



COUNTY OF SAN MATEO
HUMAN RESOURCES DEPARTMENT



Creating an Employee-Centric Workplace

FY 2023-24 Performance

Rocio Kiryczun (she/her/ella)

October 22, 2024

COUNTY OF SAN MATEO



OUR FOCUS

PEOPLE SUCCESS



OUR STRATEGY

Equity & Innovation



Awareness & Attraction



People Experience & Culture



Employee Growth & Enablement



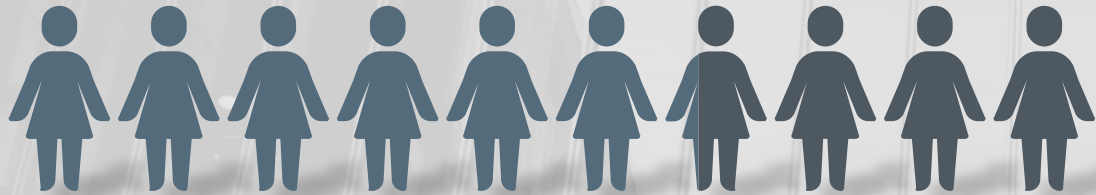
WORKFORCE AT A GLANCE

6,000+ EMPLOYEES

85% GEN X & Y

73% PEOPLE OF COLOR

9.8 AVERAGE YEARS
OF SERVICE



63% FEMALE



56% SMC RESIDENTS

EQUITY & INNOVATION

Equity Plan & Committees



Inclusive Workforce



Cultural Events



EQUITY SPOTLIGHT: TALENT PIPELINE



- *Jobs For Youth (JFY)*
- *Supported Training & Employment Program (STEP)*
- *Live In Peace (LIP) Hoover Fellows*

EQUITY SPOTLIGHT: MILITARY & VETERANS



- *Public Service Career Fair*
- *Partnerships*
 - *DOD SkillBridge*
 - *Army PaYS*

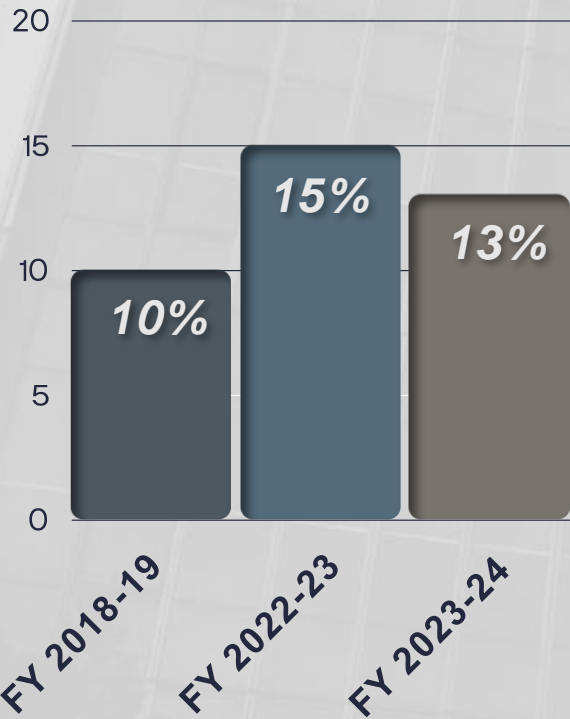
AWARENESS & ATTRACTION



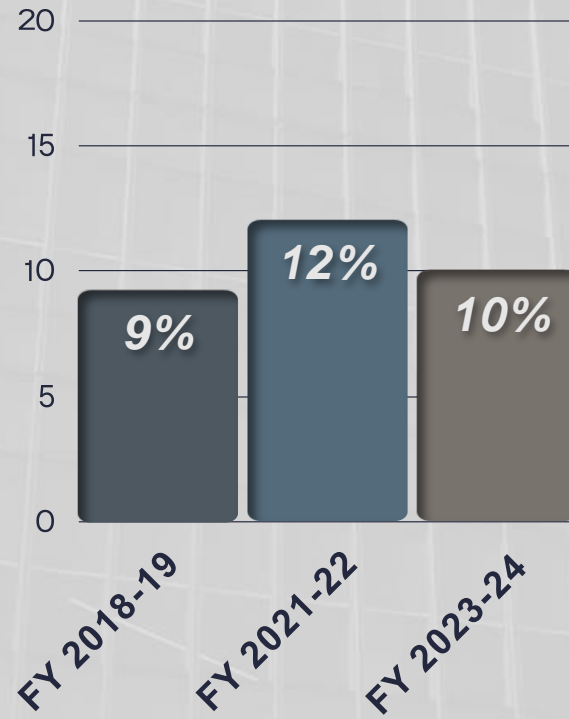
- *Brand Marketing & Social Engagement*
- *Workforce Partnerships*
- *Process Innovation*
- *Community Outreach*

