



# Employee Bicycle Loan Program

Legislative/Human Resources Committee

October 10, 2023

# Background and Proposal

- A survey was developed and conducted by the District's Bicycle Subcommittee
- 40% of respondents either have or would consider biking to work
- Establish an employee bicycle loan program to support the District's Alternative Commute Program

# Terms of Loan

- Similar to the Computer Loan, Employee Emergency Preparedness Assistance Loan, Ergonomic Home Office Equipment Loan Programs
- Interest-free
- Minimum loan amount of \$500 and maximum loan amount of \$2,500 towards purchase of a bicycle including bicycle components/accessories
- Employees will repay the loan through payroll deduction of \$50 per pay period
- Entire loan repaid within a maximum of 50 pay periods

## Who is Eligible?

- All regular, limited-term, temporary construction, intermittent or job share employees in job classes represented by Locals 21, 39, 444 and 2019, Management and Confidential groups who have passed probation
- Employees that have a minimum performance rating of satisfactory (meets expectations) on their most recent performance evaluation
- Employees that have not been subject to any major disciplinary action in the 12 months immediately preceding the loan request.

## Who is Not Eligible?

- Employees without civil service status in temporary positions of six months or less duration
- Part-time employees working less than 20 hours/week
- Participants in the summer/career/student intern program or other intern programs

# One Loan Program at a Time

Eligible employees will have the option to participate in one loan program at a time:

- 1) Ergonomic Home Office Equipment Loan Program, or
- 2) Computer Loan Program, or
- 3) Employee Emergency Preparedness Assistance Loan Program, or
- 4) Employee Bicycle Loan Program

## Next Steps

- Seek support from the Legislative/Human Resources Committee
- Bring this program to the Board for consideration at its October 24, 2023 meeting.
- If approved, this program will be launched in January 2024. Details of the new program will be communicated to employees in early December 2023.

Questions?







# Diversity, Equity, and Inclusion Strategic Plan Update

Legislative/Human Resources Committee

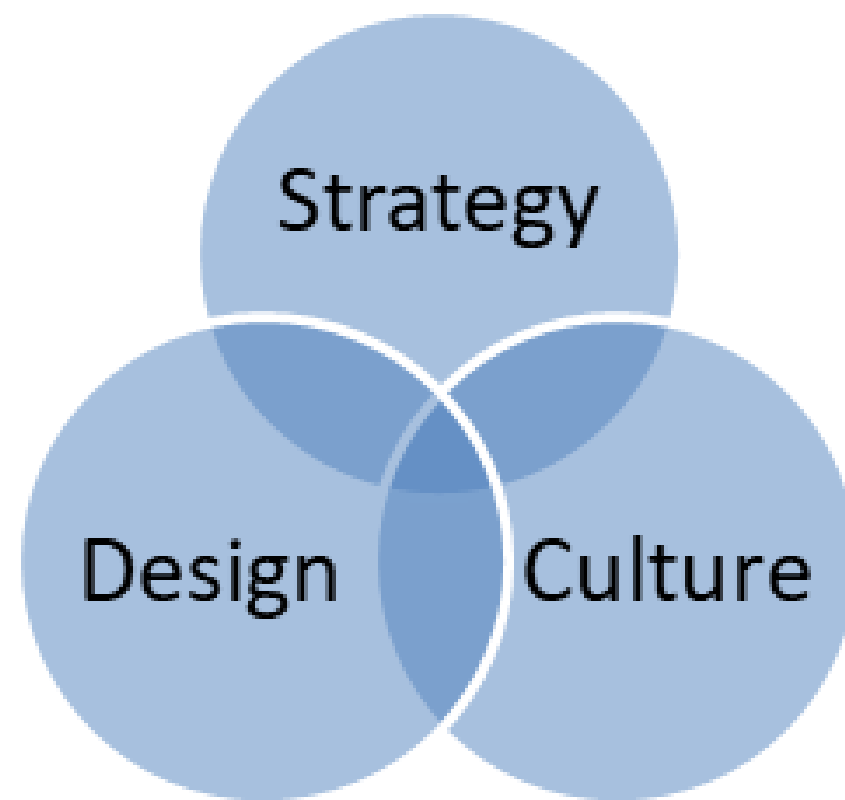
October 10, 2023

# Agenda

- Employee Recognition
- Inclusive Leadership
- Diversity & Inclusion
- Other Active Projects in Pillar Three
- Next Steps
- Feedback

# Inclusive Culture

An inclusive culture is achieved when every employee is intentional in creating and maintaining a work environment where everyone has a sense of belonging, purpose, value, and voice; and is engaged in the successful fulfilment of the District's mission.



