



COUNTY OF SAN MATEO

HUMAN RESOURCES DEPARTMENT

INVESTING IN PEOPLE



FY 2023-25 Recommended Budget

Rocio Kiryczun (she/her/ella)

June 28, 2023

COUNTY OF SAN MATEO

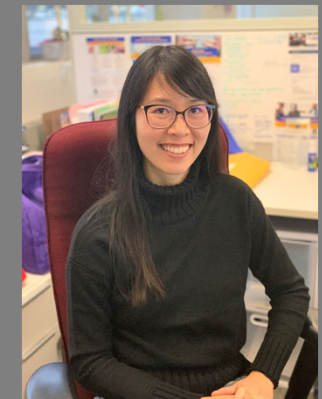


Our Purpose...

Attract, Develop & Retain

Promote A Positive
Employee Experience

Maximize Individual Potential &
Well-being



COUNTY OF SAN MATEO



Our Purpose...



COUNTY OF SAN MATEO



Performance & Improvements: *Create A Remarkable Experience*



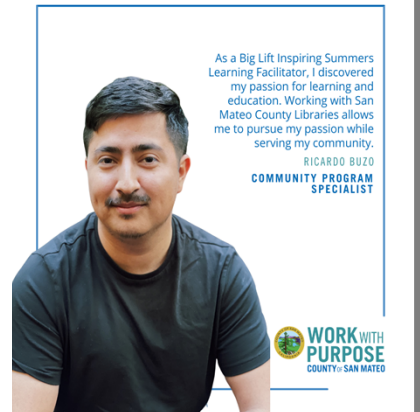
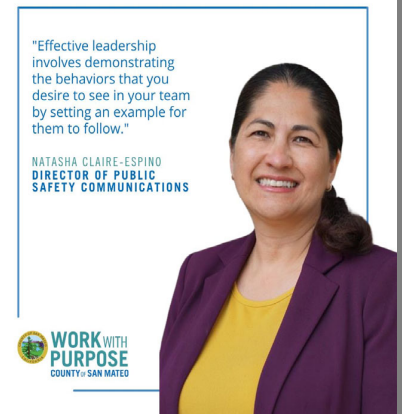
WORK WITH **PURPOSE**
COUNTY OF SAN MATEO

One-Day Hiring

Enhanced Benefits & Incentives

Social Media & Digital Marketing

Employee Spotlight



COUNTY OF SAN MATEO



Performance & Improvements:

