



TURNING DATA INTO INSIGHTS IN SAN JOAQUIN COUNTY

Like most counties, San Joaquin County, Calif., collects a vast amount of data about its operations and the community it serves. But until recently, the county couldn't put that data to use.

"We couldn't tap our data to collect meaningful metrics and insights that would help us be better at what we do," says Jerry Becker, assistant county administrator for San Joaquin County. "One of our board's priorities is to improve operational efficiency. We wanted to mine our data and pull out key facts that could help us make better business decisions, but we didn't have the tools to do so."

In 2016, San Joaquin County hired Gravton Consulting Services to upgrade its existing on-premises PeopleSoft enterprise resource planning (ERP) system. During implementation, Becker discussed his data challenge with the Gravton team. For years, county leaders had talked with Oracle representatives about Oracle's business intelligence solutions, though budget constraints prevented them from committing. But when the Gravton team told Becker about Oracle's new subscription-based analytics solution, he was intrigued.

In 2018, San Joaquin County agreed to work with Gravton and Oracle on an Oracle Analytics Cloud (OAC) proof of concept. Leveraging a data lake and OAC would give the county a low-cost way to apply analytics across its vast troves of data — whether that data resided in cloud-based or legacy systems.

DIVING INTO DATA

The county focused the proof of concept on its biggest expense — personnel.

"Personnel are our most valuable resource, and also our most costly resource," says Becker.

The proof of concept project analyzed sick leave use for 7,200 county employees.

Leveraging OAC, the county culled its data and built dashboards and heat maps to display a variety of information, including which days employees were most likely to call in sick and how much sick leave was used by certain job classifications.

"It was a tremendous eye-opener for us," says Becker.

The county identified several unexpected trends, including the fact that some personnel waived sick leave benefits in exchange for cash payouts, or did not use any sick leave at all for multiple years. Unused sick leave creates a future expense for the county because employees can cash that leave out at retirement. The county didn't want to needlessly drive up that balance and create a large future liability.

"Some employees were using other types of leave when they were sick," says Becker. "The OAC product helped us realize we had some education to do."

**"THE FACT THAT WE CAN
BRING LARGE QUANTITIES OF
DISPARATE DATA INTO OAC AND
TURN IT INTO STRUCTURED,
INTELLIGIBLE DATA WE CAN USE
IS EXTREMELY VALUABLE."**

— Jerry Becker, Assistant County
Administrator, San Joaquin County

San Joaquin County Study Guide

Yi-Tong Ma



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