

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Public Works Tightens the Tap



Photo by Ann Hearty

The heat and noise of infamous—and now water-efficient—Chiller 1 are braved by Stationary Engineer Todd Pressley and Building Maintenance Worker Ross Cascio.

By Ann Hearty—DPW

We're all learning how challenging it is to equip our homes and reorder our habits around water-saving practices. But what if you needed a 25% water-

usage reduction in 235 faucets, 159 toilets, 81 urinals, and 24 showerheads across 18 buildings at 13 locations? ■ "The county has been working on water-conservation measures as a way of doing everyday business since before 2013, the Governor's baseline year," said Assistant Director of Public Works **Eric Steger**. Not only has the Department of Public Works installed low-flow toilets (1.6 gallons a cycle), low-flow faucets (<1 gallon per minute), and ultra-low-flush (<1 pint) and water-less urinals, DPW also has made strides in substituting recycled water where potable water was not necessary. ■ "The biggest savings for us has been converting the Civic Center chillers, our front-line air cooling system, to accept recycled water. This has reduced our

use of fresh water by an average of 13% (61,000 gallons a month). We are always striving to bring this 50-year-old landmark up to 21st-century expectations that Mr. Wright could be proud of," explained Eric. ■

DPW hints for conserving beyond the basics:

- Rethink every task that involves water and strike a balance between hygiene and the least water required.
- Turn low-water usage into a household competition; declare a winner daily and bestow an age-appropriate prize.
- Feel water-deprived? Seek it out and about: walk through a garden nursery, swim at a public pool, soak in a communal hot tub, wade in the ocean, or picnic at a public golf course.

Groups Strengthen Bonds, Celebrate Culture

By Solange McGirr—HR

Marin's nearly 2,000 employees come from a variety of backgrounds and cultures—from Finland to the Philippines to right here in San Rafael—and have found a way to connect with others of similar experiences and interests in the form of affinity groups that bring together employees across the various county campuses and locales. ■ The Marin County Organization of Latino Employees (MCOLE) is the oldest and largest of the county's affinity groups. Established in 2002 and first led by **Marianne Gallardo** (Ret. CAO), the group has produced the annual Cesar Chavez Day celebration since its inception. Then after many years of innovative leadership by Public Defender **Jose Varela**, the torch was passed in 2013 to current facilitator **David Escobar** (BOS), who explains, "Our vision is to transform into a full-service employee resource organization, where employees can enjoy community but also have access to information and connections that will facilitate personal and career development." MCOLE's current plans include the Day of the Dead celebration in November, monthly "calpullis" (learning sessions) across county campuses, and the adoption of a governance structure based on



Photo by Francie Hubert

MCOLE members extend hospitality at a Cesar Chavez Day event open to all. L to R: Daniel Solis (HHS), Cindy Brown (HR), Miriam Martinez (BOS), and Cio Hernandez (HHS).

indigenous models that would be the first public-employee organization of its kind in California. ■ In early 2013, several African-American employees formed COMAEA, the County of Marin African-American Employees Association. COMAEA's signature event is the Juneteenth celebration commemorating the end of slavery in the U.S. with a community event featuring spoken word, dance, and food to mark this

Membership in these affinity groups is open to all county employees and attendance at the various events is welcomed.

FRANKLY SPEAKING

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Reporter Award: Pejman Choupani (DOF)

Schedule

Articles Due	Publication Date
Friday, November 6	Friday, January 20, 2016
Friday, February 26	Friday, May 20

In Memoriam



Photo by Joan Brown

Frankly Speaking Proofreader and Civic Center Volunteer **Arthur Comings** of Fairfax died July 5 following a stroke. A retired technical writer, he had contributed his outstanding editorial skills since 2011, sharing his passion for excellence and enlivening proof-team meetings with humorous asides. He also updated and maintained *Frankly's* style guide. "Arthur was a key member of the editorial team; we dearly miss him," said Editor **Anne Starr**. Arthur was an assemblage artist. His work is featured in Bay Area and Southern California galleries. He was 73 and is survived by daughter Eleanor Comings and son Thomas Comings.

FRANKLY SPEAKING Purpose and Priorities
 COMMUNICATION • DIVERSITY • RECOGNITION • EDUCATION • NEWS • FUN • INTERACTION

The Marin County newsletter is intended for communication. The newsletter does not include partisan or non-partisan political activity, or issues related to labor disputes and grievances.

