorative and orthodontic services, is available, along with vision and hearing benefits.

Employee Assistance Program (EAP): Free confidential counseling services for you and your eligible dependents covering mental health, substance abuse, financial concerns, legal matters, childcare, eldercare, and more.

Flexible Spending Accounts (FSAs): Tax-advantaged accounts for healthcare and dependent care expenses up to IRS limits.

CommonHealth & TimelyCare: Wellness programs promoting healthy lifestyles, plus virtual mental health and medical care available 24/7 at no cost.

Weight Watchers: Discounted wellness programs.

Workers' Compensation: Comprehensive workplace injury coverage.

INSURANCE BENEFITS

Life Insurance: The university provides basic life insurance equal to two times your annual salary, with the option to purchase additional supplemental coverage.

Long-Term Disability: Income protection in case of extended illness or injury preventing you from working.

Long-Term Care Insurance: Optional coverage for future care needs as you age.

Legal Resources: Optional access to legal consultation and document preparation services.

Supplemental Insurance: Additional coverage options through AFLAC for accidents, critical illness, hospital indemnity, and more.

RETIREMENT & FINANCIAL BENEFITS

Retirement Plans: Retirement Plans: Eligible employees receive employer-funded retirement benefits in addition to Social Security. Classified and operational staff participate in the Virginia Retirement System (VRS), while professional staff, faculty, and postdoctoral employees may choose between VRS and the Optional Retirement Plan (ORP), a defined contribution plan.

Cash Match Plan: Optional additional retirement savings with employer matching contributions.

Tax-Deferred Plans: Optional supplemental 403(b) and 457(b) deferred compensation plans allow you to save additional pre-tax dollars for retirement.

LEAVE & TIME OFF

Generous leave benefits vary by employee classification and include annual leave, sick leave, paid holidays, family and medical leave, parental leave, and more. Faculty members on 9-month contracts have scheduled breaks during winter, spring, and summer periods.

PROFESSIONAL DEVELOPMENT

Development Support Fund: The Board of Visitors (BOV) has granted funding to support the continued growth and professional development of W&M employees. Award recipients may receive up to \$1,500 per academic year.

Educational Assistance: Eligible employees can take up to 6 credit hours per semester with up to \$5,250 in tax-free tuition annually. Coverage applies to most W&M programs, though some online and self-sustaining programs have restrictions.

LinkedIn Learning: Free access to thousands of professional development courses and certifications.

CAMPUS & RELOCATION BENEFITS

SMARTMOVE® Real Estate Program: Eligible employees receive cash rebates when buying or selling real estate, mortgage closing cost credits, and professional guidance from a personal move coordinator. The program connects you with a reliable network of real estate agents, household goods movers, and mortgage lenders. Visit wm.smartmove.com or call 800-645-6560 for eligibility and enrollment.

Bee McLeod Rec Center & McLeo Tyler Rec Center: Enjoy free access to state-of-the-art fitness facilities, discounted group classes, and aquatics. Take advantage of reduced rates on individual wellness services, including massage, Reiki, acupuncture, and personal training.

Libraries: Full access to Swem Library and all university library resources, including digital collections and online subscriptions such as the *New York Times* and the *Atlantic*.

Arts & Culture: Complimentary admission to the Muscarelle Museum of Art and discounted tickets to Arts at W&M performances.

Spirit Shop & Bookstore: Employee discounts on W&M merchandise, textbooks, and supplies.

Dining Services & Special Lodging: On-campus dining options and special rates at campus guest accommodations.

Commonwealth Employee Discounts: Access to the Virginia state employee discount marketplace featuring savings on retail, travel, entertainment, and more.

VCU Health Partnership: Convenient near-campus healthcare access.

Williamsburg Campus Child Care: Access to accredited, convenient on-campus childcare

For More Information

Visit the University Human Resources website: wm.edu/offices/uhr/benefits

Contact: AskHR@wm.edu

Benefits vary by employee classification. For detailed information specific to your position, visit Current Employee Benefits or contact University Human Resources.