



MARIN COUNTY PERSONNEL COMMISSION

Quarterly Meeting

Quarterly Meeting
January 15, 2025 Marin County Civic Center
3501 Civic Center Drive, Room 410B

MINUTES

PRESENT: Jennifer Gotti, Chair
Patrice Goldman, Vice Chair
Carla Halyard, Commissioner
Azalea Renfield, Commissioner
Maureen Hochler, Commissioner

STAFF: Christina Cramer, Human Resources Director
Caitrin Devine, Administrative Assistant III
Kerry Gerchow, Deputy County Counsel

Wednesday, January 15, 2025

The meeting was called to order at 9:33AM by Chair Gotti

1. Roll Call

2. Approve Agenda of January 15, 2025

MOTION (Halyard/ Goldman) to approve the Agenda of January 15, 2025
AYES Unanimous

3. Open time for items not on the agenda and for public expression *(Up to three (3) minutes per speaker)*

While members of the public are welcome to address the Commission, under the Brown Act, Commissioners may not deliberate or act on items not on the agenda, and generally may only listen.

None present

4. Approve Minutes from Quarterly Meeting on October 16, 2024

MOTION Halyard/ Goldman) to approve the minutes from July 17, 2024
AYES Unanimous



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Copies of documents are available in alternative formats, upon request.

Late agenda material can be inspected in the office of the Executive Secretary to the Commission, between the hours of 9:00 a.m. and 4:00 p.m. weekdays in Room 415 of the Marin County Civic Center, 3501 Civic Center Drive, San Rafael.

5. Directors Report

Department head position changes. DPW R. Gaglione is no longer with the County. Chris Blunk has been named as interim department head. Recruitment has not yet started but will begin soon.

Cultural services recruitment is underway. Lynda Roberts has announced her retirement from Registrar of Voters. That is a specialized position which has just started recruitment discussions. Parks and open space director role has been filled by interim and former assistant director Chris Chamberlain.

An employee engagement survey was conducted back in October. They have met to review the results, and they will be released in the next couple months. Robyn Bryers, L&OD Director has started late last year. County Executive is very invested in the developing the division.

Bargaining is getting ready to commence with 10 of the unions. MAPE is doing separate negotiations. ELR will be working on bargaining for the next several months. Staffing is doing well in HR. There was some movement within HR now, an open HR Analyst in ELR and Tech positions in both ELR and L&OD.

Countywide vacancy data at the end of 2024, overall vacancy rate for full time positions is 8.8%. The vacancy rate has gone down from 10% at the beginning of 2024.

Commissioner Goldman inquired if the employee engagement survey be shared with the Commission. Christina Cramer responded that HR would share with the Commission once the results are out of draft format.

Commissioner Renfield asked how it was going with the new County Executive and new Supervisor Colbert. Christina responded that Derke Johnson, the County Executive, is getting good practice in and is focused on improving operations and services outward and organizational development inwards. The first budget process is commencing, and he, Derek Johnson, is focused on working through the adjustment to a County Executive vs. County Administrator model.

Christina Cramer let the committee know that she met the new Supervisor Colbert yesterday in a closed session regarding a labor item. She, Christina Cramer, is hoping to meet with Supervisor Colbert soon to get his objectives for Human Resources.

6. Election of 2025 Personnel Commission Chair and Vice Chair.

Commissioner Renfield suggested nominating Commissioner Hochler but Commissioner Hochler declined. Then Commissioner Halyard put forth Commissioner Gotti as Chair and Commissioner Goldman as Vice Chair.

Motion: (Halyard/Renfield) to reelect Commissioner Gotti as Chair and Commissioner Goldman as Vice Chair.

Ayes: Unanimous

7. Personnel Management Regulations (PMR) Revisions Update

Christina Cramer CAL HR will need to review updated PMRs before adoption. The Personnel Commission will also need to review changes before they are adopted by the County.

8. Open Discussion

Human Resources let the Commission know that they believe the hearing scheduled in late February might be cancelled. Caitrin Devine will update the Commission on that hearing when there is further information available.

Reminder was given that Personnel Commissioner appointments will be made at the 2/11/25 Board of Supervisors Meeting.

9. Adjournment at 10:25am

MOTION (Goldman/Halyard) to adjourn the meeting.

AYES Unanimous