



HUMAN RESOURCES COUNTY OF SAN MATEO

People First




FY 2021-2023 Recommended Budget

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June 23, 2021




MISSION



Maximize
Individual
Potential



Increase
Organizational
Capacity



Expand the County's
Position as an
Employer of Choice

INNOVATION
EMPLOYEE
WELLBEING



COUNTY OF SAN MATEO



INNOVATION

EMPLOYEE DEVELOPMENT

E-LEARNING

INCENTIVES FOR TRAINING PARTICIPATION

INTERNAL COACHING



INNOVATION
DIVERSITY,
EQUITY, &
INCLUSION



EEO/DEI
COMMITTEE

TALENT
ACQUISITION

TRAINING

COMMISSIONS



PERFORMANCE & EQUITY

INTERNSHIPS

DEI TRAINING

EMPLOYEE
ENGAGEMENT

PROMOTIONS

Promotions

70%

50%

Management

Non-Management



FY 2021-23 BUDGET OVERVIEW

	FY 2020-21 Revised	FY 2021-22 Recommended	Amount Change	Percent Change
Total Sources	12,057,574	12,028,083	(29,491)	(0.2%)
Total Requirements	21,473,461	21,665,376	191,915	0.9%
Net County Cost	9,415,887	9,637,293	221,406	2.4%
Total Positions	75	75	--	--



FY 2021-23 BUDGET OVERVIEW

	FY 2021-22 Recommended	FY 2022-23 Preliminary Recommended	Amount Change	Percent Change
Total Sources	12,028,083	10,870,322	(1,157,761)	(9.6%)
Total Requirements	21,665,376	20,638,588	(1,026,788)	(4.7%)
Net County Cost	9,637,293	9,768,266	130,973	1.4%
Total Positions	75	75	--	--

