



2015 Employee Innovation Summit Entries

2015 Team	Team Roster	Idea
1st PLACE Innovation Invasion	Harshil Kanakia Michael Bolander Matthew Slaughter	Introduce a San Mateo County Commuter Service (Buses/Shuttles) for employees to reduce emissions, increase employee productivity and reduce parking needs.
2nd PLACE Parks and Purch	Tony Crapo Jeff Weaver	Retrofit existing water fountains with hydrations stations to promote wellness and reduce reliance on bottled water.
3rd PLACE Holiday INNOvation	Megan Becker Angela Sajuthi Gary Iem Tamara Muccia	Modernize the Accounts Payable process by utilizing new software that offers an invoice tracking dashboard for departments and vendors.
HONORABLE MENTION The Jedi Council	Rosavida Cruz Jennifer Najarro	Implement a one-stop shop, pop-up style WIC/CalFresh clinic (for screening, enrollment and assessment) at the SMMC and mobile health vans to expand services that bridge the gaps between health and nutrition assistance programs.
HONORABLE MENTION VRS	Ryan Capasso Jeremiah Platon	Offer a sustainable Community Technology Center that will provide clients with computer electronic technician skills (e.g., refurbishing computers) for future employment.
HONORABLE MENTION Fantastic 4 Fellows	Jenifer Logia Jason Escareno Rolando Jorquera Kristin Barrera	Launch a civic and employee engagement podcast to share the County's initiatives, projects, and services.
AASPGDisasterPlan	Gladys Balamas Katherine Tang Marcie Moon Virginia Enrico Tamiem Ansari	Create a disaster plan for conserved Aging and Adult Services clients
Advocates for the Chronologically Gifted	Rosemary Jorde Cami DelRio	Offering a special 'platinum status library card' to seniors in the County -- enabling zero overdue fees and/or expanding the time for materials to be checked out, from the start.
CCS	Allison Ong Mindy Diep Elissa Wong	Creating a composting system for food scraps, and in restrooms as well as employee education on the importance and benefits of recycling and composting, and what items belong in each category
Compass	Julie Goebel Diane Tom	Improve internal communications with employees by leveraging new and existing technologies and reducing reliance on mass emails.
County Employee Academy	Marney Taylor Noel Coloma Lillian Clark Joe La Mariana	Educate County employees of all departments and programs to foster greater collaboration on programs and projects through a citizen's academy
County Jail Outreach and Care Coordination	Stefan Luesse Carol Clancy	Streamline enrollment process for inmates into Medi-Cal and other insurance programs and add health utilization component to it to reduce recidivism rate
Early Release	Chet Overstreet Clara Kim	Create a County-wide internship program for San Mateo County residents that are being released from jail and prison through the AB109 Realignment program.



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Gamification of sustainability & Bulk Bike Lanes	Ellen Barton Gerald Schwartz Susan Wright Andrea Pappajohn	(1) Leverage or create new apps and games to score points for doing various sustainable things (2) Economies of scale for bikeways, assist jurisdictions, speed implementation
I.S.D.one	Jessica Noriega Rosa Ortez Rumika Chaudhry	(1) Emergency alert app and (2) Parking finder app
Job Faire	Lisa Yapching Chet Overstreet Bonnie Tendencia Christina Chan Ericka Gosha Yvonne Alvidrez Wesley Price	Host a Job Fair as a way to present the County as an employer of choice
SEAL team 2.0	Stefan Luesse Marta Huffman Harish Reddy Judy Downing	Expand assistance with Social Security Benefits enrollments and capture more federal dollars
SMC TrailBlazers	Leah Taylor Tonya Thomas Carmen Whitney Jacinta Arteaga Norma Murillo	Accelerated Degree Program (AA, BA and Master's Program) For County Employee by using existing Tuition Reimbursement Program funding.
Synergy	Joe Fabiano Tammy Chan Nancy Etman Melissa Sheehan	Mobile App for meetings w/ other county employees to integrate with video conferencing, (1) Disaster Service Worker Contact Info app, (2) Patient medicine/prescription tacking app for you numbers (BP, LDL, etc)
Team 555	Lisa Harris Carlos Hernandez Jim Gilletti Dan Bennett	Develop a county wide electronic in/out board that includes a smart phone app
Team Flourish	Melissa Wong Hetal Patel Jairo Wilches Mariana Espana	Have a Wellness Center at each worksite that focuses on the areas of physical activity, healthy foods, and mental/emotional, financial, and community health
Winter is Coming	Luis Reyes Bermudez Rachelle Salvana Martha Alexander	Develop an app that can be utilized by WIC and CALFRESH clients with mobility and transportation difficulties to place grocery orders, and help them gain access to healthy produce and fresh food
Women and Men in County Government	Lillian Liles Wesley Mercado Heather Hardy Ana Mercado Matthew Chidester	Reintroduce bring your child to work day
Have a Nice Workday!	Theresa Rabe	Transforming the process of intake, tracking and follow up of all HRIS & Payroll issues countywide.



