

**COUNTY**<sub>OF</sub> **SAN MATEO**



**COUNTY**<sub>OF</sub> **SAN MATEO**



# Human Resources Department

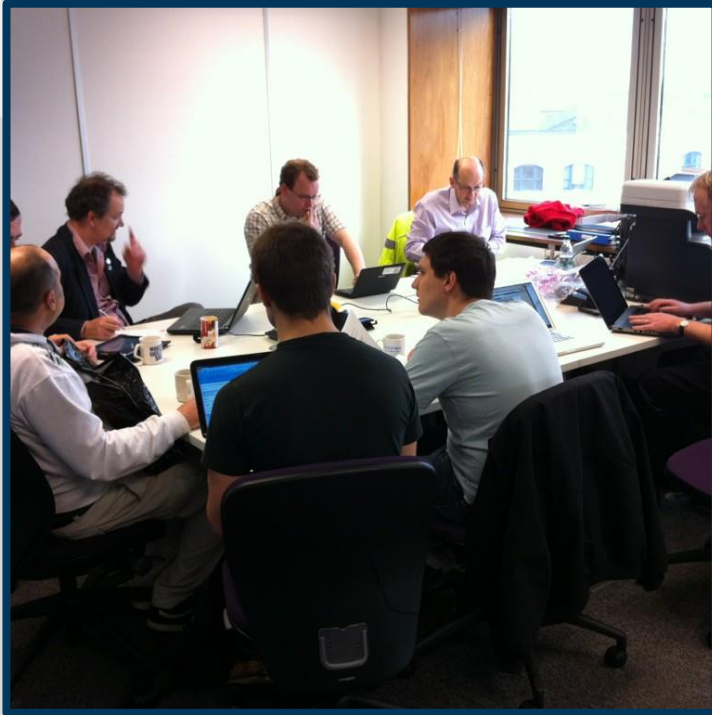
#SMC-HR #GreatDaysAtWork

***Attract. Hire. Develop. Engage***

FY 2019-21 Recommended Budget

**Rocio Kiryczun**

June 19, 2019



*Maximize  
Individual Potential*

*Expand  
Organizational Capacity*



*Position SMC as an  
Employer of Choice*

# FY 2017-19 Accomplishments

## HR Innovations



# FY 2017-19 Accomplishments

## Talent Pipeline – Attract & Develop

### Recruitment Strategies

- Technology
- Social Media Sourcing
- Home Sharing



**CalGovHR**  
Setting The Gold Standard  
in California HR Since 1988  
[www.CalGovHR.org](http://www.CalGovHR.org)

### Fellowships and Internships





# FY 2017-19 Accomplishments

## Talent Pipeline – Attract & Develop

Directors/Assistants/Deputies

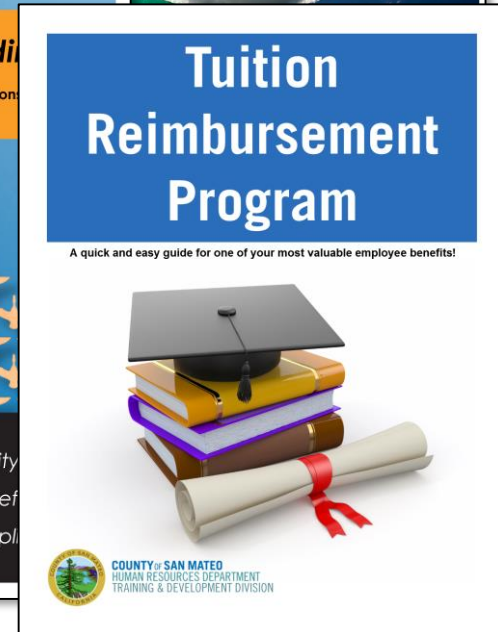
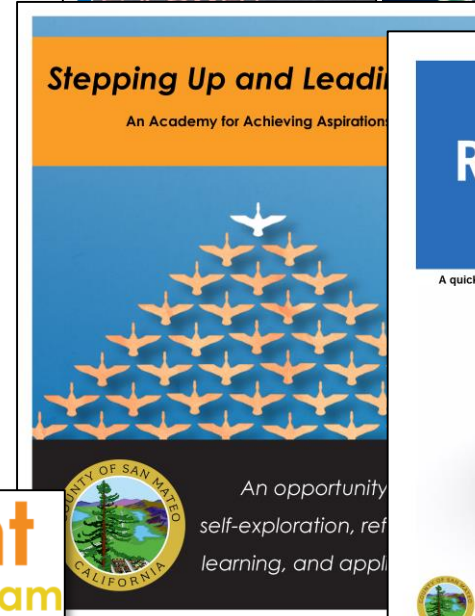
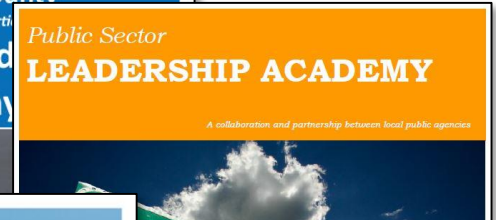
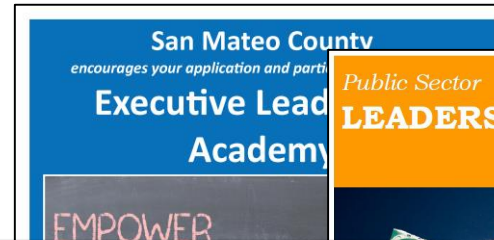
Managers