Create A Remarkable Experience

eLearning, Hybrid, and In-Person
Development Sessions

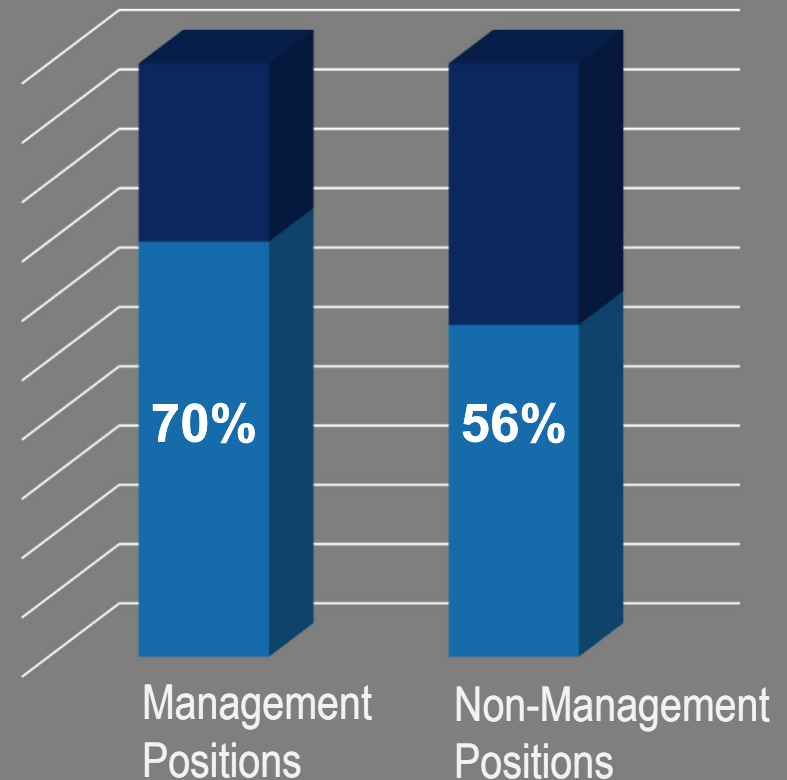
Career Counseling

Career Pathways

Coaching

Essential Supervisory Skills 2.0

Internal Mobility



COUNTY OF SAN MATEO



Performance & Improvements:

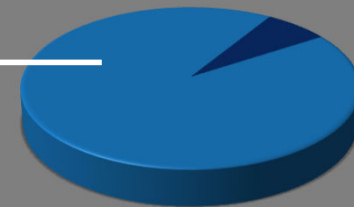
Create A Remarkable Experience

Employee Health & Well-being

Employee Engagement

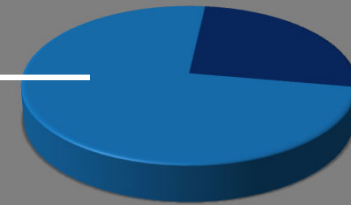
Employee Engagement Survey

93%



Job contributes to County's ability to serve the community

74%



Would recommend the County as a Great Place to Work

COUNTY OF SAN MATEO



Performance & Improvements: *Advance Diversity, Equity, & Inclusion*

Equity Committees

Inclusive Staffing & Procurement

Training

Internships/Fellowships

Community Events



COUNTY OF SAN MATEO



Performance & Improvements:

Drive HR Excellence / Innovation

DEI Dashboards &
Workforce Planning

Automated Tuition
Reimbursement



"The tuition reimbursement program has been helpful financially in my journey to completing my Master's program. I appreciate the County for supporting its employees with their educational goals."

– Corina Enriquez (she/they)
San Mateo County Social Worker

COUNTY OF SAN MATEO



FY 2023-25 Budget Overview

	FY 2022-23 Revised	FY 2023-24 Recommended	Percent Change	FY 2024-25 Preliminary Recommended
Total Sources	\$13,047,096	\$13,688,838	4.9%	\$12,636,945
Total Requirements	\$23,996,366	\$25,347,519	5.6%	\$24,431,534
Net County Cost	\$10,949,270	\$11,658,681	6.5%	\$11,794,589
Total Positions	79	83	5.0%	83



FY 2023-25 Budget Overview:

Key Budget Changes

eProcurement Solution

Workday, Risk, & Benefits Staffing

Tuition Reimbursement

Live in Peace Hoover Fellows

Jobs for Youth



COUNTY OF SAN MATEO



FY 2023-25 Budget Overview:

Key Challenges



Competitive
Talent Market



High Cost of
Living/Housing/
Commute



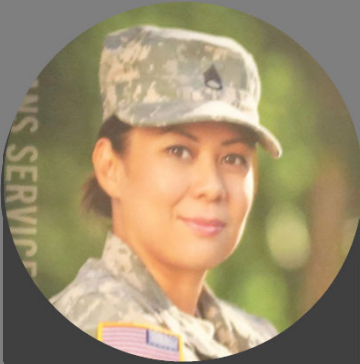
Evolving Work
Environment /
Shifting
Employee
Values



Complex
Employment
Laws

FY 2023-25 Budget Overview:

Key Priorities



Workforce
Development
Partnerships



Career
Development/
Succession
Planning



Employee
Well-being &
Engagement



Diversity,
Equity, &
Inclusion



HR
Modernization

COUNTY OF SAN MATEO



THANK YOU!



COUNTY OF SAN MATEO
HUMAN RESOURCES DEPARTMENT

QUESTIONS?



jobs.smcgov.org

COUNTY OF SAN MATEO

