

Fort Collins-Loveland Water District


Employee Benefit Summary

Plan Year '23-'24

Fort Collins-Loveland Water 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, 2023 through November 30, 2024; availability subject to eligibility requirements

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