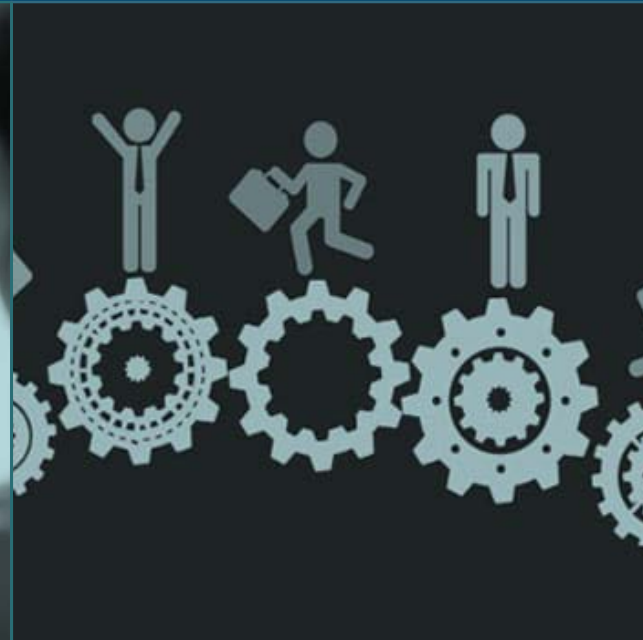


CHALLENGES AND OPPORTUNITIES

FY 2021-23 BUDGET OVERVIEW



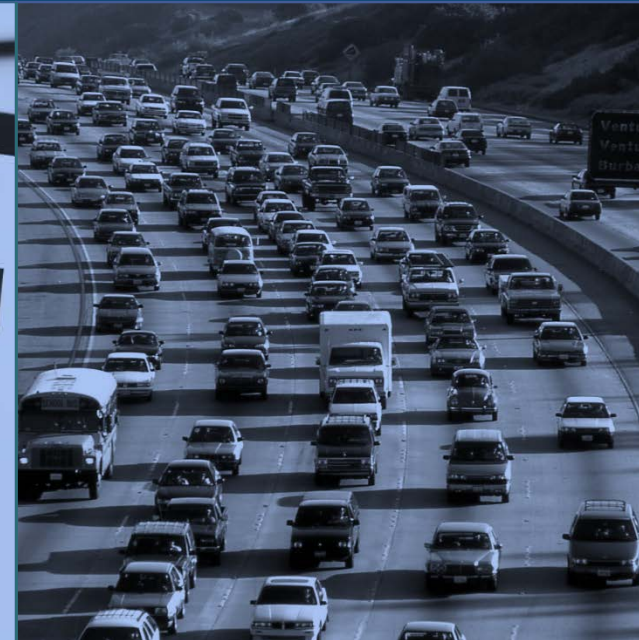
FLEXIBLE WORK
ENVIRONMENT



WORKFORCE
AND STRATEGIC
TALENT
MANAGEMENT



DEPLOYING NEW
APPROACHES TO
TALENT SOURCES



TRANSPORTATION
AND HOUSING



COMPLEX AND
RAPIDLY-
CHANGING
EMPLOYMENT
LAWS

PRIORITIES

FY 2021-23 BUDGET OVERVIEW



EMPLOYMENT
BRAND

TALENT
STRATEGIES
STUDY

POLICY/
INNOVATION
UNIT

PROCUREMENT
PARTNERSHIPS

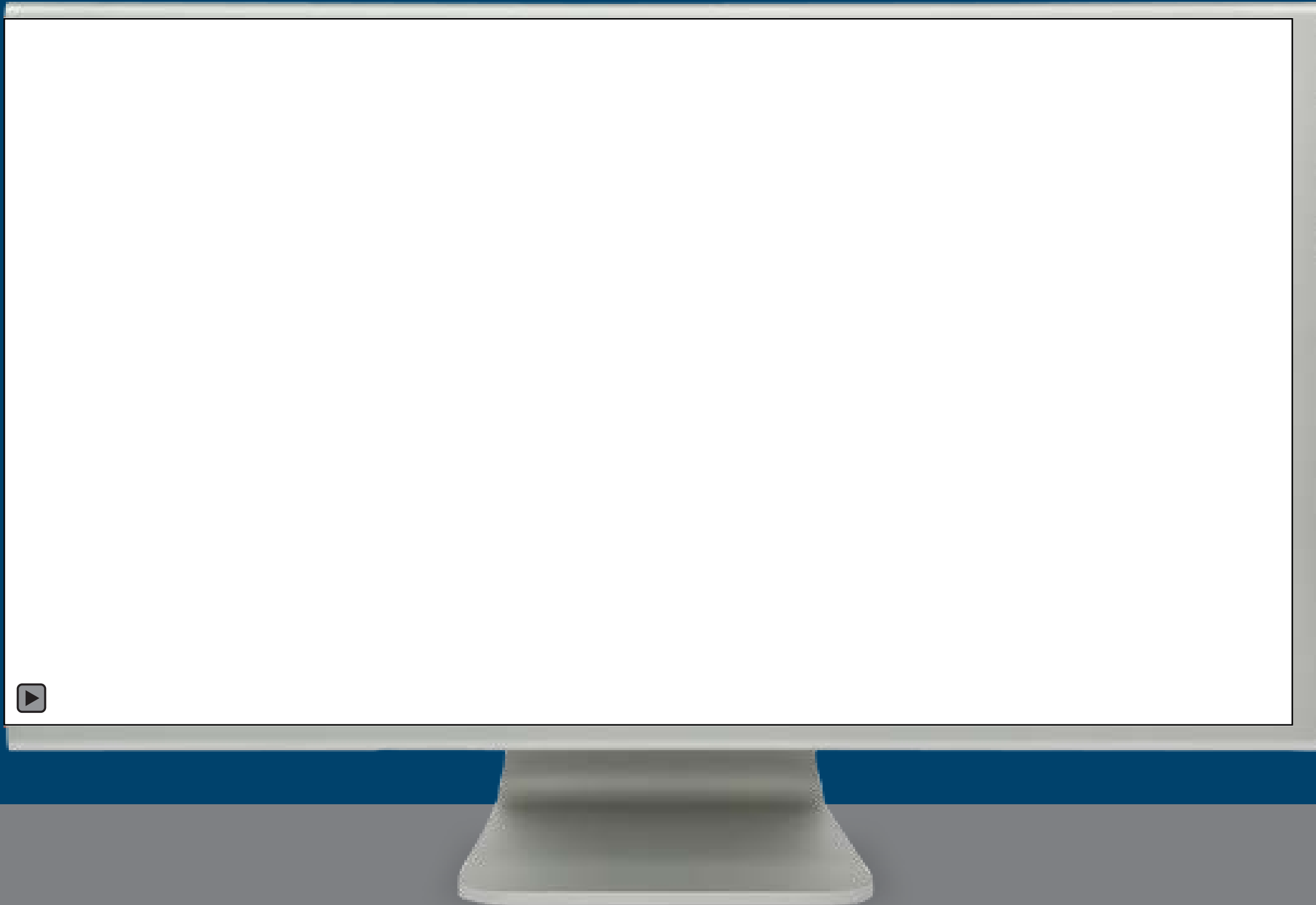
FINANCIAL &
EMOTIONAL
WELLBEING
INITIATIVES