2015 Team	Team Roster	Idea
	Kelly Yip Marbella Dover Patrick Enriquez	

2016 Employee Innovation Summit Entries

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1st PLACE Jolly Good Fellows	Samantha Youre Dave Jaeckel Uyen Ngo Alessandra THompson	Promote community engagement by offering a portal for County employees to sign up for volunteer opportunities, track volunteer hours, convert a portion of these hours to meet the annual 20-hour training requirement and establish a volunteer day in the County.
2nd PLACE Fantastic 4: The Housing Alliance	Kevin Lu Manjit Singh Tephiny Jones Scott Gerdes	SMC Employee Housing is a program designed to assist County employees find housing nearby County offices. This program will benefit the County employees, property owners, County government and the overall community. <ul style="list-style-type: none"> • Property owners looking to rent their properties will benefit from a hassle free process and will gain reliable, professional and qualified tenants for a guaranteed term of 1 to 3 years. • The County will be able to retain its workforce. Employees living in the County will spend more of their earned income in the County. As a result, County funds will circulate within the County. • Employees will be able to live close to their place of employment, avoid traffic, and will be more engaged living with other County employees. • The community will benefit from less traffic, more tax dollars spent in County, employees will take pride and ownership as not only County employees but also as County residents.
3rd PLACE And the Winner is...	Bonnie Tendencia Darryl Frederick Ericka Gosha Lucy Fung Elizabeth Kimmel Yvonne Alvidrez	Parking garage display showing number of spots left
PEOPLE'S CHOICE AWARD Childcare San Mateo	Jessica Dayao Emma Vivero Kiiya Shibata Emily van de Water	A childcare center in San Mateo for staff. Childcare would be based on a 5210 model of healthy lifestyles. (5 servings of fruit/veggies per day, 2 hours or less of screen time, at least 1 hour of physical activity, and 0 sweetened beverages or juices)
Alexa and Shantha	Alexa Abrishamian Shantha Ranganathan	We are currently working on developing ideas centered around Employee Development, Wellness, and Workforce Succession. Our ideas are just beginning to form, and are touching on areas that would improve the employee training experience with follow-through opportunities, help foster employee motivation and wellness through certain perks, and create an environment for employee advancement through cross-departmental training opportunities and participation.



