

Fort Collins-Loveland Water District

Employee Benefit Summary

Plan Year '25-'26

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



Employee Assistance Program (EAP)



Dental— Kansas City Life



18 Paid Sick Days Annually



Vision—USA Vision



Minimum of 12 Paid Vacation Days Annually



Zero Employee Cost on Select Plans



11 District Observed Paid Holidays



Health Savings Account w/ 3:1 District Match



1 Paid Floating Holiday in Observance of Your Birthday



Flexible Spending Account



Monthly Performance and Workload Check-ins with Direct Supervisor



District Paid Life and AD&D Insurance



Annual Performance Reviews



District Paid Short and Long-Term Disability Insurance



Training, Certification and DOT Licensure Funding and Incentives



Vaccine Clinics



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



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



Public Service Loan Forgiveness (PSLF) Qualified Employer

This page offers a summary of employee benefit options available for plan year December 1, 2025 through November 30, 2026; availability subject to eligibility requirements

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