Supervisors

All Employees



management **talent**  
exchange program

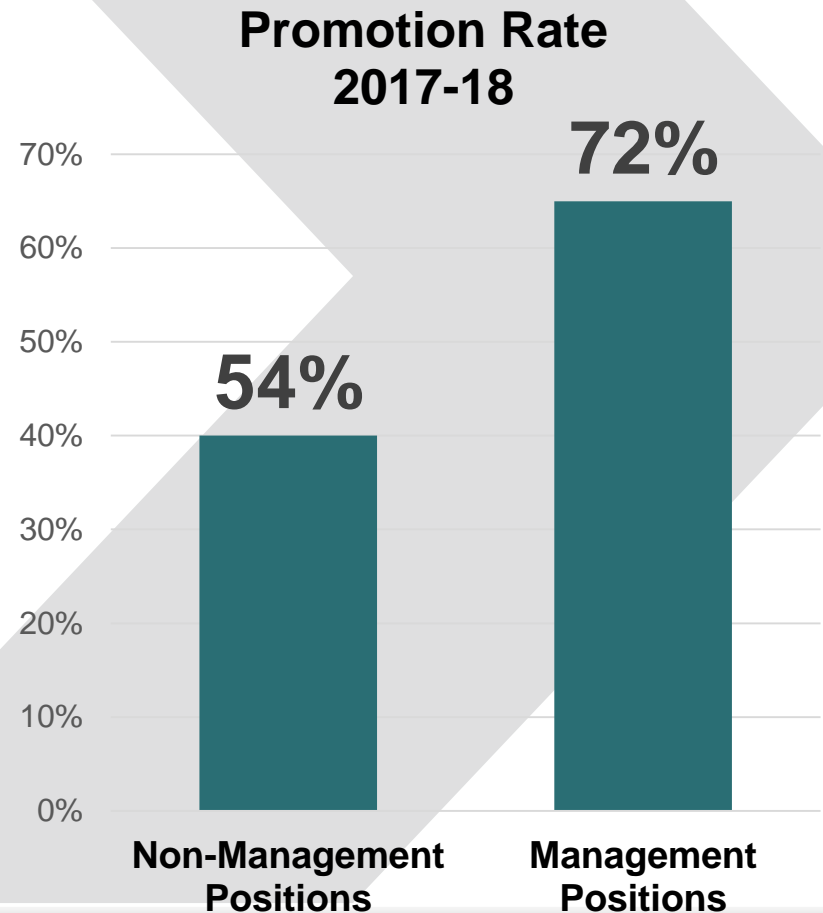


COUNTY OF SAN MATEO



# FY 2017-19 Accomplishments

## Talent Pipeline – Attract & Develop

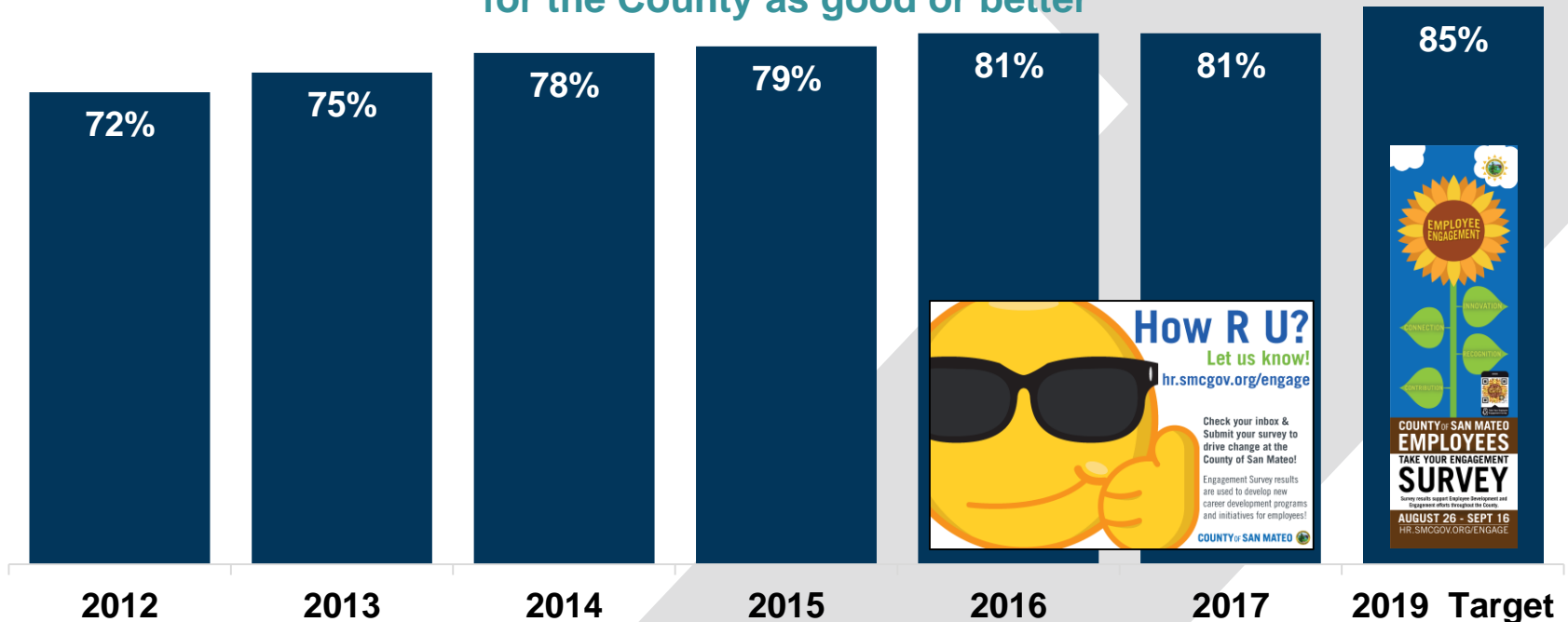


# FY 2017-19 Accomplishments

## Employee Experience

### Employee Engagement Survey Results

% of employees rating experience working  
for the County as good or better





# FY 2017-19 Accomplishments

## Employee Experience



Wellness Portal-PreventionCloud

Gifts of Gratitude

Wellness Leadership Awards

Take a Hike

Wellness Dividends

Farmers Market

Wellness Fair



COUNTY OF SAN MATEO



# FY 2017-19 Accomplishments

## HR Excellence - Focusing on our Community!

**37<sup>th</sup> Annual Jobs for Youth Fundraising Breakfast**



**2019 JFY LLAMA SQUAD**

ADRIAN AMESQUITA	ISABELLA MARINOS
JAZMIN BAUTISTA	CHRISTOPHER MCKELLAR
