

# Exhibit to Agenda Item #2

Board Policy Committee and Special SMUD Board of Directors' Meeting  
Wednesday, May 16, 2018 scheduled to begin at 5:30 p.m.  
Customer Service Center, Rubicon Room

# Strategic Direction 8 (SD-8) Employee Relations 2017 Board Monitoring Report

**PURPOSE:** 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.

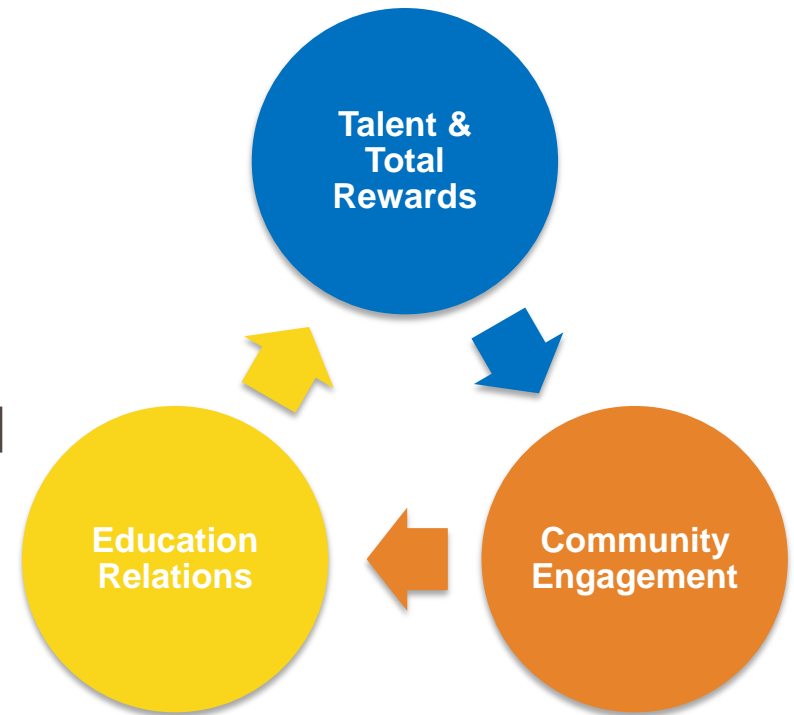
Therefore:

- a) SMUD shall attract and retain a highly qualified workforce
- b) SMUD shall engage its workforce in personal and professional development
- c) SMUD shall maintain and communicate written policies that define procedures and expectations for staff and provide for effective handling of grievances
- d) SMUD's percentage of engaged employees as measured through the Engagement Index shall exceed 80%
- e) 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. The report shall also provide information on veterans as a part of SMUD's workforce

**SMUD is in full compliance with Strategic Direction SD-8**

# Attract & Retain a Highly Qualified Workforce

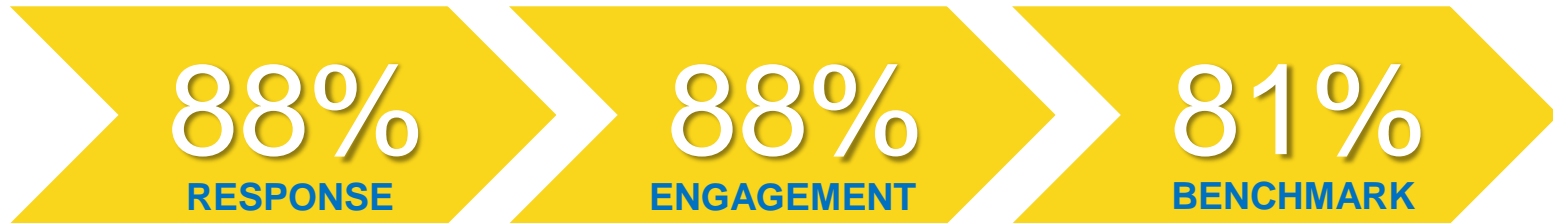
- ✓ **105 Internships Completed**
  - 25 High School
  - 80 College
- ✓ **21 Scholarships Awarded**
- ✓ **Career Ambassadors reached 34,000 students**
  - 428 volunteer hours at more than 126 events
- ✓ **Power Experience Entry-Level Rotational Program**
- ✓ **Lower turnover lower than industry average**



# Workforce Personal & Professional Development

- ✓ **All SMUD employees received training**
  - 2,131 individuals, avg. 29 hours each
- ✓ **Increase in Educational Assistance participation**
  - 108 employees in 2017 up from 79 employees in 2016
  - Participants took varied classes related to accounting, law, finance, human resource management, IT, project management & energy efficiency
- ✓ **22 delegates to leadership development programs**
  - Nehemiah Emerging Leaders
  - WEI Business Acumen for Emerging Leaders
  - Asian Pacific Chamber Catalyst Program
  - Leadership Rancho Cordova
  - United Way Loaned Executive
  - Building Leadership Talent (SMUD)