Groups

Continued from page 1

watershed day. Founders **Robert Harris** (CDA), **Qiana Davis** (DPW), **Carla Halyard** (IST), **Janell Hampton** (CAO), and **Meloni Gail Page** (HR) look forward to expanding the current Martin Luther King Jr. Day and Black History Month activities. Robert said the group may explore "getting involved with community in even more meaningful ways." ■ New kid on the block MAPLE (Marin Asian-American Public Local Employees) was founded in 2013 by five county employees: **Jacalyn Mah**, **Jeff Wong**, **Ralph Hernandez** (all CAO), **Tom Lai**, and **Becky Ng** (both CDA). MAPLE was

founded "to promote professional development, provide a social network, and celebrate Asian Pacific Islander heritage," said Jacalyn. MAPLE hosts several events throughout the year to celebrate Asian American holidays, including Lunar New Year, a to-be-selected autumn holiday, and celebrations during Asian American and Pacific Islander Heritage Month in May. ■ Membership in these affinity groups is open to all county employees and attendance at the various events is welcomed. For more information, please visit the following links:

MCOLE: facebook.com/MarinCountyOLE
 COMAEA: comaeaneews.blogspot.com
 MAPLE: www.marinmaple.org

Meet Jill Francis, DCSS Director

By Phyllis Gray—ARCC

Photo by Phyllis Gray



Jill Francis

One of those lucky people who knows her life's calling, **Jill Francis** is the new director of Department of Child Support Services (DCSS).

After earning a strategic management degree from Dominican University, she began working for Lake County's Child Support Services in 1993. She has worked in Mendocino and Sonoma counties' child support services departments and has also spent time working as a consultant and for the State of California. During her time with the state, Jill assisted many counties, including Marin, with the conversion to a statewide system. She was already familiar with the Marin department when she was hired as assistant director in 2010, working with **Keith Pepper** (Ret. DCSS). Jill served as acting director for six months after Keith retired, and the Board of Supervisors appointed her to the director position in May 2015. ■

The department establishes and enforces orders for child support and works with parents and guardians to ensure that children and families receive court-ordered financial and medical support. As director, Jill plans to expand services to touch even more families. "DCSS is a valuable tool for families to understand the legal process, make sure they get paid, and bring financial stability to the family unit," she said. In 2014, Marin's DCSS was the highest-performing office in the state. "It wasn't easy getting into the number-one spot, but the challenge was fun. We were lucky to have good staff." The county is also lucky that Jill realized she preferred working for a county over consulting, since that decision led her to Marin. "I am so happy to be working with such an outstanding group of people who truly care about each other and the work that they do," she said. "I feel very fortunate to have landed in Marin County." ■ Jill and her partner, Stacey, live in Petaluma with four cats. One of their favorite getaways is camping with friends and family in the Yosemite area. They also love taking road trips along the California coast and attending folk and bluegrass music festivals. ■

New Court Executive Officer

Photo by Patty Okubo



James M. Kim, CEO

By Norma Johnson and Patty Okubo—Courts

James M. Kim started as the new Court Executive Officer (CEO) of the Marin Superior Court on July 13, officially sworn in by Presiding Judge **Faye D’Opal** (Courts). James, which he prefers to be called over Mr. Kim, is of South Korean descent and was born and raised in Portland, OR. He moved to Washington and earned a law degree at Seattle University and a master’s degree in communication at the University of Washington. Before joining the Marin Superior Court,

“I’m supportive of developing a positive work culture. I want to get everyone together to work towards a shared vision for the future.”

James served as the West Division director of the King County District Court in Seattle. ■ James’ interest in the court system was sparked from having immigrant parents who believed in the courts’ long-standing tradition of equal access to justice. He stated that “there is a big difference in the freedoms and the level of equality and treatment of people in our courts,” as compared to that of many other countries. Based on both his personal and professional experiences, he believes that “the court system has a meaningful impact on the daily lives of the members of our community.” ■ As the new CEO, he is encouraging a sense of community and collaboration in every division of the court. “I’m supportive of developing a positive work culture. I want to get everyone together to work towards a shared vision for the future.” ■ James is married and has a daughter and son, ages 7 and 4. He enjoys all kinds of sports and is a Seahawks, Mariners, and Trailblazers fan. ■



