

COUNTY OF SAN MATEO

HUMAN RESOURCES DEPARTMENT



Fostering Growth, Resilience, & Success

RECOMMENDED BUDGET
FY 2025-27

ROCIO KIRYCZUN (SHE/HER/ELLA)
JUNE 25, 2025



OUR PURPOSE... *People Success!*

COUNTY OF SAN MATEO



COUNTY WORKFORCE

6,063

POSITIONS

44

AVERAGE AGE

55.8%

RESIDE IN SMC

5

GENERATIONS IN
THE WORKPLACE

9.7

AVERAGE YEARS
OF SERVICE

62%

FEMALE

COUNTY OF SAN MATEO





SAN MATEO
COUNTY HEALTH

Info Session: Assistant Chief Information Officer



Rich Bailey

Chief Information Officer



Sarah Huynh

Talent Acquisition Recruiter

AWARENESS & ATTRACTION

EMPLOYER BRANDING & MARKETING

COMMUNITY ENGAGEMENT

TALENT PIPELINES

COUNTY OF SAN MATEO





EMPLOYEE GROWTH & SUCCESS

UPSKILLING & LEARNING

CAREER PATHWAYS

MENTORING & COACHING

COUNTY OF SAN MATEO



PEOPLE EXPERIENCE & CULTURE

EMPLOYEE ENGAGEMENT

HEALTH & WELL-BEING

RECOGNITION

COUNTY OF SAN MATEO



STRATEGY & INNOVATION

HR STRATEGIC PLAN

PROCESS IMPROVEMENTS

COMMUNITY & COMMISSION
EVENTS

COUNTY OF SAN MATEO



FY 2025-27 BUDGET OVERVIEW

	FY 2024-25 REVISED	FY 2025 -26 RECOMMENDED	PERCENT CHANGE	FY 2026-27 PRELIMINARY RECOMMENDED
Total Sources	\$14,008,371	\$15,386,241	9.8%	\$13,564,387
Total Requirements	\$23,817,617	\$26,268,003	10.3%	\$25,124,902
Net County Cost	\$9,809,246	\$10,881,762	10.9%	\$11,560,515
Total Positions	76	78	2.6%	78





KEY BUDGET CHANGES

JOBS FOR YOUTH

PERFORMANCE & ENGAGEMENT

LEARNING & DEVELOPMENT

COUNTY OF SAN MATEO



KEY CHALLENGES

TALENT SHORTAGE

COST OF LIVING &
AFFORDABLE HOUSING

ECONOMIC UNCERTAINTIES

SHIFTING TALENT DYNAMICS

COUNTY OF SAN MATEO





KEY PRIORITIES

EMPLOYEE SUPPORT &
RECOGNITION

SKILLS DEVELOPMENT

TECHNOLOGY SOLUTIONS

WORKFORCE PARTNERSHIPS
& COMMUNITY ENGAGEMENT

COUNTY OF SAN MATEO



Thank you!
Questions?



COUNTY OF **SAN MATEO**
HUMAN RESOURCES DEPARTMENT