# Engagement Index Shall Exceed 80%



## Highest Scores

I feel like I have the time to follow safe practices.	94%
My work contributes to the success of SMUD.	93%
My supervisor encourages our team to share safety practices & concerns.	91%
There are people at work that care about me as a person.	90%
My team openly talks about safety issues and concerns.	90%

# Successor MOUs

✓ 2013-2017 MOUs for  
OSE & IBEW expired  
December 2017

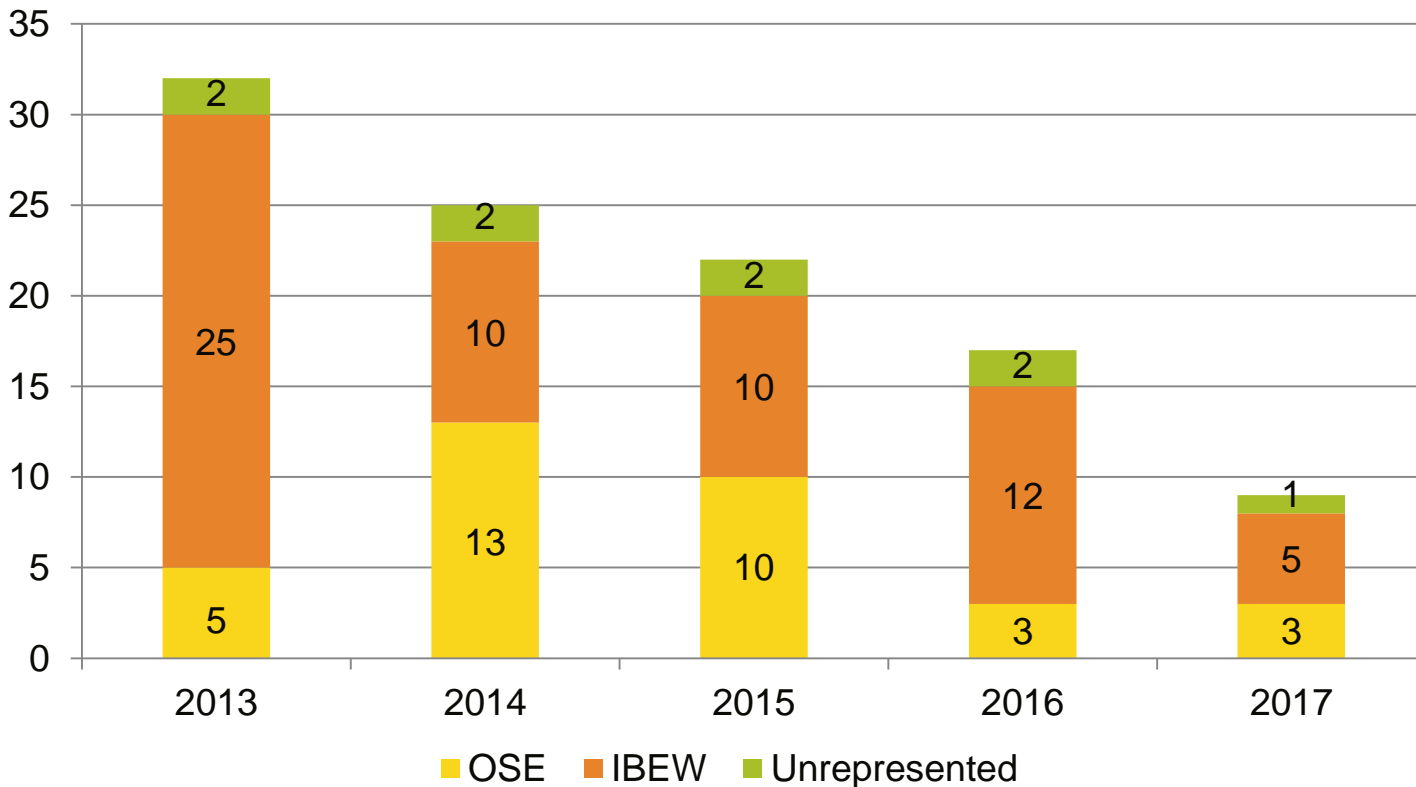
✓ New MOUs completed  
by September 2017

- Safety & Employee Engagement remained key priorities
- Maintained effective, positive relationships with IBEW, OSE
- Allowed SMUD to continue meeting financial targets