MEI SUN (REBECCA) CHU	BRAYAN RAMIREZ GONZALEZ
LUCIA GONZALEZ	RICHARD RIOS
NICOLE HLUSHKO	DIAN RODRIGUEZ
CHARLES HONG	XIMENA SANCHEZ
CHESKA TORRES IBASAN	NICOLE SILLIMAN
FARIHA KHAN	MARIA TAPIA
AUDREY LAU	EMELY VAZQUEZ
GERRYK MADRIGAL	ROWAN WOODARD

**COUNTY OF SAN MATEO**  
HUMAN RESOURCES DEPARTMENT

COUNTY OF SAN MATEO JFY jobsfor youth.org



**SHAPING  
OUR SUCCESS  
YOUTH SUMMIT 2018**

**EMPOWER  
LEAD  
RECOGNIZE**

**Women's  
Leadership Conference  
& WOMEN'S HALL OF FAME**

Commission on the Status of Women of San Mateo County

**MARCH 24, 2018 • SMCWOMENLEAD.ORG**

**LGBTQ YOUTH  
COMMUNITY  
CONVERSATION!**

We invite you to join us at the Half Moon Bay Library to:

- Share your views on LGBTQ issues.
- Learn what is available to LGBTQ youth on the Coastside.
- Give the LGBTQ Commission feedback about policy recommendations for LGBTQ youth.

