

# Exhibit to Agenda Item #3

Accept the monitoring report for **Strategic Direction SD-8, Employee Relations.**

Board Policy Committee and Special SMUD Board of Directors Meeting  
Wednesday, May 12, 2021, scheduled to begin at 5:30 p.m.

Virtual Meeting (online)

# Strategic Direction 8 (SD-8) Employee Relations 2020 Board Monitoring Report

Developing and maintaining a high quality, diverse and inclusive workplace that engages and inspires employees to commit to SMUD's purpose, vision and values is a core value of SMUD.

SMUD is committed to diversity and inclusion and will foster and support a workplace that values employees representing a variety of backgrounds, including but not limited to, race, ethnicity, gender, gender identification and/or expression, sexual orientation and identification, national origin, age, physical abilities, veteran status, socio-economic status, life experiences, talents, and thinking styles.

Therefore:

- a) SMUD shall attract and retain a highly qualified and diverse workforce.
- b) SMUD shall promote inclusion and diversity and engage its workforce in activities that demonstrate and support inclusion and diversity across the organization.
- c) SMUD shall engage its workforce in personal and professional development.
- d) SMUD's percentage of engaged employees as measured through the Engagement Index shall exceed 80%.
- e) SMUD shall use a broad mix of communication and outreach channels to ensure its recruitment activities reflect the diversity of the communities it serves.
- 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 and trends 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.

# Attract & Retain a Highly Qualified Workforce



Increased Workforce Outreach to underutilized areas by 87.5%



Exceeded enterprise Speed of Trust learning goal by 7%



6.2% employee turnover rate ranked below 13.1% industry benchmark



21% increase in SMUD's Health Assessment Program participation



Continue pay equity analysis for all new hires & internal movement; Signed Equal Pay Pledge

# Diversity & Inclusion Across the Organization



- 8 Employee Resource Groups supported 168 business initiatives (up from 69 events in 2019)
- Increased ownership of Diversity, Equity & Inclusion throughout SMUD
- Recent activity includes:
  - Hired DEI consultant for structure, strategy & vision work
  - Implemented DEI goal for all leaders
  - Providing DEI mandatory training for all employees in 2021
  - Developing Workforce Demographics reporting and transparency
  - Launching Mentoring Program pilot



# Workforce Personal & Professional Development



18 employees participated in local and regional development programs



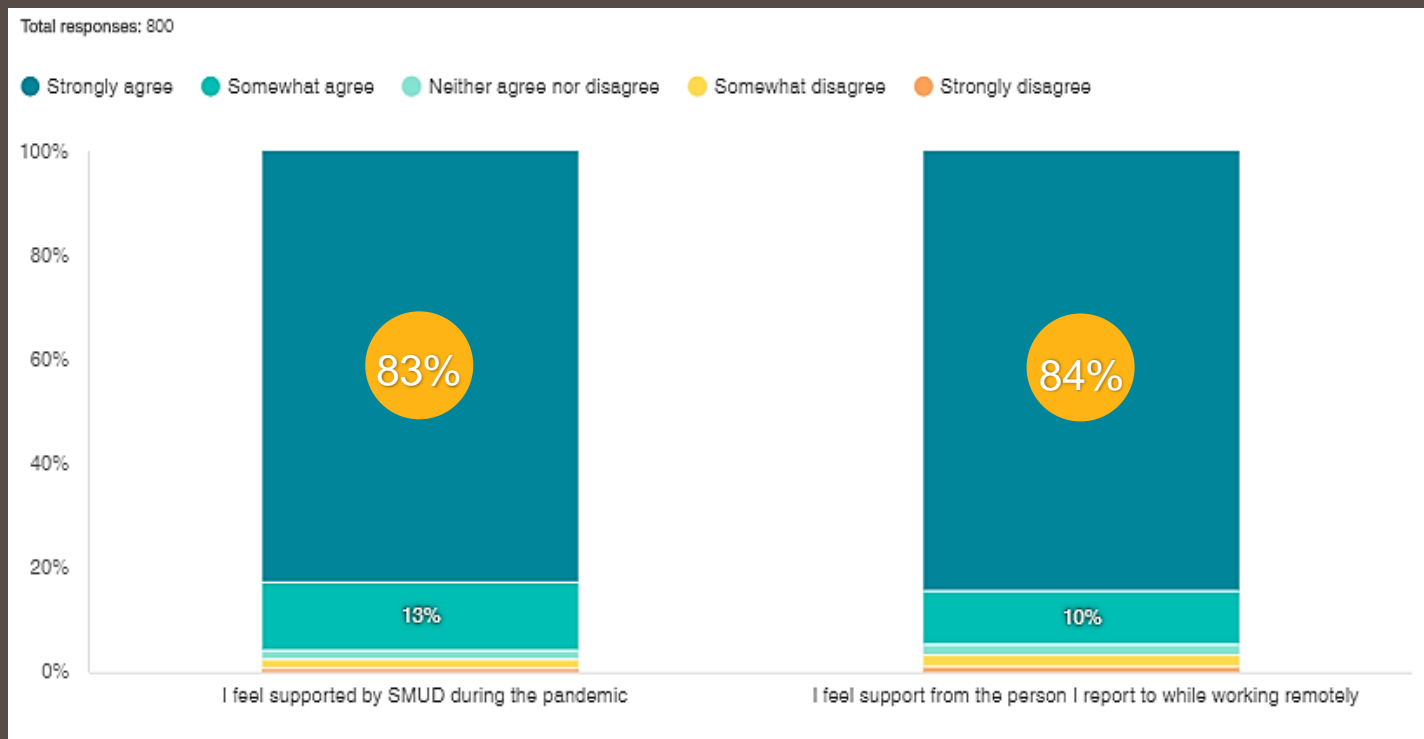
135 employees utilized SMUD's Education Assistance Program in 2020 (10% decrease)



2,446 individuals averaged 38 hours of training each (no change - same average in 2019)

# Employee Engagement

Remote Workforce surveys helped to supplement understanding of the employee experience in 2020.