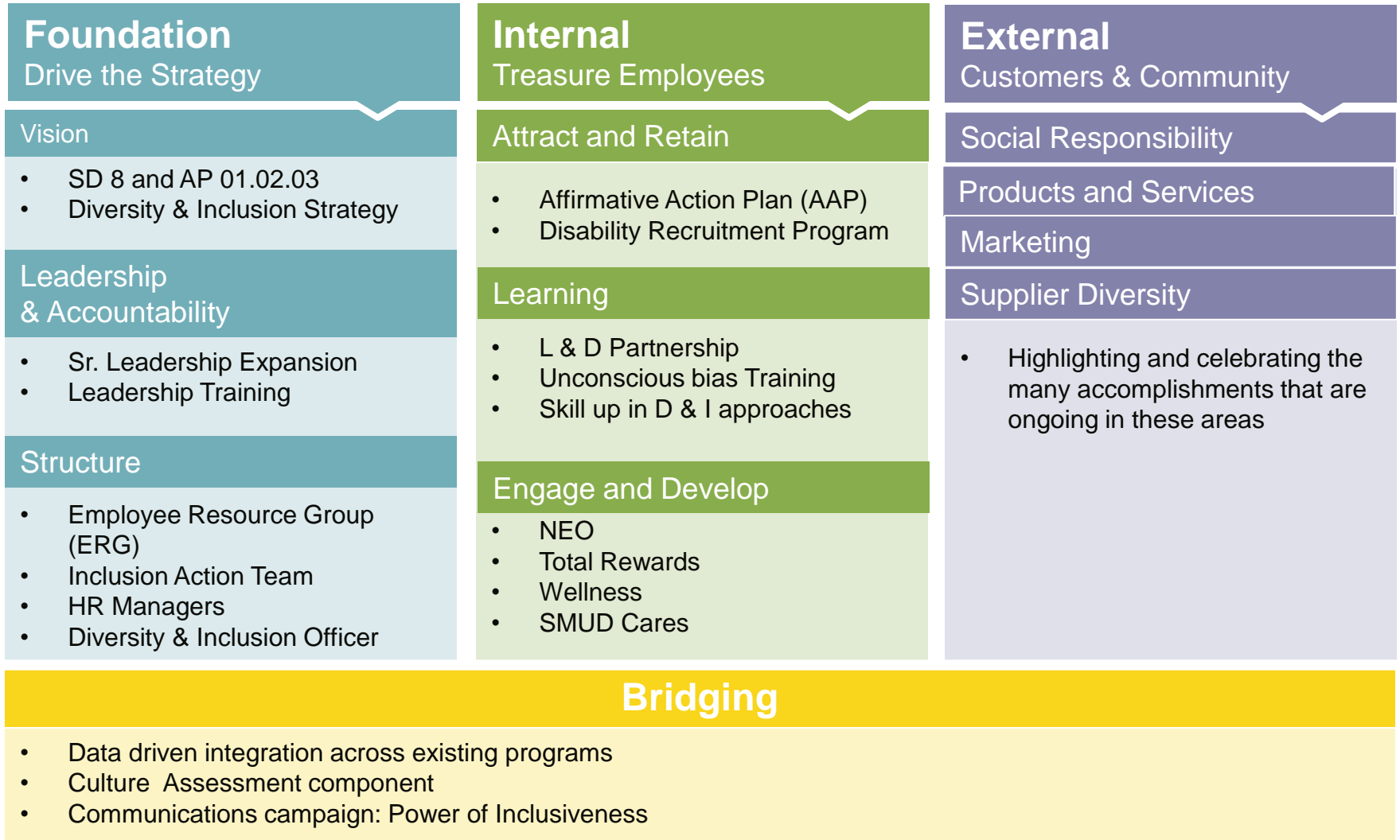


# Policies for Effective Handling of Grievances

## 2017 Grievances



# Diversity & Inclusion Strategy





# Workforce Demographics

Year	Male	Female	Caucasian	African American	Hispanic	Asian	Native American	2 or more Races
<b>2017*</b>	<b>67%</b>	<b>33%</b>	<b>61%</b>	<b>7%</b>	<b>13%</b>	<b>14%</b>	<b>1%</b>	<b>3%</b>
2016	67%	33%	62%	7%	13%	14%	1%	3%
2015	67%	33%	63%	8%	12%	13%	1%	3%
2014	68%	32%	65%	8%	11%	13%	1%	2%
<b>EEO Tabulation 2006-2010 (5-year American Community Survey Data)</b>								
Sacramento, El Dorado & Placer Co.	52%	48%	59%	7%	17%	13%	1%	3%
U.S.	53%	47%	67%	11%	15%	15%	1%	1%

\* Percentages may not add up to 100% due to rounding

# Veteran Demographics

Year	Male	Female	Caucasian	African American	Hispanic	Asian	Native American	2 or more Races
SMUD 2017* Workforce	67%	33%	61%	7%	13%	14%	1%	3%
<b>SMUD 2017 Veterans</b>	<b>91%</b>	<b>9%</b>	<b>59%</b>	<b>8%</b>	<b>14%</b>	<b>14%</b>	<b>0%</b>	<b>6%</b>
SMUD 2016 Veterans	92%	8%	60%	9%	11%	13%	0%	6%
SMUD 2015 Veterans	93%	7%	61%	9%	11%	13%	0%	6%
SMUD 2014 Veterans	94%	6%	61%	11%	12%	11%	0%	6%
CA 2016 Veterans**	92%	8%	63%	9%	16%	7%	1%	3%

\* Percentages may not add up to 100% due to rounding

\*\* As of 9/30/16. Source va.gov/vetdata

# Video





## Recommend Acceptance of Monitoring Report for SD-8