Culture is the employee experience based on:

- Values
- Leadership
- HR Systems
- Informal Communication – The stories employees tell based on their experiences

# Building an Inclusive Culture

We are building an inclusive culture by

- Recognizing the work of and celebrating our employees
- Developing inclusive leadership
- Celebrating the diversity of our employees
- Listening to our employees

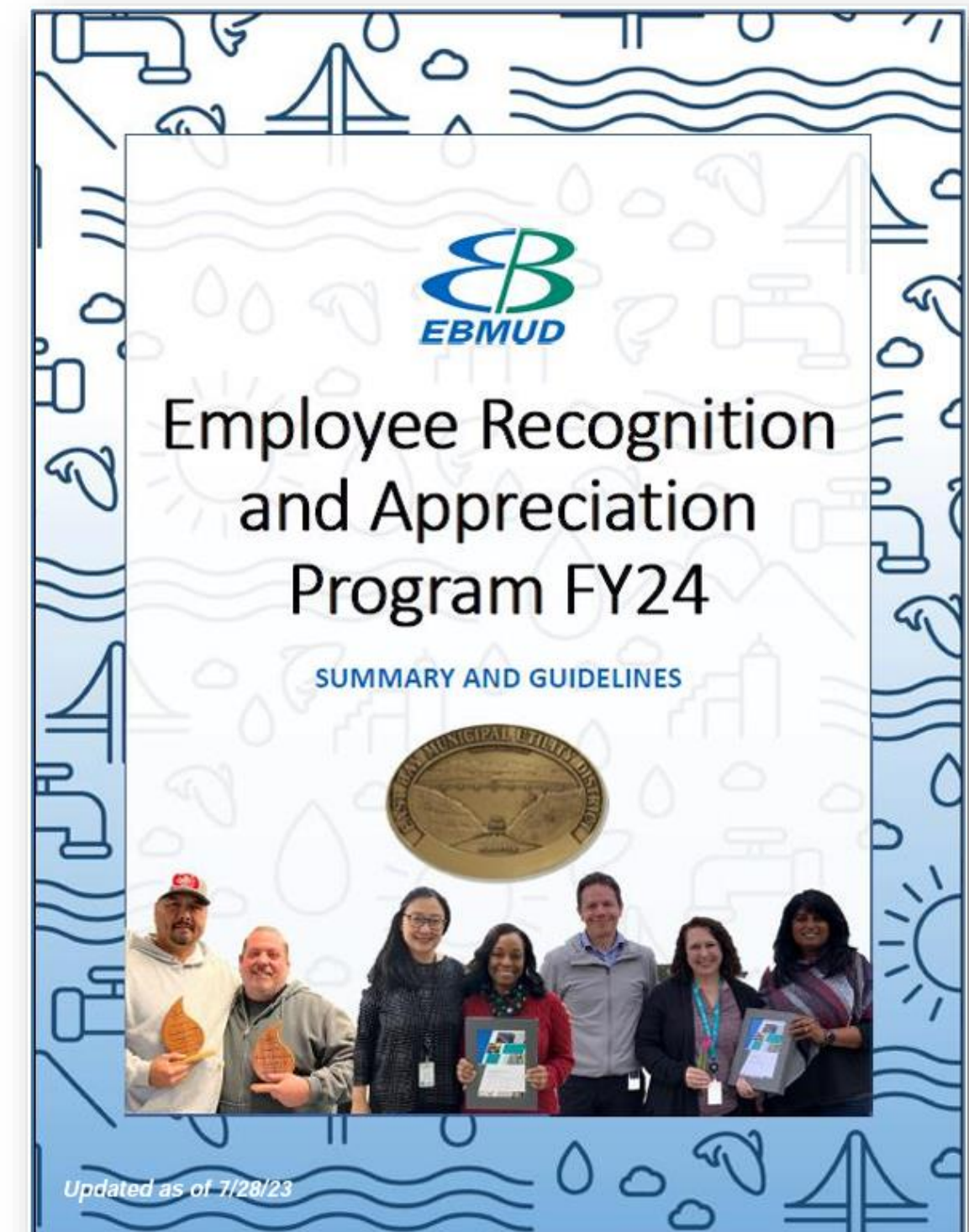
# Employee Recognition



# Employee Recognition and Appreciation Program (ERAP)

The goal of ERAP is to create and maintain a culture of appreciation, celebrate accomplishments, and acknowledge achievements of all District employees.

- Longevity and Retirement Awards
- Local Celebrations
- Peer Recognition
- Employee Appreciation Month (September)





# Peer Recognition Program

In FY 2023, 5,647 peer recognition cards were given acknowledging District employees for:

- Living the Values
- Going Above and Beyond
- Mentorship
- Service to Others