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Chatterbots	Stefan Luesse Sara Arancibia Seema Janjua William Ung	Implementation of Live Chat function for various departmental Call Centers such as Human Services Agency's IPC and BEST to allow consumers to have real-time conversations online or via cell phone in lieu of having to wait in a call queue to discuss simple questions and by doing so reducing work time of Call Center representatives on the phone and redirecting them to other tasks to increase Call Center efficiency and accuracy of resolution of consumer concerns
Ctrl+Alt+Del	Theresa Rabe Patrick Enriquez Marbella Dover Kelly Yip Hoang	Countywide Spring Cleaning Day Dedicate a day (in Spring) for County departments to clean out "junk" from County facilities. Examples: -Provide on-site shredding services to destroy unnecessary documents that have been piling up -Collect and donate un-used office equipment and supplies -Collect e-Waste (spare mice, keyboards, cords, cables, monitors, etc.) (Partner with ISD and other departmental IT groups?) -Potentially set up high capacity scanning stations to scan documents and then purge hard copies
Ctrl+Alt+Del	Theresa Rabe Patrick Enriquez Marbella Dover Kelly Yip Hoang	Opting in to Email or Mobile Communication
Dyno-Vators	Nhat Nguyen Diane Tom Scott Gruendl Chad Kempel Alison Bell	Completely automate onboarding forms and pre-hire tasks through a link sent to the new hire in order to reduce the amount of time that payroll spends on the first day. Also so that the employee can be more informed about decisions they will have to make upon hire—the employee can complete certain pre-hire tasks like medical clearance. The goal is that overall onboarding time is reduced so that it is a more positive experience and time to hire for a department is shortened.
Dyno-Vators	Nhat Nguyen Diane Tom Scott Gruendl Chad Kempel Alison Bell	Locations where members of the public can stop by to learn about or initiate a county service that would otherwise require multiple stops at multiple county departments. Service consultants can also work with residents to develop an action plan, task list, or guide to get their needs from the County met with as little frustration or time spent trying to figure out how to navigate County services on their own in an effort to improve the customer experience, educate the public about services available to them, help residents achieve the outcome they desire when engaging County services, and reduce environmental impacts by limiting the number of trips made to various departments.
E.R.I.C & Company	Amy Brooks Diana LaVigne Shawn Savadkahi Effie Verducci	E.R.I.C. (Engaging Rapid Interactive Communications) will replace idle/default computer screensaver images with timely and relevant information to County employees, compelling them to interact with the tool on a variety of departmental and county-wide goals. The benefits of ERIC consist of agency-level customization to accommodate both departmental and county-wide messaging, delivery of messaging to all employees, especially to those that don't frequently check email, to increase interaction with existing, internal communications channels such as ERIN/SharePoint, Yammer, LMS, county-wide and departmental surveys, training videos, wellness reminders, and other tools.



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		<p>With this new platform, there are a number of benefits including (sampling):</p> <ul style="list-style-type: none"> * Customer Service/Community Engagement More informed staff members will serve our clients with a deeper knowledge and access to information and tips to help streamline their services to client (i.e. a client facing staff member that took a diversity class they saw on the platform will be able to better understand the client better and provide more culturally sensitive care) * Process Improvement: The ability to magnify the benefits of other existing County-wide communications channels like ERIN (intranet)/ SharePoint, LMS, Yammer, County-wide surveys * Sustainability: Reduction of emails print outs. This will allow staff to just 'click and go' to get to where the information sits and straight into a next step. Hassel and stress-free : no burden to remember and no need to print out for reference. * Employee Development/Wellness: While email on important employee development and wellness programs is still meaningful, too much email is a common concern for staff. To reduce staff stress while still providing valuable information on our learning and wellness opportunities, this platform can easily bridge that gap and get more numbers of staff involved and at a higher engagement level. * Workforce Succession: Messages about leadership training open to all staff can be featured on this platform which removes the barrier of relying on managers to socialize these trainings to key staff and removes the barrier of the staff member from having to remember to browse LMS for new course offerings and openings. <p>This simple and direct messaging channel has the potential to increase staff engagement from thousands of employees, reduce email and reduce paper use, and increase morale through an improved connection between employees and their department, and county as a whole.</p> <p>The Health System and Human Services Agency have joined forces to present the benefits of adopting a computer screensaver application in order to increase employee awareness, morale, and interaction. In addition to the departments driving the Innovation Summit project, we have received verbal support from many other agencies and County departments who are highly interested in seeing this project successfully executed County-wide.</p>