PETTERLE’S PERSPECTIVE

By Steve Petterle—Parks

I eat healthy. For breakfast this morning, I had a plate of hot vegetables. My hash browns were great! And as everyone knows, hash browns are made from potatoes, potatoes are a tuber, a tuber is a modified stem, and stems are a vegetative part of the plant. So potatoes are a vegetable. Like I said, for breakfast this morning, I had a plate of hot vegetables. I also had a cup of steaming hot liquid with breakfast. I like my coffee black. Coffee beans aren’t really beans, they’re a seed. Are seeds fruit or vegetable? I think they fall into their own category. So, what I really had was a cup of boiling water poured over burned and ground up seeds. Doesn’t sound as good as it tasted. Maybe I’ll switch to tea. Tea is definitely a vegetable. ■ I often skip lunch because I eat so healthy in the morning, although I might sneak a snack in the afternoon, usually consisting of vegetables, dairy, more seeds, and grain. Calculating the nutritional value of my snack is more complicated. Yes, chocolate chip cookies are made from sugar, and sugar comes from sugar cane and sugar beets, which are vegetables, and chocolate is made from seeds, but I’m thinking my snack probably isn’t as healthy as my breakfast. ■ Then there’s dinner, generally consisting of fruits and vegetables, with some grain tossed in. Pasta with a light sauce has been my favorite meal since I was a kid. It’s pretty simple—just sauté tomato, a fruit, with basil and garlic, both vegetables, in a little olive oil, also a fruit, and pour over pasta, made from grain. ■ I won’t go into desserts. I feel reasonably comfortable with my meals, but even I can’t rationalize a double-fudge brownie, smothered in ice cream, and covered with hot fudge and caramel, topped with whipped cream and a cherry. Although, a cherry is a fruit.... ■

Illustration by Phoenicia Thomas

Outstanding Employee Team of the Quarter April—June 2015

Photo by Janis West



The Information and Services Technology Telephone Services Team supports the county telephone system, which includes over 4,300 extensions throughout 32 office locations. The team also supports smaller county offices with stand-alone phone systems and performs engineering and management of the voice network and voice systems. They conduct ongoing evaluations of new voice technologies, perform cost-benefit studies, set up implementation plans for new offices, and handle other operations to support the voice network. **L to R:** Jules Fulgentes, Kathy Harrington, Barbara Layton, JC Lopez, and Ilya Frid. **Not pictured:** Randy McKenzie.

Bryna Holland (PD) and **Olga McKenna (ARCC)** both achieved their Competent Communicator awards from Toastmasters this year. They are members of the Standing Orations Toastmasters Club that meets on Wednesdays at the Marin County Civic Center. In order to achieve this award they each needed to give 10 speeches—a great accomplishment for both. ■

Photo by Janice Hughes



Since converting 100% of her backyard to productive garden space in 2010, **Kathy Fontez (DA)** has been bringing in produce to share with coworkers. This year she's growing eggplant (two varieties), hot peppers (three varieties), sweet peppers (four varieties), poblano peppers, celery, chard, carrots, bok choy, radishes, beans (four varieties), onions (sweet and storage), melons, cucumbers, butternut squash, lettuce, snow peas, shelling peas, and sugar snap peas! Plus she grows a variety of California wildflowers and sunflowers, along with several fruit trees, to help the bees and other local pollinators. ■

Kevin Yeager (IST) rode in the AIDS/LifeCycle Ride from San Francisco to Los Angeles in June. It's a fundraiser for the San Francisco AIDS Foundation and, at 545 miles, is quite a challenge! ■

Roland Nelson (HR) reports that his first novel has been published, proving that "patience, persistence, timing, and luck can pay off." The book, *Palace Dog*, is a love story set in Vietnam in the early-mid 1970s. ■

Champagne popped as the Stafford Lake Bike Park got in gear at a grand opening attended by 1,500 people on August 22. Thanks to a public-community collaboration, \$750,000 in out-of-pocket Phase 1 costs were covered by donations and sponsorships. Meanwhile, "we have a relationship with Friends of Stafford Lake Bike Park (FOSLBP) to assist with financing, construction, and maintenance," said Landscape Architect **Steve Petterle (Parks)**. With features for bicyclists of all ages and skill levels, "some areas are designed for experts, so users need to read signs and use caution," Steve added. When completed, the park will be the largest of its kind in California. ■

