

Gary A. Geren – Workplace Investigations

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Gary Geren is an experienced attorney and judge with a proven record of fairness and professionalism. Judge Geren has an innate ability to write concise decisions making even the most complex matters easily understood which provides a broad foundation for investigative analysis and reporting. In private practice since 2015, he has provided consulting services to employers and employees regarding employment-related concerns involving both public and private sectors.



Prior to affiliating with MRG, Gary was an administrative law judge (“ALJ”) with the State of California (Office of Administrative Hearings for seven years and a year with the Department of Social Services), where he conducted hundreds of hearings involving over 50 different state departments, agencies, and public entities. His decisions were all affirmed on appeal and reviewing courts found his analyses to be “thoughtful and well-reasoned” and “thoroughly and carefully” decided. He was well-respected for creating a courtroom environment where witnesses were respectfully treated, all parties knew their matters would be fairly considered, and he would ask unbiased, clarifying questions to ensure a clear and accurate record was made.

Before becoming an ALJ, Judge Geren worked for 17 years for the State of California, Department of Transportation as a senior civil litigation attorney where he led a team of trial attorneys defending the state in various lawsuits, including employment litigation. As a state attorney, he defended high-ranking department officials in complex and politically sensitive matters. He received numerous exceptional service awards.

Judge Geren graduated with Honors from McGeorge School of Law. He completed several multi-day courses at the National Judicial College, including courses on conducting efficient hearings, evaluating witness testimony, effective decision writing, and advanced mediation training; he has mediated over 300 matters. He lectured nationally on public entity liability, has an article published concerning the Freedom of Inform Act and its role in litigation, and was a California State Bar-approved provider for Mandatory Continuing Legal Education, where he lectured on public entity litigation. As a trial attorney, he was successful in all jury and court trials.



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