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Fantastic 4: The Housing Alliance	Scott Gerdes Tephiny Jones Kevin Lu Manjit Singh	Our team's innovative idea is to have a County managed list of available rentals for employees. Landlords could post their available units to a County webpage. If the County finds the unit viable, the County would pay the security deposit to hold the unit. Once an employee seeking housing is identified, the employee reimburses the County for the unit's security deposit prior to moving in. The concept has benefits for the Landlord, the County, current and prospective employees.
Innovation Invasion	Michael Bolander Harshil Kanakia Matthew Slaughter Jeff Weaver	QR code for notifying service departments that a area in a county building needs some type of attention, i.e., more paper towels, broken fixtures, etc.
Innovation Invasion	Michael Bolander Harshil Kanakia Matthew Slaughter Jeff Weaver	FRED program to improve transportation for residents, visitors, and employees living / visiting / working in and around a downtown area.
ISD Lightbulbs	Lewis Lock Jessica Noriega Rosa Ortez Andrew Kenmore	Interactive Information Kiosk to replace county maps / directions located at County Center.
Jolly Good Fellows	Samantha Youre Dave Jaeckel Uyen Ngo Alessandra THompson	Offering alternative and flexible workplaces for County employees within County buildings, and changing the way different County departments organize and structure their workplaces. Everyone works differently, and our proposal seeks to offer an idealized workplace for every County employee based on their needs. For example, some County buildings have vacant space that could offer shared hoteling workplaces with quiet zones, collaborative meeting areas, standing desks, and couches / places to relax. This would maximize employee productivity (eliminate distractions), create collaborative working spaces between different departments (idea sharing etc.), reduce County costs (not everyone needs a standing desk), and transition towards a new workplace culture attracting younger workers (filling in the talent gap in local government).
Pioneers for the Public	Atoniopatua Takapu Longo Panisi	Our first idea is called "Change for Change." At SMMC cafeteria individuals can purchase meals or items using credit, debit or cash. We noticed that totals at the register often are not an even dollar amount. (For example: If I purchase a large coffee, my total will be around \$1.69) If choose to pay in cash it will leave me with loose change in my pockets. Our solution is to give the customer the alternative to round up their total the next even dollar and donate the additional change to a San Mateo Medical Center fund that will provide school material for low income families. By donating their additional change it will provide a positive change to a child's life. If they are paying with credit/debit they will also have the option to do so and the additional change will be added as a donation.
Pioneers for the Public	Atoniopatua Takapu Longo Panisi	Our second idea is called "Mentorship Week." This is to provide a week (preferably the week before employee development summit) to encourage employees to shadow an individual for 4 hours. An employee will have to write a letter to the manager/supervisor of the employee they would like to shadow explaining why they want this opportunity and how this experience



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		will help them develop as a county employee. Both employees will receive training hours and also require supervisor/manager approval.
TLC	Daniella Flores Felicia Flores Irving Torres	Develop a "young professionals" collaborative group, where the constant focus would be on millennial employment and retention in the public sector.
TLC	Daniella Flores Felicia Flores Irving Torres	Run a County-supplied food truck, offering a healthy lunch menu, with food sourced from local growers. Food truck would be operated by underprivileged former foster youth interested in culinary arts, or other members of the underprivileged community. Food truck would be available to the whole community, with discounted rates for county staff. It would also be present at county events and would have a traveling schedule so that all county staff could enjoy.
Social Workers	Gabe Aponte Chet Overstreet Katy Roberts Jeis Pinon Donna Woche Christina Chan	We are looking to propose an internal talent pipeline to move employees interested in becoming Social Workers from other affiliated classifications, especially Benefit Analysts. Our proposal will likely blend an academic program, expanded tuition reimbursement, and expansion of the internship/fellowship program to encompass Social Work interns/trainees.
And the Winner is...	Bonnie Tendencia Darryl Frederick Ericka Gosha Lucy Fung Elizabeth Kimmel Yvonne Alvidrez	Recruitment and selection for hiring managers
Water Bankers	Kendra Benttinen Maria Espana Julia Au Frank Berlanga	In the face of continued drought, erosion, wildfires and climate change, the County of San Mateo will become a leader and model in Water Resilience by rolling out a program that teaches, encourages, and leads the way to water capture, conservation, and re-use. The County itself will leverage existing resources for residents (e.g. rebates on rain barrel installation) and will offer incentives and program support for residential and commercial rainwater catchment, graywater re-use, and low-water landscaping, and will install a highly visible rain cistern on a County building as a kick-off and promotional event. Water catchment has multiple benefits including reduced resource (water) use, erosion and fire prevention, and disaster preparedness (where water stored on-site and can be used for washing and hygiene or, in conjunction with a filter or boiling process, can be used for drinking water and cooking.)
Youth and Schools	Gerald Schwartz Josephine Yu Jessica Garner	Create a foundation in which companies and folks could directly donate to, for funding various youth or school projects. For example, the foundation could fund classroom field trips, after school programs, etc.
Youth and Schools	Gerald Schwartz Josephine Yu Jessica Garner	Create a central hub (website) for educators, parents, and administrators to directly reach out to the various school and youth educational programs within the County.