Photo by passerby



Meloni Gail Page (HR) went zip lining for the first time while on vacation in Puerto Vallarta in June. "There were eight zip lines with the last one, the Superman, being the best and most fun," she reported. "On this one, you lie down on your stomach and fly like Superman, going up to 80 miles per hour. The video is on my Facebook page and people say I am crazy! Maybe just a little. But, boy, what fun!" ■

Welcomed to the Courts family was **Robert Smith's (Courts)** first grandchild. Ava Mae Smith was born on March 31 to proud parents Britten and Erica Smith. ■

Solange McGirr (HR) spent three weeks in May visiting London, Stockholm, Copenhagen, Paris, and Galway. ■



L to R: **Steve Petterle, Julia Violich (FOSLBP)**, bike park project manager **Tara McIntire (Parks)**, and **Sam Neff (FOSLBP)**.

Please email adventures, events, and department happenings to **Cathy Selmi**, cselmi@marincounty.org.

Photo by SFPD staff member



L to R: **Sara Fusenig (DA)**, **Anna Macias (DA)**, **Chris Fuller (SRPD)**, and **Geoff Iida (DA)**

Anna Macias (DA) together with coworkers from the District Attorney's office and police officers from Marin County participated in the Law Enforcement Special Olympics Torch Run. The group gathered at the Civic Center and ran the torch across the Golden Gate Bridge to the San Francisco Police Department. The mission of the Northern California Law Enforcement Torch Run, in partnership with our communities, is to support Special Olympics Northern California through fundraising and public awareness, while enhancing the quality of life for our athletes. ■

Photo by passerby



Go, Team USA! **Dana Armanino (CDA)** was lucky enough to help cheer Team USA to its third championship when she attended the Women's World Cup finals in Vancouver, BC in July. That's Dana in the front with fellow fans! ■

Eureka! Librarians in the Lead

By **Amanda Tomlin**—Library

Two county librarians from the main Novato branch attended the Eureka! Leadership Institute, a year-long program for public librarians conducted by the California State Library and Infopeople. Supervising Adult and Teen Services Librarian **Carla Avitabile** and Supervising Children's Services Librarian **Sara Hathaway** were among the 32 chosen to learn leadership skills and develop an innovative library program for their community. An initial six-day course was followed by the development of individual projects, which expand the reach of the library and increase its relevance in the community. Eureka! gives project grants of up to \$5,000

and provides the mentorship of former Eureka! participants. ■ Sara's project, *Language Play*, is a structured program for developing language in children and fostering family-support networks. Sara forged a partnership with the Novato Early Intervention Preschool Program and co-facilitates the program with a speech-language pathologist. Using her education in early childhood development and her extensive experience in several libraries, she created a program with four parts: storytime, healthy snack, free play, and *Go Play!* kits. The *Go Play!* kits for home use are designed to extend the concepts learned in the program. ■ Carla's project focuses on engaging teens in a research and



Photo by Amanda Tomlin

Librarians Carla Avitabile and Sara Hathaway

literacy game to improve their digital library skills. Carla met with teachers at Novato schools for input. The game is set to launch in the fall, and students receive extra credit for successfully completing its exercises. Teens earn points for completing modules, using library materials, volunteering, and participating in library programs. The Friends of the Novato Libraries has donated a laptop computer for the teen with the most points. ■

Double-A for Family Activities

By **Margaret Miles**—Library

Thanks to voters' passage of separate parcel tax measures for Marin County Parks and the Marin County Free Library, families had greater options for indoor and outdoor activities this summer. ■ **Sarah Burkhart** (Parks), originally from Petaluma, wanted to be a park ranger since she saw her first flat-topped hat in Yosemite. Now a full-time ranger at McInnis Park in San Rafael, her favorite part of the job is planning and presenting public events. ■ Sarah is one of 14 full-time staff members hired as a result of the November 2012 passage of Measure A for Parks. A new program called "Girls Can Become Park Rangers Too" introduces girls to Parks as a career choice.

