

# Benefits of Working at LADWP

Join the Team that lights up L.A.!

JoinLADWP.com



LADWP offers a comprehensive benefit package including:

**Comprehensive Health and Dental Plans**

**Credit Union**

**Deferred Compensation**

**Employees Association**

**Employee Resource Groups and Professional Resource Groups**

**Flexible Spending Accounts**

**Flexible Work Schedules**

**Paid Time Off**

**Pension Plan**

**Ride Share Incentives**

**Tuition Reimbursement and Training**

**Union Representation and Negotiated Benefits**

**Wellness and Support**

**Work and Family Life Program**

**Bereavement Leave**

## Comprehensive Health and Dental Plans

[ebenefits.ladwp.com](http://ebenefits.ladwp.com)

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

[www.wpccu.org/ladwp](http://www.wpccu.org/ladwp)

Water and Power Community Credit Union (WPCCU) offers full-service banking to help you reach your financial goals—like buying a car, home, saving for retirement, or building wealth. Manage your money on the go with mobile check deposit and instant transfers. Get expert guidance through videos, webinars, or one-on-one support. With four LA branches, including inside LADWP's head office the John Ferraro Building (JFB), and access to 30,000+ ATMs and 5,000+ Shared Branches, banking is always within reach.

## Deferred Compensation

[la457.com](http://la457.com)

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 Deferred compensation funds and earnings are not subject to state and federal income taxes until the funds are withdrawn, usually at retirement.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

[www.ladwpea.org](http://www.ladwpea.org)

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. Proud to be the official trademark licensee of LADWP merchandise, the association supports employees with a variety of offerings. 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, employee-led groups that offer support, resources, and leadership development opportunities. ERGs 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 Professional Engineers, and Society of Women Engineers. Additionally, we are supporting our employees with the formation of several new ERGs.

## Flexible Spending Accounts

[ebenefits.ladwp.com](http://ebenefits.ladwp.com)

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

- Thirteen paid holidays and two floating holidays each year

### Sick Leave

- Sick leave is available for illness or injury

## Pension Plan

[retirement.ladwp.com](http://retirement.ladwp.com)

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 interest, can be refunded, or left in the plan, and may 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. Tuition Reimbursement is available to all full-time employees after six months of employment.

## Union Representation and Negotiated Benefits

[labrel.ladwp.com](http://labrel.ladwp.com)

ACE, IBEW Local 18, Load Dispatchers Association, MEA, SEIU L721

## Wellness and Support

[ebenefits.ladwp.com](http://ebenefits.ladwp.com)

Employee Assistance Program (EAP)

The EAP offers free, confidential support services for employees and their families, including counseling, financial advice, and wellness resources.

## Work and Family Life Program

[ebenefits.ladwp.com](http://ebenefits.ladwp.com)

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:

### Paid Parental Leave

We support growing families by offering Paid Parental Leave for new parents, whether it's by birth, adoption, or foster placement. Eligible employees can take up to 6 weeks of paid leave to bond with their new child.

### Lactation Accommodation Program

We offer free resources to support new parents returning to work, including:

- Breast pump loaners at no cost
- Access to a lactation consultant for personalized guidance
- Educational classes on breastfeeding and parenting

## Bereavement Leave

On January 9, 2024, the Los Angeles Board of Water and Power Commissioners approved a new Bereavement Leave (BL) Policy for LADWP employees, providing up to five days off for the death of an immediate family member. The policy grants three days of paid leave and two days of unpaid leave, which can be substituted with other earned time off, and is retroactive to January 1, 2023. BL is available from the first day of employment, can be used up to 370 days after the death, and does not accrue or carry over.

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\*All benefits are available to employees upon hire except for the Pension Plan and Tuition Reimbursement, which become available after the probationary period is completed.