DEI INITIATIVES



CREATE A REMARKABLE EXPERIENCE

FOR HR EMPLOYEES



FLEXIBLE
WORK

GROWTH
OPPORTUNITIES

MODERN
PERFORMANCE
MANAGEMENT

WELLNESS &
ENGAGEMENT
ACTIVITIES

COUNTY OF SAN MATEO



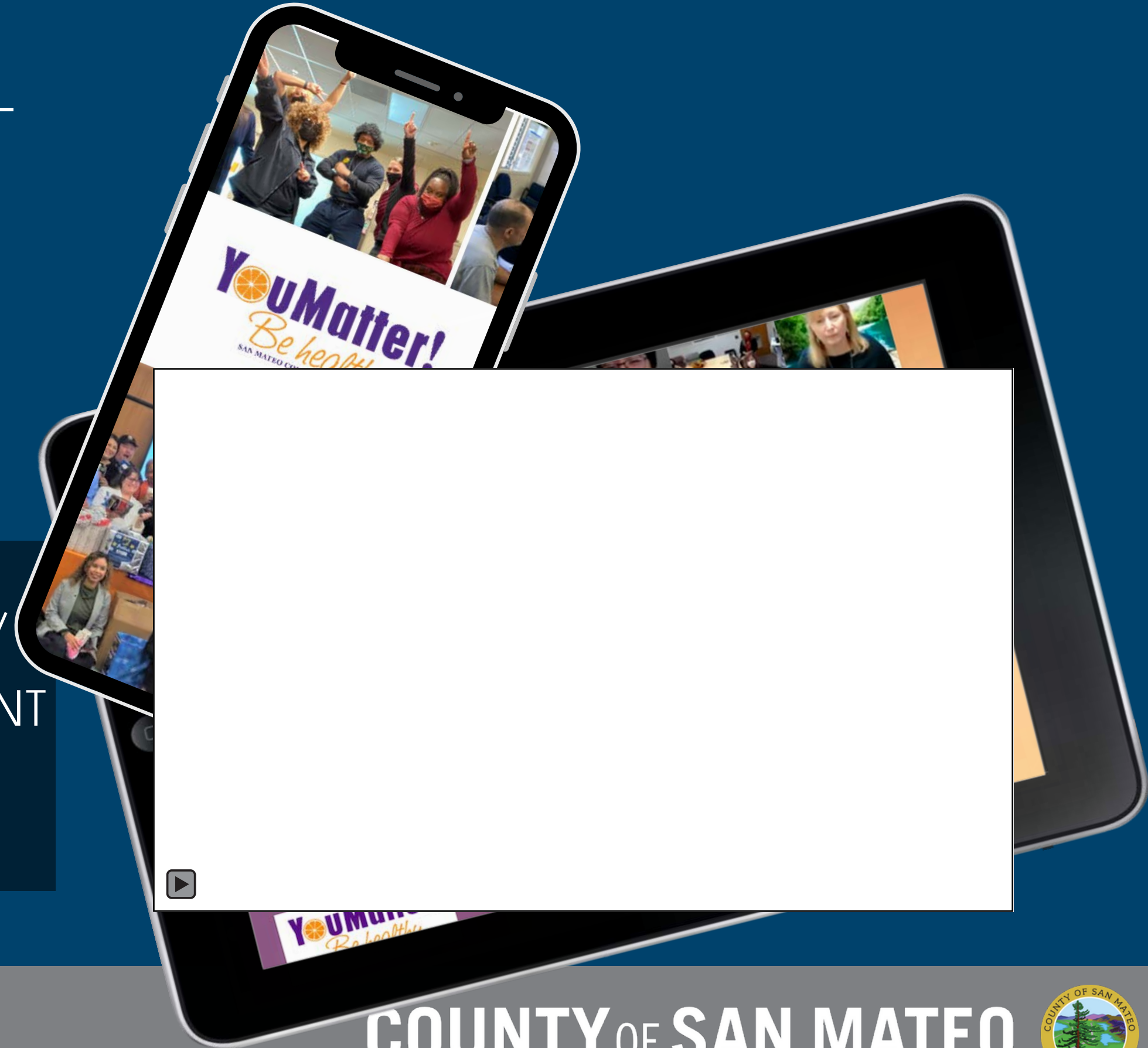
CREATE A REMARKABLE EXPERIENCE

FOR ALL EMPLOYEES & CUSTOMERS –
POSITIVE EMPLOYEE EXPERIENCE

DEVELOPMENT
/ SUCCESSION
MANAGEMENT

RECOGNITION

WELLNESS /
ENGAGEMENT



COUNTY OF SAN MATEO



CREATE A REMARKABLE EXPERIENCE

FOR ALL EMPLOYEES & CUSTOMERS –
EMPLOYER OF CHOICE

CANDIDATE
EXPERIENCE

OUTREACH /
SOCIAL
MEDIA

TALENT
PIPELINE



COUNTY OF SAN MATEO



CREATE A REMARKABLE EXPERIENCE

FOR ALL EMPLOYEES & CUSTOMERS –
INNOVATION & EXCELLENCE



CONSULTATIVE
WORK



MODERN HR
SYSTEMS



COLLABORATIVE
COMMITTEE
PROCESS



COMMISSION
INITIATIVES



PARTNERSHIPS

ANY QUESTIONS?

THANK
YOU!

