

# South Fort Collins Sanitation District


## Employee Benefit Summary

Plan Year '22-'23

South Fort Collins Sanitation District is proud of the benefit plans offered to its employees. The investment that we put into your benefits is an investment in you. Your benefits are of a considerable value to your total compensation, as you are of considerable value to us!

 **Medical— Anthem BCBS PPO & High-Deductible Plan Options**


 **Dental— Kansas City Life**

 **Vision— USA Vision**

 **Zero Employee Cost on Select Plans**


 **Health Savings Account w/ 3: 1 District Match**

 **Flexible Spending Account**


 **District Paid Life and AD&D Insurance**


 **District Paid Short and Long-Term Disability Insurance**

 **Vaccine Clinics**

 **Mandatory 3% 401a Contribution w/ 6% District Match; Optional 457 and Roth Plans**


 **Employee Assistance Program (EAP)**


 **18 Paid Sick Days Annually**

 **Minimum of 12 Paid Vacation Days Annually**

 **11 District Observed Paid Holidays**

 **1 Paid Floating Holiday in Observance of Your Birthday**

 **Monthly Performance and Workload Check-ins with Direct Supervisor**

 **Annual Performance Reviews**

 **Training, Certification and DOT Licensure Funding and Incentives**

 **Annual Merit, Market, and/or Cost of Living (COL) Adjustments when warranted**

This page offers a summary of employee benefit options available for plan year December 1, 2022 through November 30, 2023; availability subject to eligibility requirements

Questions? Please email [HR@fclwd.com](mailto:HR@fclwd.com) or visit our website, <https://www.fclwd.com>