

COUNTY OF SAN MATEO



Performance Report



Human Resources Department

Donna Vaillancourt
Human Resources Director
September 9, 2014

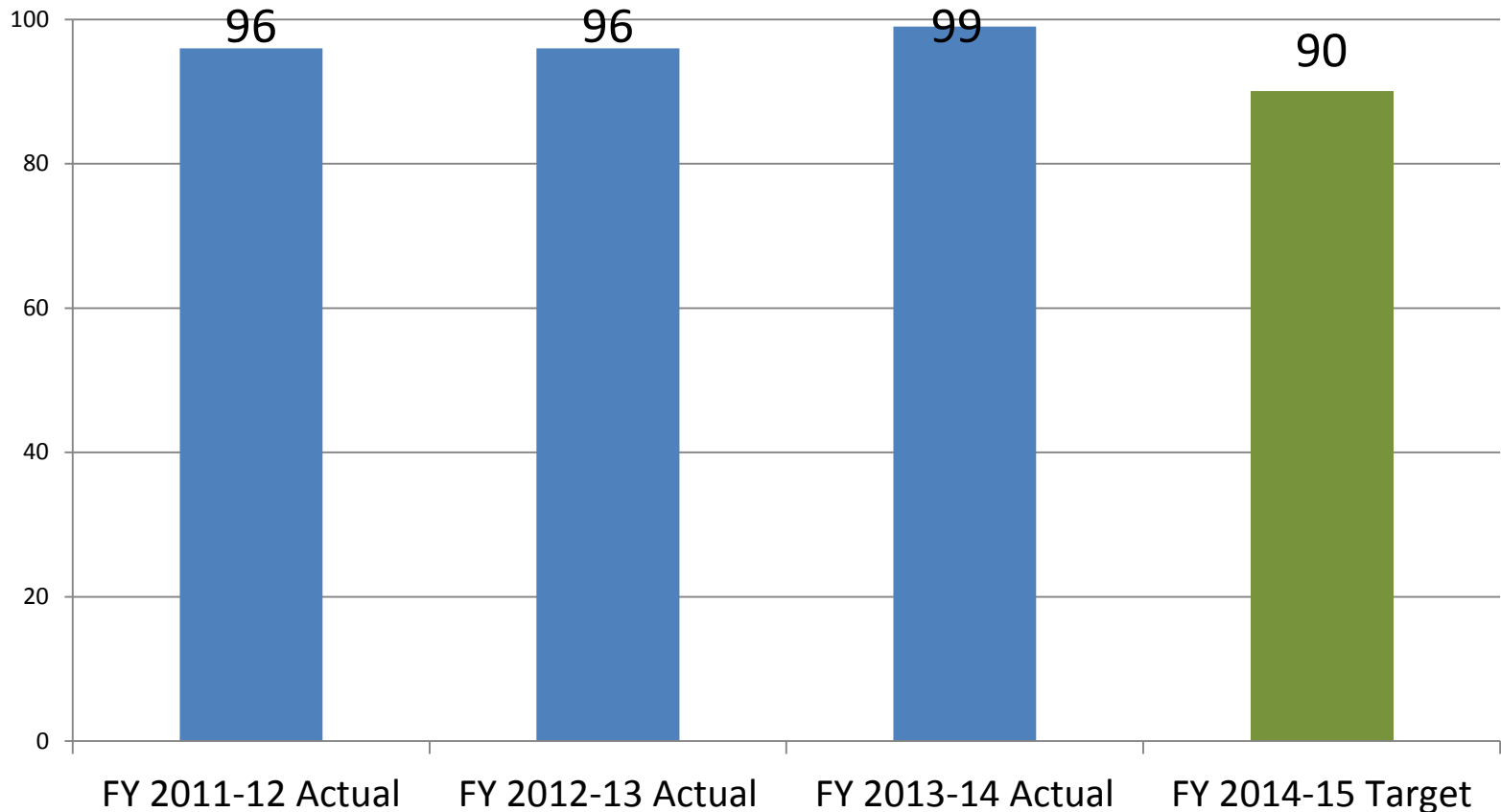