AWARENESS & ATTRACTION

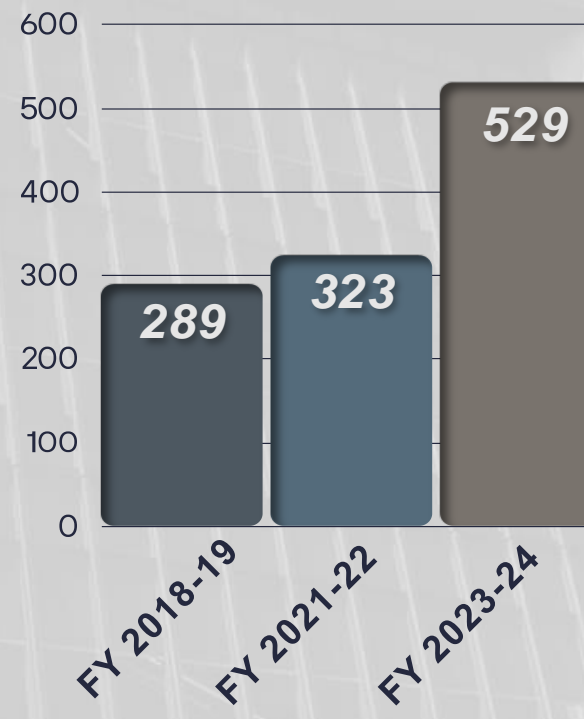
Vacancy Rate



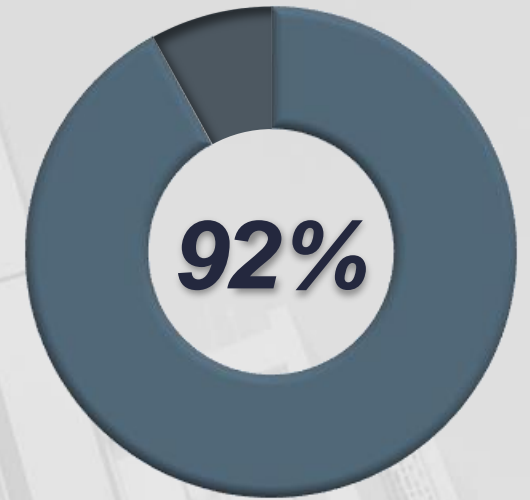
Turnover Rate



New Hires



Satisfaction With New Hires



AWARENESS & ATTRACTION

TOP 5

PLACES APPLICANTS HEAR ABOUT COUNTY OF SAN MATEO JOBS



1. Governmentjobs.com



2. County of San Mateo's Career Page



3. LinkedIn




4. Other (Indeed, diverse platforms)



5. Employee Referral

AWARENESS & ATTRACTION

YOU ARE INVITED INFORMATIONAL SESSION

 Tuesday, March 12, 2024
1:00 - 2:00 pm pst

Join the Controller's Office for
an exclusive look at their Payroll Division
Manager recruitment!

What to expect:

- Department overview
- Position overview
- Live Q&A with management



Register Now!
<https://bit.ly/3UWN80Q>

SCAN ME



Kristie Silva
Assistant Controller



Patrick Enriquez
Deputy Controller



COUNTY OF SAN MATEO
WORK WITH PURPOSE

29,000+

APPLICATIONS

650

RECRUITMENTS

BOTH HIGHEST EVER!

COUNTY OF SAN MATEO



PEOPLE EXPERIENCE & CULTURE



Employee Wellness Walks With Mike Callagy

- *Employee Engagement*
- *Whole Person Wellbeing*

EMPLOYEE GROWTH & ENABLEMENT



- *Executive Education*
- *Development Programs for Line Staff*
- *Career Coaching & Pathways*
- *Reskilling/Upskilling*





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Thank you!



Questions?

COUNTY OF SAN MATEO