- Stewardship
- Teamwork

## Employee Recognition and Appreciation Program

The goal of the Employee Recognition and Appreciation Program (ERAP) is to create and maintain a culture of appreciation, celebrate accomplishments, and acknowledge achievements of all EBMUD employees.

ERAP is comprised of four components, each of which contributes to the recognition and appreciation of EBMUD employees.

1. Longevity & Retirement Awards
2. Local Recognition
3. Peer Recognition
4. Employee Appreciation Month

### Peer Recognition Categories

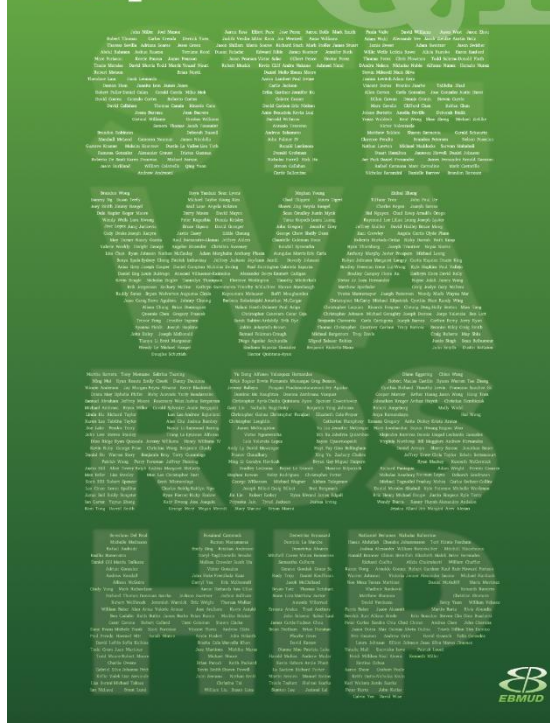
We're recognizing individuals and teams for these behavior or performance contributions that are essential to the success of EBMUD.

- Living the Values
- Safety
- Stewardship
- Above and Beyond
- Mentorship
- Service to Others

During FY23, employees gave **5,647** recognition cards.



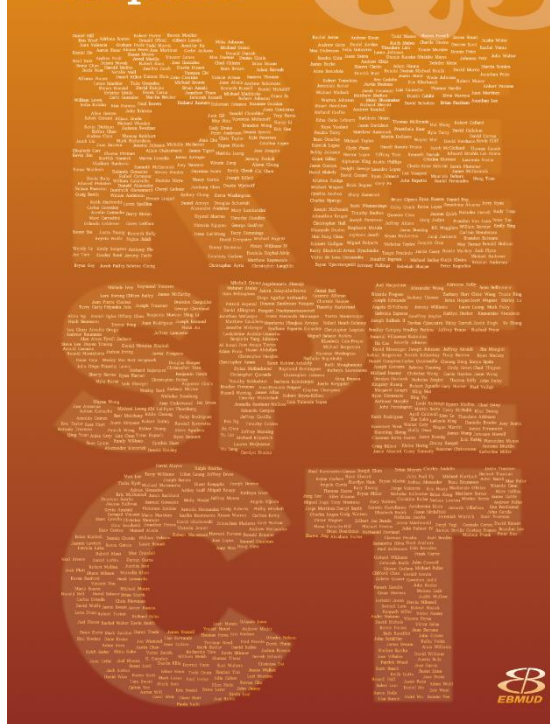
### Employee Recognition Month Celebrates FY23 Peer Recognition Recipients



