



MARIN COUNTY PERSONNEL COMMISSION

Quarterly Meeting | April 15, 2026
Marin County Civic Center, Room 410B

MINUTES

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

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

Wednesday, April 15, 2026 | 9:30 a.m.

Commissioner Gotti called the meeting to order at 9:30am

1. Roll Call
2. **Approve Agenda of April 15, 2026**
MOTION (Hochler/ Halyard) to approve the Agenda of April 15, 2026
AYES Unanimous
3. **Approve Minutes from Quarterly Meeting on January 14, 2025**
MOTION (Hochler/ Halyard) to approve the Minutes of January 14, 2026
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. Director's Report

Currently working on four executive level recruitments. One is the Inspector General which had the first round of interviews last week and final interviews are this week.



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.

Assistant County Executive recruitments within new County Executive Model are in progress. County departments are divided into four divisions under the County Executive with Assistant County Executive's leading each of the four divisions. There was an agreement with Marin Housing Authority to fill their Executive Director position should it become vacant, which it did so HR worked on that recruitment as well.

The annual Marin County Budget hearings are coming up June 8, 9 and 10th this year. There are not many expected budget changes for the new fiscal year, except within Health & Human Services (HHS) as they rely heavily on federal funding sources. HHS had to cut positions, but they have been able to mitigate layoffs by focusing on vacant positions. Within HR we are filling two new positions, a principal analyst within Employee Labor Relations division and an additional analyst within Risk division under the Safety Officer.

The County has been bargaining with MAPE since mid-September and bargaining with all unions has been going on since early 2025. It has been very demanding work. The hope is that we have an agreement with MAPE soon. Human Resources is also bargaining on the Personnel Management Regulations (PMR) updates with all Unions. PMR 44 and 49 were finalized and approved by the Board. PMR meet and confers have been deferred through the next month to free up time for MAPE bargaining. The meet and confers with all unions on the PMR updates will resume once MAPE bargaining is completed, which we expect will be in June.

Human Resources will be undergoing an organizational survey with consultants, KPMG in Summer or Fall of 2026.

Commissioner Halyard asked if bargaining meetings are taking place in MAPE offices. Christina Cramer confirmed that bargaining meetings are taking place in the MAPE offices.

6. Scheduling Discussion for D25-05, D26-01 discipline appeal hearing

Commissioner Gotti pointed out that we need to keep to the hearing schedules as drafted.

6/16/26, 6/30/26, 7/15/26, 7/21 or 7/22/26, Tues 8/4 or Wed. 8/5

Chair Gotti states that hopefully this rescheduling doesn't keep happening and that commissioners are all volunteers. They all look at their schedules and make time for these meetings and hearings. Unless there is an emergency or cases have settled, they would appreciate it if the confirmed schedules remained. Commissioner Halyard noted that the schedules had changed since they (the Commissioners) had begun supplying their availability to Human Resources for these upcoming hearings.

7. Open Discussion time for Commissioners inquires to Human Resources

Commission Renfield had questions about how extra hire position work. Christina Cramer responded that Extra Hire positions are temporary positions. An example is the Fire Department has seasonal employees and Intermittent positions that are extra hire and work on specific projects to augment overflow of work. Extra Hire staff have no property rights to their positions and can make appeals within their department's management structure, but they have no formal recourse to their position. They can be let go at the discretion of the department.

8. Adjournment at 10:00am

MOTION (Halyard/Hochler) to adjourn the meeting.

AYES Unanimous

Upcoming Meetings:

Date	Time	Location	Topic
July 15, 2026	9:30AM	TBD	QUARTERLY MEETING
October 14, 2026	9:30AM	TBD	QUARTERLY MEETING