Human Resources Department Mission

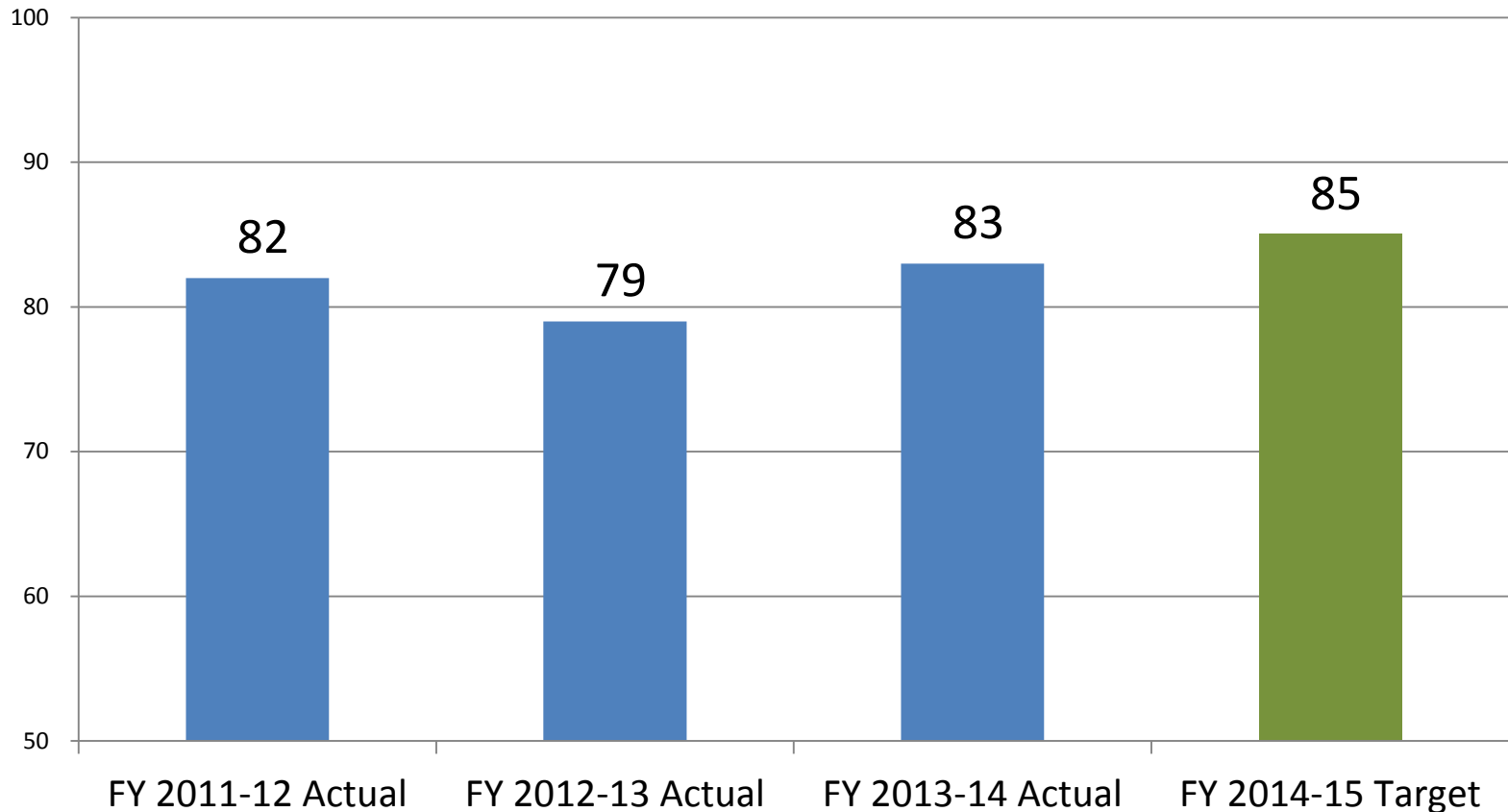
- Maximize individual potential
- Expand organizational capacity, and
- Position San Mateo County as an employer of choice.