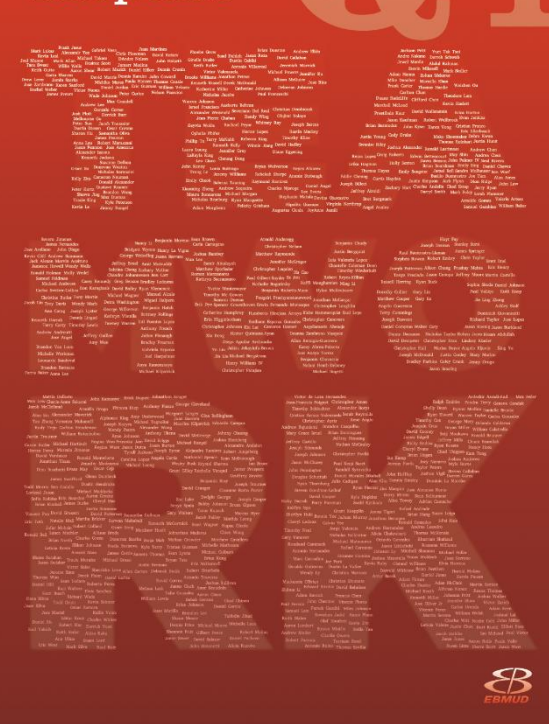
### Employee Recognition Month Celebrates FY23 Peer Recognition Recipients



### Employee Recognition Month Celebrates FY23 Peer Recognition Recipients



### Employee Recognition Month Celebrates FY23 Peer Recognition Recipients





# Inclusive Leadership





# Manager and Supervisors Training

- Managers and Supervisors Training emphasis on building an inclusive work culture.
  - Foundations for Diversity, Equity, and Inclusion
  - How to be an Ally eLearning Series
    - Allyship Foundations
    - Allyship In Action
  - Creating an Inclusive Environment
  - High Impact Feedback and Listening



# Employee Development

- EBMUD Learn – eLearning Platform
  - Expanded access to learning for all employees
  - Expanded menu of learning programs
- Employee Mobility Trainings
  - Interview Skills
  - Application Support
- Career Counseling Sessions





# Inclusive Leadership Resources

- Inclusive Leadership Forum on psychological safety in the workplace.
- Inclusive Leadership Toolkit to support managers in guiding discussions and planning around building inclusive work cultures.



# Diversity and Inclusion



# Diversity Committee and Affinity Groups

- Diversity Committee members assisting in diversity outreach.
- Affinity Groups
  - Asian Pacific Employees Association
  - Black Employee Network
  - Disability Advocacy and Rights Team (DART)
  - Fuerza Latina
  - Raining Pride Committee
  - Women's Employee Resource Opportunity and Collaboration Community (WE ROCC) formally chartered



# Gender Expression and Identity

- Cultivate an atmosphere for safe gender identity and expression
  - Universal Restrooms – In development at new District facilities
  - Pronoun self-identification in Teams
  - Demographic Survey – Inclusion of “Other” as a gender option

## Other Inclusive Culture Active Projects

- Onsite Childcare – Feasibility study stage
- Employee Feedback Program – January 2024 launch
- Leadership Competency Model – January 2024 launch
- Alternative Dispute Resolution – Continuing to pilot with appropriate EEO complaints

## Next Steps

- Continue implementation of the DEISP and provide the Committee updates on action items and outcomes.
- Partner with the HR Department Strategic Planning process.



# Feedback or Questions?

- Items presented today
- Overall DEISP work and activities