■ "Adding staff and purchasing the equipment and resources they need to do their jobs has made Parks employees feel much more supported," said External Affairs Coordinator **Kevin Wright** (Parks). ■ Parks is not the only department to have had a parcel measure pass. Measure A for the Marin County Free Library (MCFL) was renewed for nine years in June 2014, allowing several MCFL branches to add staff and hours. ■ The Marin City branch is the first in MCFL history to be open seven days a week. **Etienne Douglas** (Library) is now a full-time coordinator for Marin WebStars, a youth technology program. Prior to the passage of Measure A, this position was half-time. You may have seen

Photo by Robert Tong of the Marin IJ



Community Library Specialist Etienne Douglas repairs Marin City's 3D printer



Photo by Jason Olivetti

Parks Ranger Sarah Burkhart and her tractor at McInnis Park

Etienne at the Marin County Fair demonstrating Marin City's new 3D printer, purchased with Measure A funds. Says Etienne, who trains young library patrons to be tech ambassadors, "I like working with the kids, seeing them grow and go on to college." ■

EMPLOYEES OF THE MONTH

SANDRA MANCILLA (PROBATION)



Photo by Janis West

MAY

BRIDGET FRICKE (ARCC)



Photo by Janis West

JUNE

MARY WAHLBERG (AG/WTS & MEAS)



Photo by Janis West

JULY

ERICH DARK (SHERIFF)



Photo by Brent Almsworth

AUGUST



Beyond the Blue Roof — EIGHTH IN A SERIES

By **Susannah Clark**—BOS

The Health and Wellness Campus is home to many of the county’s Health and Human Services (HHS) programs that encourage collaboration and enhance coordination for the clients served. Light-filled buildings surround an inviting courtyard where staff and visitors can sit, wait for their appointments, or enjoy something to eat. With soaring glass walls, the

Connection Center is the heart of the campus and a focal point for health promotion, community meetings, and contact information for other county and community services. Receptionists are bilingual and multi-cultural. Every door is the right door here. ■ Casual interactions with people from different county departments and different community partners enrich the work environment, and remind one of the hallway meetings that occur throughout the day at the Civic Center. “Collaboration is the magic that happens in a campus setting where Marin Community Clinics, Mental Health and Substance Use Services are within walking distance to the Connection Center, the

Women, Infants and Children (WIC) program, and Children and Family Services (CFS),” said **Deborah Moss** (HHS), the child welfare director for CFS. Blue Skies Café, managed by Buckelaw Programs, offers opportunities for people to bump into other county employees who may work on campus or are there for meetings or appointments. ■ The HHS Health Clinics offer specialized services for HIV, Hepatitis C, tuberculosis, sexually transmitted diseases, and vaccines for children and travelers. The clinics share space with Marin Community Clinics, which offer reproductive health and prenatal care at that location, and primary care at a building nearby for general medicine, pediatrics, and dental services. ■ State-of-the-art conference rooms bring people together for training and community meetings. It’s a beautiful workspace with easy access to walks around the wetlands. “I have done a two-mile walk along the bay at lunchtime for years and have a growing group joining me. The walk, scenery, and chats are just the right break from my work schedule,” said **Martha Nelken** (HHS), nursing services manager for the HHS Health Clinics. ■ Well-designed with the employees in mind and located with the clients in mind, this is a truly special place, and it stands for the county’s commitment to address Marin’s most pressing health needs. ■

Photo by Rose Jennings, Newhouse



L to R: HHS staff members Evie Dondi, Jessica Ruiz, and Elise Lofin confer during a department information fair held at the Health and Wellness campus.

Outstanding Employee Team of the Quarter July—Sept 2015

Photo by Janis West



For efficiency, teamwork, and excellent customer service during implementation of Affordable Care Act processes in Marin, the Health and Human Services Department’s Intake Modified-Adjusted Gross Income—or MAGI—Team was honored on September 15 by the Board of Supervisors. At an extremely busy time, members demonstrated “amazing resiliency and dedication” to each other and to county residents seeking access to medical care, said nominator Aletta Caballero (HR). **L to R, back:** Stacey Anderson, Pradesh Manirojana, Walter Ongwongsakul, Sabrina Norred, Danielle Niemi. **L to R, front:** Denise Miraldi, Dorica Herrera, Virginia Valle, Anita Sosa-Huerta, and Angela Struckman.

Roving Reporter

By **Ann Hearty**—DPW

In the spirit of National Say Something Nice Day (June 1), what is something nice you can say about the County of Marin?

Jessica Mills Sutherland, Deputy County Counsel, Co. Counsel: “I love my colleagues, my clients, and the interesting work we do. I was born and raised in Marin and am honored to serve this beautiful county.”



Photo by Tom Hearty

Ari Golan, Chief Open Space Park Ranger, Parks: “It’s easy to say something nice about this beautiful county. Marin is an amazing place filled with good people, nice parks, and precious open space.”