Percent of Customer Survey Respondents Rating Overall Satisfaction with HR Services as Good or Better



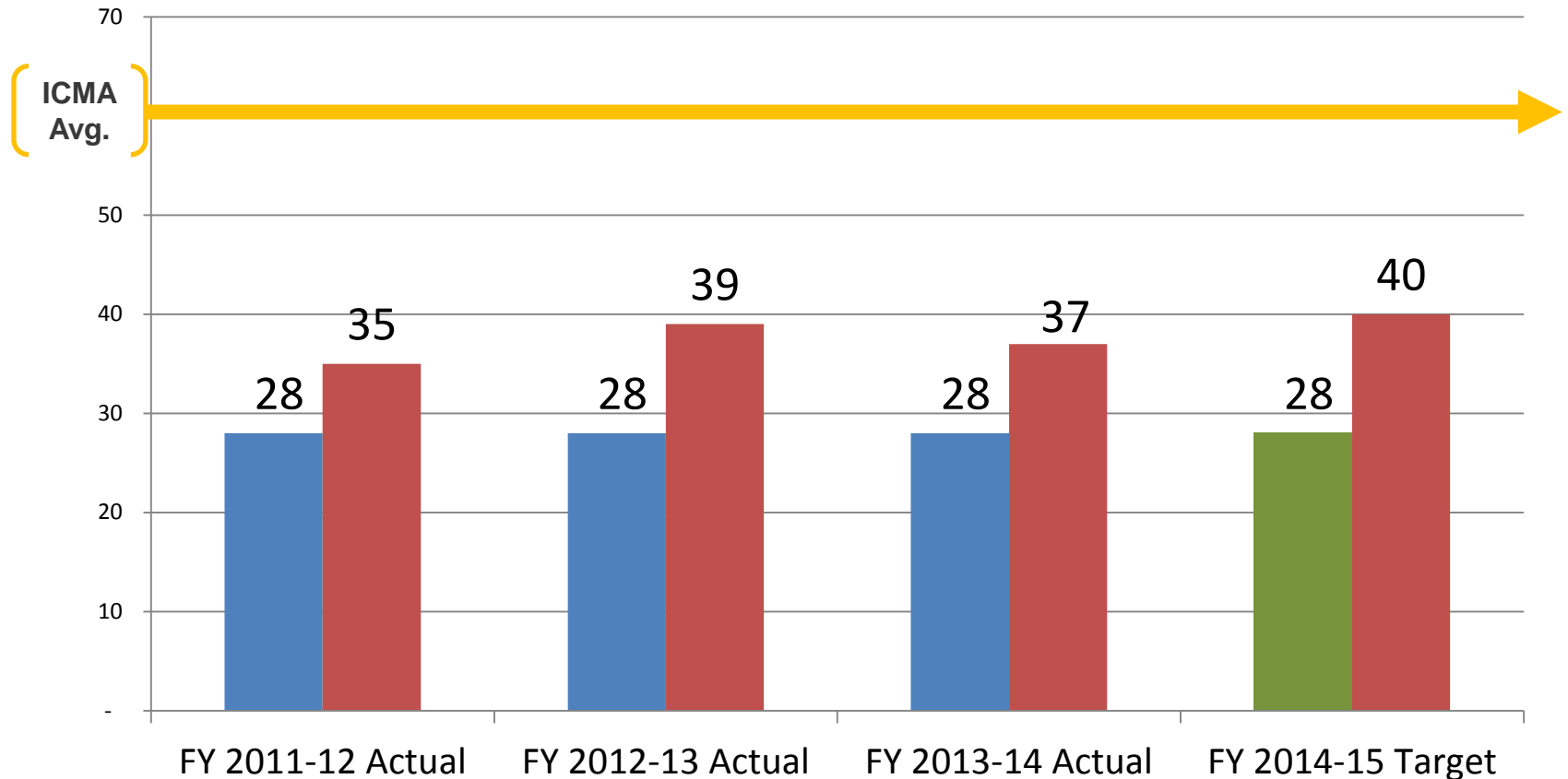
Percent of County Employees Stating they would Recommend SMC as a Great Place to Work



