

A regular full-time employee is defined as an employee who is regularly scheduled to work up to 37.5 hours per work week on a continuous basis.



LEAVE BENEFITS

Leave provides employees with paid time off that can be used for vacations, personal time, illness or to care for dependents. Employees accrue 3.5 hours of annual and sick leave per pay period.



BASIC GROUP LIFE INSURANCE

Loudoun Water provides life insurance coverage at no cost to the employee. The employee may purchase additional life insurance for themselves, spouse, and/or children.



SUPPLEMENTAL INSURANCE COVERAGE

Employees have the option to enroll in additional supplement insurance coverage such as cancer, accident, and STD.



DISABILITY INSURANCE

Employees are automatically enrolled in a short-term and long-term disability plan paid for by Loudoun Water.



WELLNESS PROGRAM

The Passport to Wellness program allows employees to earn points for a day off for designated activities focused on overall health and well-being.



EMPLOYEE ASSISTANCE PROGRAM

This free benefit offers assistance to all employees and their family members in resolving personal, financial and emotional matters.



FLEXIBLE SPENDING ACCOUNT

Employees can elect to use pre-tax dollars for medical or dependent care expenses.



CREDIT UNION

Employees and their family members are eligible for membership in the Loudoun Credit Union.



HOLIDAYS

On average, employees receive 14 ½ paid holidays per year plus an additional floating holiday.



HEALTH, DENTAL AND VISION INSURANCE

Health, Dental, and Vision plans are offered by Loudoun Water. Eligible employees may be qualified for retiree health insurance coverage.



RETIREMENT

Loudoun Water participates in the Virginia Retirement System (VRS). All employees contribute 5% of their salary to the plan. Loudoun Water also offers to eligible employees an optional deferred compensation plan with an employer match, up to \$50 per pay.



EDUCATIONAL ASSISTANCE

Once the employee has completed initial employee period, they are eligible to receive up to \$5,250 in tuition reimbursement per calendar year.