

MARIN COUNTY PERSONNEL COMMISSION
Quarterly Meeting | October 15, 2025
Marin County Civic Center, Room 410B

MINUTES

PRESENT: Jennifer Gotti, Chair
Carla Halyard, Commissioner
Maureen Hochler, Commissioner

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

Wednesday, October 15, 2025 | 9:35 a.m.

Commissioner Gotti called the meeting to order at 9:35am

1. Roll Call
2. **Approve Agenda of October 15, 2025**
MOTION (Halyard/Hochler) to approve the Agenda of October 15, 2025
AYES Unanimous
3. **Approve Minutes from Quarterly Meeting on July 23, 2025**
MOTION (Halyard/Hochler) to approve the Minutes of July 1623, 2025
AYES Unanimous
4. 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

5. **Scheduling discussion for Discipline Appeal D25-03 and D25-04.**
Both will be 1-day hearings.
D25-03 options: Wednesday 1/14/26 or Wednesday 1/21/26
D25-04 options: Wednesday 2/4/26 or Wednesday 2/11/26



All public meetings and events sponsored or conducted by the County of Marin are held in accessible sites. Requests for accommodations may be made by calling (415) 473-6111 (Voice), CA Relay 711, or by e-mail at caitrin.devine@marincounty.gov at least five (5) business days in advance of the event.

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.

6. Director's Report

New Public Works Director was announced at the BOS meeting yesterday, 10/14/25. Chris Blunk was Public Works Director at Novato previously and has been serving as interim Public Works Director with the city of Novato. A department head recruitment is a lot of for Human Recourses. County made the move to County Executive model vs. County Administrator role. This model gives County Executive more management over administration and hiring within the county. Operations under IST, Finance and HR and then Legal, PD, DA and Sheriff and CC and Development group, PW, CS, CDA and Fire. More roles within that new structure. AB-1185 ordinance was passed and the Civilian Oversight Commission working on IG recruitment. A very high-level recruitment along with ACE

New HR positions, SHRA Special Projects will take over senior level staff work allowing for more strategic and policy work. L&OD is growing with goal of CE to work towards culture shift within the county. Enhancing training, coaching, support and performance management. Helps develop new leadership. Added another SHRA and that position was just filled

Risk Management was absorbed within HR and there is more work and support needed within that division. New Risk manager hired and added an analyst position internally.

Both internal promotions will require backfilling of HR positions. Org assessment of each department, CDA and PW have restructuring and reorg recommendations which dictate moves of divisions internally and that work will be done by HR to coordinate issues around these moves.

Bargaining with MAPE began in September. BAT Chiefs expired in June of 2025, and they are still bargaining on their new contract.

Open enrollment has begun and will end in Mid-November.

Commissioner Halyard approves of the changes and has seen the need for these changes.

CC it's hard to make mass change in local government. Biggest distinction between public and private is labor unions so meet and confers are needed before implementing any changes. Changing the standard for remote work from 2 days in office to 3 days in office, starting in January. The standard of 2 days a week became informal policy upon return to office post COVID emergency. HR is unrepresented staff so change can be made by department leadership. Other departments have representation and need to meet and confer before making any policy changes.

Commission Gotti and Halyard commented on updates to telework policy.

7. Schedule 2026 Quarterly Meetings

Wednesday January 14, 2026 or, Wednesday April 15, 2026, Wednesday July 15, 2026 and Wednesday October 14, 2026

8. Open Discussion time for Commissioners inquiries to Human Resources

Commissioner Hochler inquired about Bargaining. Excepting MAPE and Bat chiefs, new contracts are set. MAPE has three different bargaining groups, so their bargaining agreements are more detailed than other union agreements. Their contracts supersede county policies. Previous contracts had limited bargaining so there are more discussion and proposals for this current bargaining round.

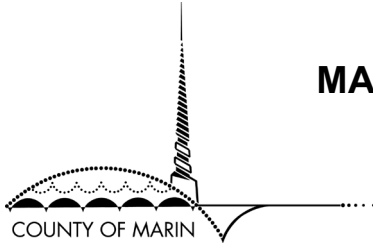
9. Adjournment at 10:10am

MOTION (Hochler/Halyard) to adjourn the meeting.

AYES Unanimous

Upcoming Meetings:

Date	Time	Location	Topic
November 13 & 14, 2025	9:30AM	143D	SPECIAL MEETING



MARIN COUNTY PERSONNEL COMMISSION

Special Meeting

Special Meeting
November 13, 2025
Marin County Civic Center
3501 Civic Center Drive, Room 143D

MINUTES

PRESENT: Jennifer Gotti, Chair
Patrice Goldman, Commissioner
Carla Halyard, Commissioner
Maureen Hochler, Commissioner
Hardy Acree, Alternate Commissioner

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

APPEARANCE IN THE MATTER D25-02: Kate Stanford, County Counsel
Christopher Blunk, Director of Public Works
Jeanine Farrell, Court reporter

Thursday, November 13, 2025

The meeting was called to order at 9:35AM by Chair Gotti

1. Roll Call
2. Approve Agenda of November 13, 2025

MOTION (Halyard/Hochler) to approve the Agenda of October 4, 2024
AYES Halyard, Hochler, Gotti, Goldman
Abstain Acree

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



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No public comment

4. Hearing on Discipline Appeal.D25-02
Opening remarks by Kate Stanford, County Counsel.
Opening statement by Josh Sena.
Jorge Nunez, 1st witness
Jacob Tran 2nd witness
Todd Pressley 3rd witness
Christopher Blunk 4th witness
Closing Remarks by Josh Sena
Closing Remarks by Kate Stanford, County Counsel
5. Commission requests flexibility on timeline for releasing their decision due to upcoming holidays. County Counsel and Appellant agreed to request.
6. Commission Adjourns Special Meetings for lunch break and meeting in closed session
7. Adjournment at 12:30PM

MOTION (Hochler/Halyard) to adjourn the meeting.
AYES Unanimous
8. Closed Session
(PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE (Gov. Code section 54957(b)))