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

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)

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

Awarded 21 Powering Futures Scholarships

- Received 1,106 college intern applications
- Hired 47 interns
- Hosted 10 High School interns over summer, 4 during school year
Policies for Effective Handling of Grievances

2015-2020 Grievances

- Security
- Unrepresented
- IBEW
- OSE

<table>
<thead>
<tr>
<th>Year</th>
<th>Security</th>
<th>Unrepresented</th>
<th>IBEW</th>
<th>OSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>10</td>
<td>12</td>
<td>3</td>
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<tr>
<td>2016</td>
<td>2</td>
<td>17</td>
<td>9</td>
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<td>2017</td>
<td>3</td>
<td>9</td>
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<td>2018</td>
<td>4</td>
<td>8</td>
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<td>2019</td>
<td>4</td>
<td>9</td>
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<td>1</td>
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<tr>
<td>2020</td>
<td>4</td>
<td>7</td>
<td>1</td>
<td>1</td>
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## 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.

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

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