Photo by Ann Hearty

Kathy Koblick, Public Health Program Manager, HHS: “I think the county is a great place where we do great work and play a critical role in serving our community in so many different ways.”



Photo by Tom Hearty

Tho Do, Associate Civil Engineer, DPW: “Marin County never makes me feel out of place. It is the perfect, accepting, helpful environment I always hoped to find.”



Photo by Ann Hearty

Haiku

By **Tim Flanagan**—IST

Friendly faces thrive
The county team ebbs and flows
Always family

Submit your haiku care of astarr@marincounty.org.

Moving On Up!

By Danny Maples—Sheriff

A year has passed since the Sheriff's Office left the nest of the Civic Center after almost 34 years. Staff members are settled into their new space at the Marin Commons on Los Gamos Drive in San Rafael. The new building is the brainchild of Undersheriff **Michael Ridgway** (Sheriff), who oversaw the entire transition with the assistance of Lt. **Mark Campbell** (Ret. Sheriff). ■ The "Main Office," as it has been designated, was finished in June 2014 and houses the Sheriff's Office, Coroner's Office, and the Office of Emergency Services (OES). The three-year process of retrofitting and repurposing the Los Gamos location was significantly less costly than building new. The three-floor office provides more than triple the space and more modern amenities than the Civic Center. The layout maximizes workspace, improves workflow, and allows room for expansion. ■ Assistant Communications Manager **Karen Cornett** (Sheriff) feels that the improvements reflect the high value placed on the dispatchers and the service they provide to the community.

"Being a 911 dispatcher is not glamorous; it is stressful and difficult and heartbreaking at times," explained Karen. "It takes a very special group of professionals to do what we do. I could not be more proud of our new center and the awesome people who make a difference every day." The dispatchers, who work around the clock, now can enjoy spectacular sunrises through the wall of east-facing windows. The infusion of natural light is in stark contrast to the artificially lit Communications Center vacated at the Civic Center. ■ Law enforcement is a physically demanding job, and maintaining fitness is important. The new facility has a state-of-the-art gym for Sheriff employees' use. ■ Officers often have unpredictable and inconvenient work schedules. To accommodate these challenges, the Los Gamos facility has 18 bunk rooms. Staff may need to rest if, for example, they work a night shift with a subsequent mid-day court appearance. ■ At the center of the Main Office is a lunchroom, which accommodates everyone during the lunch rush. In this common area, staff can get to know coworkers from different work areas in a way that fosters better communication. ■ Meanwhile, the Sheriff's



Photo by Eva Dengri Baker

Staff members confer during a multi-agency emergency drill at the Sheriff's Main Office. Counter-clockwise from center front: Jennifer Ancona (HHS), Jeremy Pierce, Chris Martinelli (both Fire), Doug Endy, Craig Scardina, Rudy Yamanoha (all Sheriff), David Peery (Marin Municipal Water District) and Kirk Van Wormer (CALFIRE).

conference rooms have become popular with other county departments and community agencies. These rooms may be reserved through **Sue Medina** (Sheriff) at 415-473-7261. ■ The Sheriff's Office of Emergency Services now has a dedicated Emergency Operations Center (EOC) always in "hot" status ready to handle a large disaster or event at a moment's notice. **Eva Baker** (Sheriff) described the difference between the previous and new EOCs as night and day, thanks to updated technology and a well-planned workspace. In the past, disasters required complete set-up of the EOC. The new building provides security and room for growth. ■

Vacation Photo Contest

By Francie Hubert—IST

Congratulations to **Nicki Azarbaksh** (BOS), **Charlie Schonwasser** (Parks), and **Don Gallerani** (Parks) on their winning entries in the annual *Frankly Speaking* vacation photo contest. Each will receive a one-month family membership at the Marin YMCA. Thanks to the Y for donating the prizes!



Shaft, Iran—Nicki Azarbaksh (BOS)



San Marcos, Guatemala—Charlie Schonwasser (Parks)



San Rafael, CA—Don Gallerani (Parks)

WELCOME & FAREWELL!