2018 Employee Innovation Summit Entries



2018 Team Name	Team Roster	Idea Summary
1ST PLACE: Housing Hunters	Pooja Keswani Maya Feng Kristen Hay Stanley Bernhard Simone Woods	Housing Portal exclusively to connect SMC employees/retirees who are homeowners and renters.
2ND PLACE: CERP: County Employee Recognition Portal	Stefan Luesse Allan Hong Tammy Chan Aileen Agravante Nancy Etman	1-stop shop for employees to access discounted events, activities and County parks to connect with the community they serve.
3RD PLACE: Count-E Bikes	Rachael Londer Andrea Pappajohn Matthew Petrofsky Linda Wolin Gwen Buckley	A fleet of solar powered bicycles for County employees to use to travel for short trip appointments related to County business.
PEOPLE'S CHOICE: Heart Warmers	Leilani Dunton Hend Azzerayer Emily Weaver	An outdoor gym at parks free to all County Employees and residents to target the goal of a healthy community.
Think & Act Global but Live & Work Local	Mike Ednoff Melissa Ibarra Flor Robb	Increase the percentage of New County Employees who live in SMC as one step in transitioning to a more sustainable community
SMC PARx	Jennifer Llamas Gloria Cahuich-Gonzalez Rosavida Cruz	SMC Parx is a digital tool that utilizes parks and open spaces to enhance the mental/physical well-being of the residents of SMC.
Little Free Pantry	Danielle Lacampagne Katharine Odle Pilar Coffey Cristina Ugaitafa Shasta Boss	Create and strategically place tiny food pantries so our community members in need can discreetly access food. #LENDACAN
Carbon Trackers	Greg Johnson Andrea Chow Carolyn Raider	Creating innovative solutions to reduce energy consumption and track carbon through mobile app competitions and transparent utility dashboards.
Achievers R.A.M	Rita Chow Ana "AJ" Molina Marisol Patino-Orozco	Career Champions is a networking of County employees to help empower, retain, and advance other county employees, as well as themselves, in their careers.
Health Transitions Team	Alfredo Zepeda Adam Rubenstein Wale Adeniji Amanda Hing-Hernandez Terrence Robertson	Creating a pipeline that connects health care and behavioral health to correctional facilities to improve access to quality health care for discharged individuals.
AFF	Cristina Webb Tamiem Ansari Abel Guerra	Action Freedom Fund is designed to contribute to our Shared Vision 2025 by addressing bail challenges facing our community.



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From the Ground Up	Rochelle Kiner Robert Kalkbrenner Heather Hardy Bonnie Tendencia	For Hard-to-Fill positions, we propose a scholarship and 1-year internship program in partnership with local universities.
SMC Quik Wheels	Roxanne Maquinana Wilson Wong Jeff Weaver Elizabeth Dallman	Expand convenient, affordable and sustainable transportation options for the public and county employees by building partnerships with existing companies.
And the Winner is....	Elizabeth Kimmel Lucy Fung Darryl Frederick Victoria Mejia	Organizing ourselves in such a way that we utilize existing technology to establish cross-department collaborative workgroups.
SAMreal	Rumika Chaudry Rebecca Wise Lewis Lock Richard Pierce	Take a hike through public art and outdoor places one step at a time with SAMStep! A personnel mobile tour guide.
SAM-Rise	Aditi Kelkar Claudia Lopez Linda Nguyen	Enable case-worker/service provider to easily locate street homeless and encampments through location mapping application for targeted outreach.
Team Green	Ruemel Panglao Bryan Albini Carmelisa Morales Richard Vallejos Ayelet Greenberg	Keep it Green! Promotes a resilient, water efficient San Mateo County by helping residents find suitable, site-specific drought tolerant plants.
Avengers West	Angelina Hurrell John Patrick Hurrell Ricardo Gonzalez Atoniopatua Takapu	The Lightning Card -A centralized payment in your badge -Load funds or use direct deposit -Pay by tapping your card
Garden for Grabs	Sonali Suratkar Winnie Chan Wu Julie Hosfeldt Jenny Brooks	Garden for Grabs is a county clinic-based open garden intended to increase healthy food access.
Waste Not	Paul Johnson Jenifer Laurent Nimish Singh Laurie Washer David Kwan	A website to exchange, buy, sell, and give away items between departments that are no longer needed but still viable.