Time-to-Fill

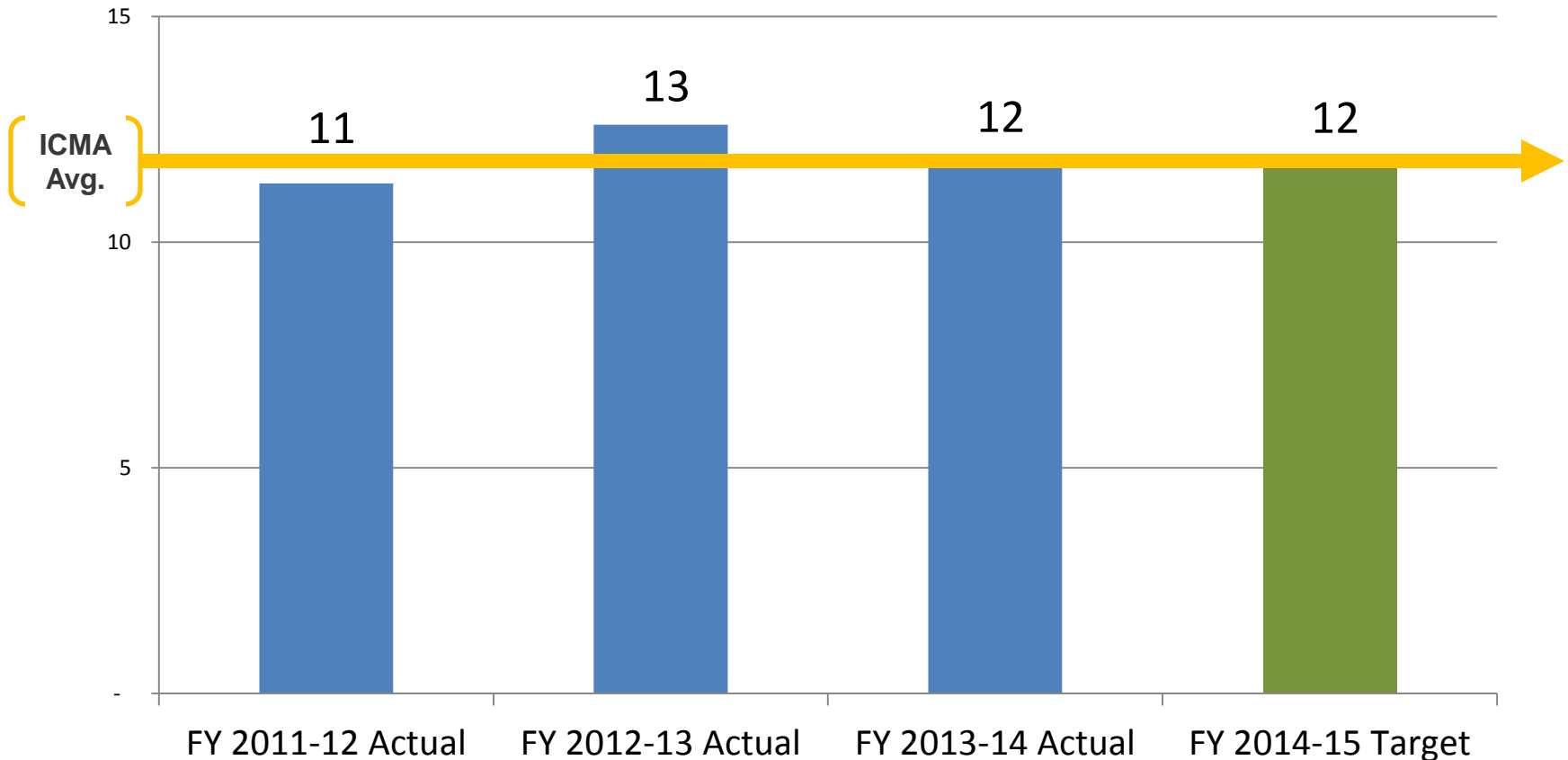
(Number of Days – Internal and External Recruitments)

