

SMUD BOARD POLICY



Category: Strategic Direction
Policy No.: SD-8
Title: Employee Relations

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.

Monitoring Method: Board Report

Frequency: Annual

Versioning:

May 6, 2004	Resolution No. 04-05-09	Date of Adoption.
February 5, 2009	Resolution No. 09-02-03	Date of Revision.
November 17, 2011	Resolution No. 11-11-08	Date of Revision.
August 15, 2013	Resolution No. 13-08-10	Date of Revision.
August 20, 2015	Resolution No. 15-08-05	Date of Revision.
October 6, 2016	Resolution No. 16-10-02	Date of Revision.
January 16, 2020	Resolution No. 20-01-03	Date of Revision.
September 21, 2023	Resolution No. 23-09-02	Date of Revision. [Current Policy]