## Employee Support

- Training on COVID protocols to ensure safety of staff and minimize risk
- \$10k in childcare leave for all employees
- Online collaboration tools and training
- Equipment and technology for ergonomic workspaces, including improved technology reimbursement
- Care and Connect support program for sequestered system operators and their families
- COVID Leave help center and response team to assist with leave requests, testing, and questions

# Diverse Outreach and Partnerships



Funded 10 CSUS Hornet Leadership Program students from diverse backgrounds with critical IT majors



- Received 1,106 college intern applications
- Hired 47 interns
- Hosted 10 High School interns over summer, 4 during school year



- Participated in broad mix of employment-related events:
- 4 female
  - 1 LGBTQ
  - 81 culture & ethnic
  - 9 low-income
  - 3 veteran



- Funded endowments and awarded 1 scholarship each:
- Powering Hornets (CSUS)
  - Powering Aggies (UCD)

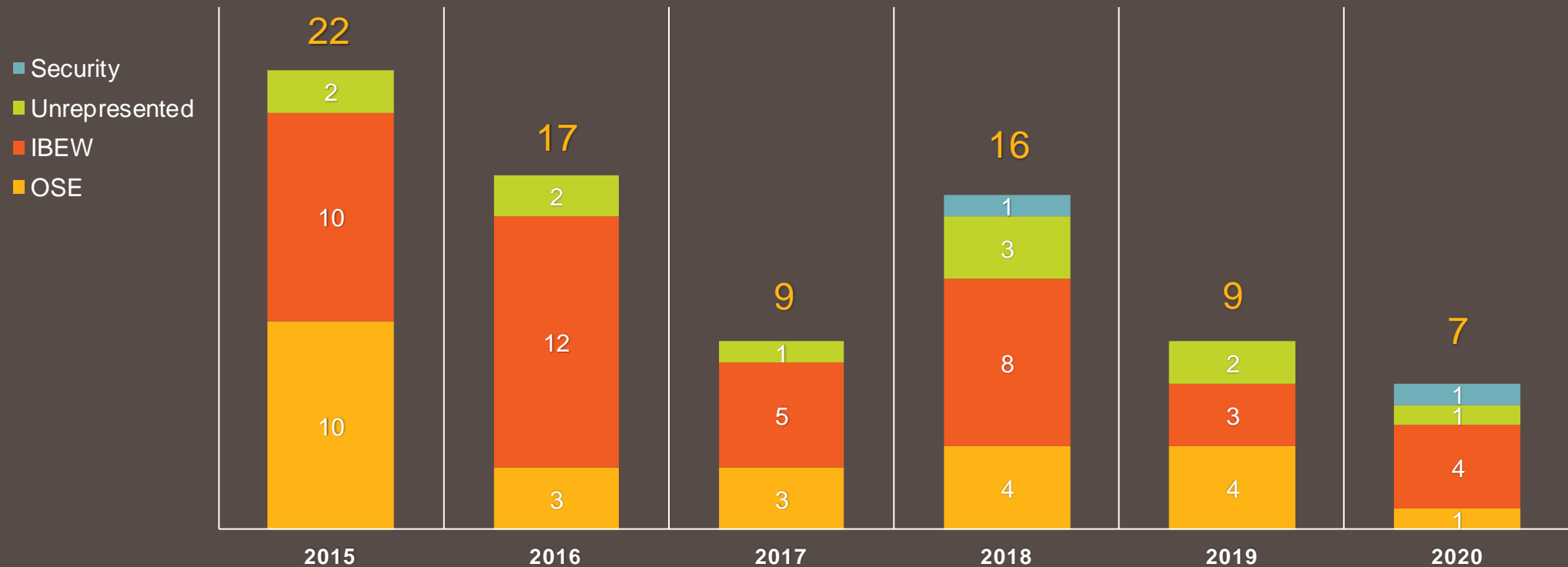


Awarded 21 Powering Futures Scholarships



# Policies for Effective Handling of Grievances

2015-2020 Grievances





# Workforce Demographics

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

\*\* Tri-county demographics based on a civilian labor force, represent residents 16yrs+. Numbers exclude houseworkers, unpaid volunteers, institutionalized individuals, and U.S. Armed Forces active duty.

Population	Male	Female	Caucasian	African American	Hispanic	Asian	Native American	2 or more Races
2020 SMUD Employees	66%	34%	58%	7%	15%	15%	1%	4%
2019 SMUD Employees	66%	34%	59%	8%	14%	15%	0%	4%
2018 SMUD Employees*	66%	34%	60%	8%	14%	15%	0%	4%
Sacramento, El Dorado & Placer Co.**	52%	48%	60%	7%	17%	13%	1%	3%
U.S.	53%	47%	67%	11%	15%	15%	1%	1%
2020 SMUD Veterans	91%	9%	58%	7%	14%	13%	0%	8%
2019 SMUD Veterans	92%	8%	55%	8%	16%	14%	0%	7%
2018 SMUD Veterans*	92%	8%	56%	8%	15%	14%	0%	6%
CA Veterans	91%	9%	61%	9%	18%	7%	1%	4%

# Recommendation

SMUD is in full compliance with Strategic Direction 8.  
We recommend acceptance of the SD-8 monitoring report.