

# Benefits of Working at LADWP

Join the Team that lights up LA!

[joinLADWP.com](http://joinLADWP.com)



LADWP offers a comprehensive benefit package including:

**Comprehensive Health and Dental Plans**

**Credit Union**

**Deferred Compensation**

**Employees Association**

**Fitness Center**

**Flexible Spending Accounts**

**Work Schedule Options**

**Paid Time Off**

**Pension Plan**

**Ride Share Incentives**

**Tuition Reimbursement and Training**

**Union Job**

**Work and Family Life Program**

## Comprehensive Health and Dental Plans

LADWP provides a variety of health and dental plans fully or partially subsidized depending on the option selected and number of dependents. All of these plans will cover most individual and family medical expenses for active employees and retirees.

Local 18 also offers a separate health and dental plan for its members.

## Credit Union

The Water and Power Community Credit Union has a branch located in the lobby LADWP's head office, the John Ferraro Building (JFB). Some of the services they offer to our employees include: helping members to send their children to college, saving for retirement, and purchasing a vehicle or a home.

## Deferred Compensation

This plan is offered as a supplement to retirement benefits. Employees participating in this plan voluntarily defer a portion of their salary to help them prepare for financial independence when they retire while lowering their taxable income. Deferred compensation funds and earnings are not subject to state and federal income taxes until the funds are withdrawn, usually at retirement. Contributions remain in the plan until the employee separates from City service.

## Employees Association

From doll and toy holiday distributions to emergency medical and dental loans for employees, the heart of the LADWP is the non-profit Employees Association. There is plenty of time for fun too, with amusement park discount tickets and a variety of interest clubs, such as Toastmasters, the LADWP Bike Club, Ski Club, and Choraliers.

## Employee Resource Groups and Professional Resource Groups

Employee Resource Groups (ERGs) and Professional Resource Groups (PRGs) are voluntary and employee-led groups that offer support, resources, and leadership development opportunities. ERG and PRGs aim to foster an inclusive work environment and a safe space where employees can bring their whole selves to work. LADWP currently has three fully established PRGs: National Society of Black Engineers, Society of Hispanic Engineers, Society of Women Engineers. Additionally, we are supporting our employees with the formation of several new ERGs.

## Fitness Center

As a commitment to our employee's health and wellness, the LADWP has established 37 state-of-the-art fitness centers at various locations. Our John Ferraro Building (JFB) Fitness Center offers both cardiovascular and weight machines, men's and women's locker rooms and shower facilities, and a complete program of employee-led fitness classes. Membership is free to all LADWP active employees.

## Flexible Spending Accounts

LADWP offers flexible spending accounts that allow employees to reduce their taxable income through automatic pre-tax payroll deductions for eligible medical, dental, transportation/parking, and dependent care expenses

## Flexible Work Schedules

In an effort to improve air quality, the City of Los Angeles introduced flexible working schedules for employees. Depending on your work assignment, location, and union, you can start as early as 6 a.m. or as late as 9 a.m., and have a 9/80 work schedule (by working one extra hour a day, you can have a three-day weekend every two weeks).

## Paid Time Off

### Vacation

- Two weeks after one year of service
- Three weeks after five years of service
- Up to four weeks with additional years of service

### Holidays

- Twelve paid holidays and two floating holidays each year

### Sick Leave

- Sick leave is available for illness or injury

## Pension Plan

LADWP provides an excellent independent retirement plan to which both the employee and the Department contribute. The plan provides short-term disability coverage and term life insurance in addition to retirement benefits. If you choose to leave LADWP employment before qualifying for a Retirement allowance, your contributions, plus earned interest, can be refunded, or left in the plan, and be drawn as an annuity at age 60.

## Ride Share Incentives

LADWP is committed to ridesharing and provides incentives to employees through vanpool, parking, and public transportation subsidies. The public transit subsidy is \$100 a month.

## Tuition Reimbursement and Training

LADWP has one of the best tuition reimbursement programs of any employer. Tuition reimbursement is available at the school of your choice (certain restrictions apply). In addition, we have a comprehensive multimedia training program available.

## Work and Family Life Program

The nationally-recognized Los Angeles Department of Water and Power (LADWP) Family Care Program offers a wide range of services to support employees in balancing their work and family life. Our programs include:

- Employee Assistance Program
- Lactation Accommodation Program

