

NEWS

FOR IMMEDIATE RELEASE

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San Mateo County Expands Executive Leadership to Strengthen Services, Drive Innovation, and Advance Community Priorities

Redwood City, CA - County Executive Mike Callagy announced today the appointment of four experienced leaders to top positions in the County Executive's Office, marking an exciting leadership restructuring aimed at strengthening public services, accelerating innovation, and advancing community priorities.

"The addition of these skilled leaders strengthens San Mateo County's executive team at a critical time," said Board President David Canepa. "With this new structure, the County is poised to navigate the complex challenges and advance community priorities in the years ahead."

Following a nationwide recruitment effort, County Executive Mike Callagy has appointed **Justin Mates** and **Adam Ely** as Assistant County Executives, and **Rocio Kiryczun** and **Nicholas Calderon** as Deputy County Executives. Their appointments were confirmed by the Board of Supervisors today and are effective January 4, 2026.

The County Executive's Office will now include **two Assistant County Executives** and **two Deputy County Executives**, providing greater leadership capacity to oversee departments, manage high-impact initiatives, and strengthen succession planning. The addition of a **second Assistant County Executive**, achieved by eliminating two vacant positions, enhances operational stability while generating **annual savings of \$317,381**.

"This is a pivotal moment for San Mateo County," said County Executive Mike Callagy. "The demands on local government continue to grow, from major capital projects and emergency readiness to the need for deeper community engagement and interagency collaboration. These leaders bring exceptional experience, institutional knowledge, and a deep commitment to public service. Together, they will help guide our County into the future with stability, innovation, and compassion."

Enhancing Services, Driving Innovation, and Advancing Community Priorities

The new leadership structure coincides with the scheduled retirement of the current Assistant County Executive, Iliana Rodriguez. In addition to oversight of County departments, the new leadership team will oversee several new strategic initiatives, including the children’s master plan, the childcare strategic plan, enhancing customer service, catalyzing economic development, and coordinating unincorporated services and for the first time will include a dedicated Deputy County Executive assigned to the Coast and all unincorporated areas of the County, bringing heightened visibility and resources to those regions. The Project Development Unit will be merged into Public Works, and a Deputy Director position in PDU will be eliminated, resulting in net savings of approximately \$300,000.

About the Appointees

Justin Mates, Assistant County Executive

Over his 13 years with the County, Justin Mates has demonstrated strong, solutions-oriented leadership across legal, operational, and strategic functions. He previously served as Deputy County Attorney, interim Real Property Manager, and since 2019, as Deputy County Executive supporting major Board and County initiatives. His experience includes leading efforts in the areas of pandemic response, farmworker housing compliance, support for unsheltered residents, budget strategy, emergency operations, and accessibility efforts. Mates holds a Juris Doctor from Harvard Law School and a B.A. in Political Science from Stanford University.

Adam Ely, Assistant County Executive

With nearly 20 years of service to San Mateo County, Adam Ely brings extensive operational, legal, and executive leadership to his new role. He has served the County as an attorney, Director of the Project Development Unit, and since 2022, as Deputy County Executive. His accomplishments include strengthening countywide emergency readiness, leading major domestic-violence prevention efforts, and overseeing the County’s largest capital program—delivering projects such as the Navigation Center, County Office Building 3, and the North County Wellness Center. Ely holds a Juris Doctor and a B.A. in Philosophy from UCLA.

Rocio Kiryczun, Deputy County Executive

Rocio Kiryczun brings more than 30 years of County experience to her new position, including seven years as Director of Human Resources. She has led the County through



major workforce challenges, including pandemic operations, recruitment and retention initiatives, and complex labor negotiations, and championing initiatives to strengthen employee engagement, leadership development, inclusive hiring, and organizational well-being. Kiryczun began her County career in the County Executive's Office and has served in multiple departments, giving her deep institutional perspective. She holds a Master's in Public Administration from Cal State East Bay and a B.A. in Sociology from San Diego State University.

Nicholas Calderon, Deputy County Executive

Currently the Director of Parks since 2019, Nicholas Calderon has guided the department through significant transformation, overseeing major capital projects, expanding access to recreation, and strengthening community partnerships. He previously served as Senior Legislative Aide to Supervisor Don Horsley, Real Property Services Manager, and Assistant Parks Director. Calderon has proven ability to navigate complex stakeholder environments, manage large-scale initiatives, and build trusted relationships. He holds a Master's in Public Administration from Golden Gate University and a degree in Interdisciplinary Studies from the University of Arizona.

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