

SMUD BOARD POLICY

Category: Strategic Direction	Title: Employee Relations
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Developing and maintaining a high quality, inclusive workplace that engages and inspires employees to commit to SMUD's purpose, vision and values is a core value of SMUD.

Therefore:

- a) SMUD shall foster trust, innovation, open communication, and accountability in its workforce.
- b) SMUD shall build, foster and sustain a work environment that encourages inclusion of different viewpoints, approaches, backgrounds, where employees are valued and respected.
- c) SMUD shall engage its workforce in personal and professional development.
- d) SMUD shall engage its workforce to:
 - i) Understand and actively support SMUD's purpose, vision and values; and
 - ii) Work with the community to support SMUD's purpose, vision and values.
- e) SMUD's workforce shall reflect the broader values and interests of the community and its customer-owners.
- f) SMUD shall maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances.
- g) Annually, and consistent with State and Federal law, the Board shall receive a report detailing the demographics of the SMUD workforce, the available workforce, and the Sacramento region.

Monitoring Method: Board Report

Frequency: Annually