**ALL LGBTQ+ YOUTH AND YOUTH SERVICE PROVIDERS ARE WELCOME!**

**Tuesday, May 7 • 5:00-7:00PM**

Resource Tables, Food & Drink Provided, & Raffle Prizes for participants!

KEEP THEM: <https://go.giftfrom5Y8P7107GMLA22>  
Meeting location: HMB Library, 420 Cypress St. HMB  
COUNTY OF SAN MATEO

**COUNTY OF SAN MATEO**



# FY 2019-20 Budget Overview

	<b>FY 2018-19 Revised</b>	<b>FY 2019-20 Recommended</b>	<b>Amount Change</b>	<b>Percent Change</b>
Total Sources	10,349,644	10,627,873	278,229	3%
Total Requirements	18,946,668	19,946,170	999,502	5%
Net County Cost	8,597,024	9,318,297	721,273	8%
Total Positions	73	73	--	--

# FY 2020-21 Budget Overview

	FY 2019-20 Recommended	FY 2020-21 Preliminary Recommended	Amount Change	Percent Change
Total Sources	10,627,873	10,475,549	(152,324)	(1%)
Total Requirements	19,946,170	20,348,629	402,459	2%
Net County Cost	9,318,297	9,873,080	554,783	6%
Total Positions	73	73	--	--

# FY 2019-21 Budget Overview

## Budget Changes

### Tuition Reimbursement Program

A quick and easy guide for one of your most valuable employee benefits!

Talent Development -  
Tuition Reimbursement



Preventing Harassment  
Training



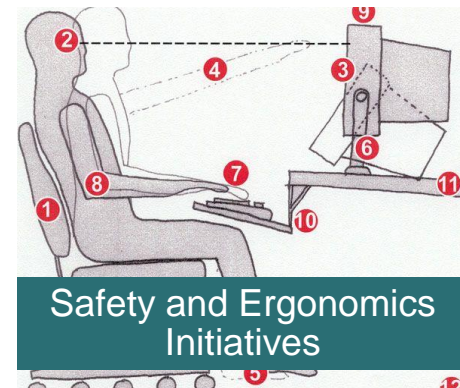
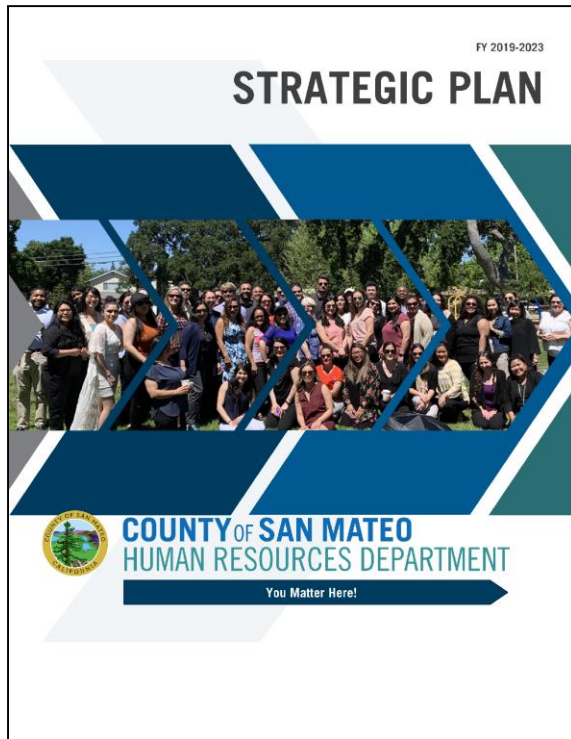
HR Technology  
Initiatives

# FY 2019-21 Challenges and Opportunities





# FY 2019-21 Priorities



# FY 2019-21 Innovations



Transforming HR



Coaching



Branding



Career Development



Voluntary Benefits



# Thank You!

Questions?