SMC vs. ICMA

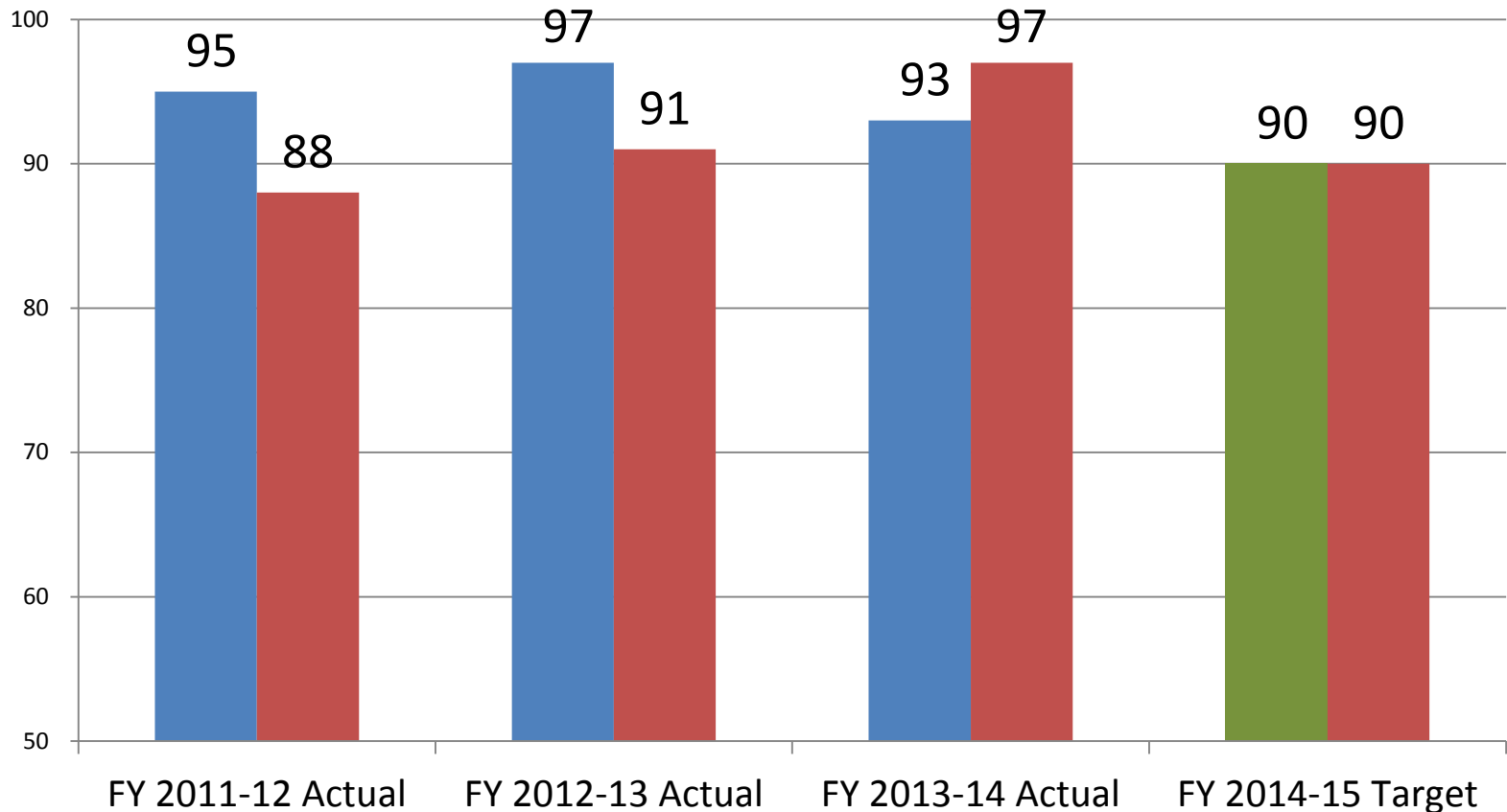


Workers Compensation

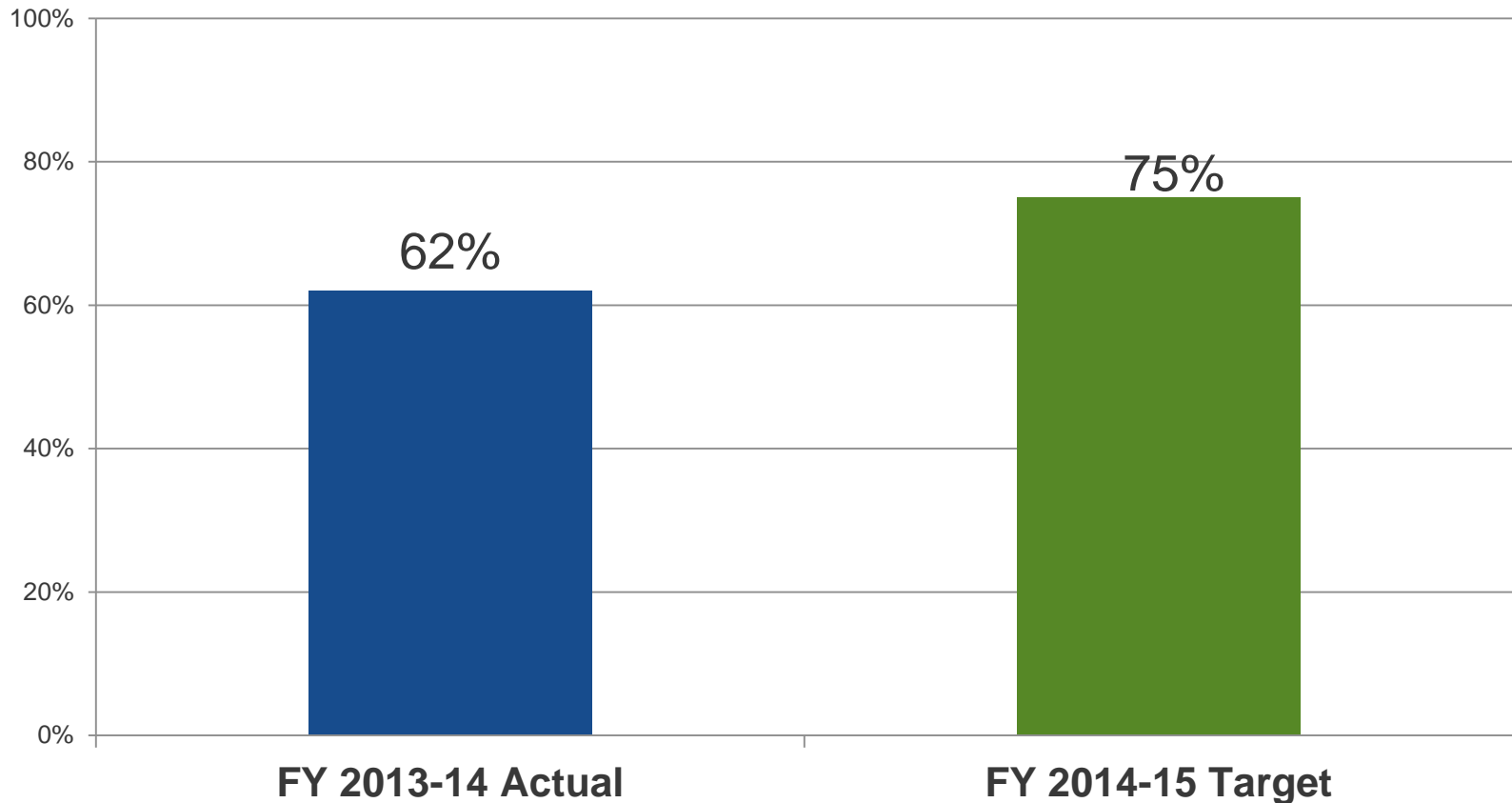
Claims per 100 employees vs. ICMA



Percent of Employee and Labor Relations (ELR) and Equal Employment Opportunity (EEO) Complaints Resolved Prior to Formal Process



Percent Completion Rate of Employees Participating in High-Risk Wellness Services



Budget Summary

	FY 2013-14	FY 2014-15
Total Sources:	\$6,224,873	\$6,136,851
Total Requirements:	\$11,198,431	\$11,413,277
Net County Cost:	\$4,973,558	\$5,276,426
Funded FTEs:	62.15	62.60

FY 2013-15 Highlights

Agile Organization

Technology
Improvements

Succession Planning

Employee
Engagement

FY 2015-17 Priorities

Expand Organizational Capacity

Workday

Countywide Contracts Commission Support

Position SMC as Employer of Choice

Agile Organization Wellness Programs

Maximize Individual Potential

**New Employee Onboarding
Talent Development**

