Civics 101

County of San Mateo
Human Resources Department
November 13, 2019
Mission

- Maximize individual potential
- Expand organizational capacity
- Position SMC as an employer of choice
Values

- Teamwork and Inclusion
- Quality Results
- Leadership
- Honesty, Integrity, and Trust
- Improvement and Innovation
- Collaborative Communication and Transparency
- Service Excellence
- Employee Development and Wellness
Services

Talent Acquisition
Employee & Labor Relations
Equal Employment Opportunity
Risk Management/Procurement-Mail Services
Employee Benefits & Wellness
HRIM
Training & Development
Organizational Development

Support for Commissions
- Civil Service Commission
- Domestic Violence Council
- Commission on the Status of Women
- Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Commission
Key Initiatives

- Talent Pipeline/Succession Management
- Performance Management
- Employee Engagement
- Wellness Programs
- HR Technology
County of San Mateo
Workforce Demographics

- 5,600+ County employees
- Types of Employment: Regular, Term, Extra Help, Interns/Fellows
- Average Age: 45
- Recruitments: 650+
- Annual New Hires: 300+
- Annual Promotions: 290+
- Turnover Rate: 9.5\%
County of San Mateo
Employer of Choice

Location
Innovation
Employee Wellness
Employee Development
Performance
What County employees are saying….

77% would recommend the County as a GREAT place to work

93% indicate that their work contributes to their ability to serve the community
I love my County Job!

https://www.youtube.com/watch?v=ZDUsbBuTKew
Applying for County Employment:

KEY THINGS TO KNOW
You name the job, we’ve got it…
...or something like it.

- The County has over 600 job classifications…
  - Nurses, Engineers, Social Workers, Deputy Sheriffs, Carpenters, Counselors, Librarians, Accountants, IT Professionals, Scientists…

- the list goes on and on…
  - Senior Accounts, Financial Services Managers, Administrative Services Managers, Physicians, Custodians, Painters, Dentists…
We have a merit system.

We recruit and hire employees on the basis of their merit or ability to perform the job. The process is fair and equitable so everyone has an opportunity to compete for a position.

We conduct exams to find the most qualified candidates.

The INTERVIEW is our most common exam.
The Civil Service Commission ensures we follow the merit-based, or Civil Service, recruitment and hiring process.

In 1883, the Pendleton Civil Service Reform Act became a United States federal law. The act provided for selection of most government employees by competitive exams, rather than ties to politicians or political affiliation.

One goal of the act was to do away with the spoils system, cronyism, and nepotism.

The assassination of President James Garfield in 1881 moved civil service reform forward.
http://jobs.smcgov.org

Join the County of San Mateo

Join a progressive county. Contribute to innovative programs and services, and make a real difference in the community.

Learn More >>

Search All Jobs >>

Create an account at GovernmentJobs.com

Registration is free and easy!
We hire from eligible lists.

- A hiring eligible list is created for a job as a result of the competitive examination.
- Hiring managers may hire any of the top 7 candidates on the eligible list.
- If they were not on the initial interview panel, hiring managers typically interview the top 7 candidates prior to making a hiring decision.
We are committed to public service.

If you want a meaningful career that makes a difference in your community, then we are your Employer of Choice.
Find us online…

**JOB LISTINGS**
- [http://jobs.smcgov.org](http://jobs.smcgov.org)

**FACEBOOK: County of San Mateo**
- [https://www.facebook.com/CountyofSanMateo](https://www.facebook.com/CountyofSanMateo)

**TWITTER: @SMCountyJobs**
- [http://twitter.com/SMCountyJobs](http://twitter.com/SMCountyJobs)

**LINKEDIN: County of San Mateo**
- [https://www.linkedin.com/company/county-of-san-mateo/careers](https://www.linkedin.com/company/county-of-san-mateo/careers)
Thank you!

Questions?