Welcome to New Employees! Listed in order of hire date from April 12 – August 1, 2015

Mehmet Cuhadaroglu
Elizabeth Garrison
Armikka Bryant
Jeffrey Orman
Spenser Leverett
Amber Mayfield
Jessica Jones
Marta Flores
Joshua Mejia
Kellen Dammann
Janet Sinnicks
Lindy Dittmer
Olivia Rojo
Kevin Stone
Nicholas Babin
Kyle Simmons
James Barona
Travis Agajanian
Ashley Queen
Lisa Baker
Donna Greely
Shannon Kowalski
Claudia Pineda
Charles Ferris
Jessica Trenary
Manuel Lopez
Rachel Zuleta-Ruiz
Laurie Hunt
Norma Christensen
Evan Kubota
Grant Colfax
Rose Katsus
Shayna Orr
Zhen Xiang Cai
Ricardo Rosales
Jennifer Mcclain
Alexander Duerr
Chelsea Valadez
Sean Green
Lys Plotkin
Vanessa Waring
Kristina Grant
Raminder Lebetsamer
Vanessa Franks
Tareq Nazamy
Kathryn Harrison Solana
Annette Garcia
Michelle Knestruck
Brenda Jo Smith

Sr. Geographic Info. Systems Analyst, CDA
Media Mgr., CS
Finance Svcs. Supervisor, DOF
Firefighter Paramedic, Fire
Child Welfare Wkr. II, HHS
Mental Health Pract., HHS
Mental Health Pract.—Biling., HHS
Mental Health Pract.—Biling., HHS
Office Asst. III—Biling., HHS
Community Devel. Tech. I, CDA
Fire Dispatcher, Fire
Dep. Public Guardian/Conservator/Inv., HHS
Office Asst. III, HHS
Firefighter Paramedic, Fire
Firefighter, Fire
Firefighter Paramedic, Fire
Firefighter, Fire
Techlgy. Systems Spec. II, Sheriff
Sheriff's Svc. Asst., Sheriff
Asst. Dir. of Human Resources, HR
Dep. Sheriff Trainee, Sheriff
Dep. Sheriff Trainee, Sheriff
Dep. Sheriff Trainee, Sheriff
Fire Heavy Equip. Operator, Fire
Sr. Librarian, Library
Public Defender Investigator, PD
Juvenile Corrections Officer II, Probation
Mental Health Pract.—Biling., HHS
Office Asst. III—Biling., Probation
Legal Process Spec., Sheriff
Director, HHS
Personnel Analyst II, HHS
Legal Process Spec., Sheriff
Auditor Appraiser I, ARCC
Principal Auditor Appraiser, ARCC
Asst. Chief Fiscal Officer, HHS
Juvenile Corrections Officer I, Probation
Dep. Sheriff Trainee, Sheriff
Office Asst. III, HHS
Library Asst. I, Library
Library Asst. I, Library
Office Asst. III, Probation
Sheriff's Svc. Asst., Sheriff
Dentist, HHS
Resource Devel. Coord., HHS
Social Svc. Wkr. II, HHS
Office Asst. III, Probation
Legal Process Asst. II, DA
Legal Process Asst. II, DA

Tran Nguyen
Susan Demartini
Mary Zernicke
Sarah Richards
Zorayda Sibirian
Michelle Johnson
Arlin Benavides
Christopher Shand
Christina Clark
Nicole Watson
Alicia Cardona
Maria Maldonado
Jeanie Varguez-Gil
Hannah Goldman
William Callow
Denise Zvanovec
James Edson
Pamela Kuhn
Takae Tanaka
James Kim
Elizabeth Alfaro
Andrew Stevens
Reba Meigs
Danielle Aubin
Christopher Blackard
Pauletta Jordan
Joshua Ford
Daniel White
Mabel Turrini

Mental Health Pract.—Biling., HHS
Office Asst. III, HHS
Sr. Nutritionist, HHS
Landscape Architect/Designer, Parks
Legal Process Asst. II, DA
Mental Health Pract., HHS
Techlgy. Systems Spec. II, HHS
Bldg. Maint. Wkr. II, DPW
Detention Nurse Pract., HHS
Mental Health Pract., HHS
Dep. Probation Officer I, Probation
Registered Dental Asst., HHS
Programmer Analyst II, IST
Dep. Sheriff Trainee, Sheriff
Bldg. Maint. Wkr. II, DPW
Asst. Chief Fiscal Officer, HHS
Jr. Engineer, DPW
Media Spec., Parks
Dep. Sheriff Trainee, Sheriff
Court Exec. Officer, Courts
Office Asst. II, DCSS
Dep. Public Administrator II, DOF
Public Health Prog. Mgr., HHS
Social Svc. Wkr. II, HHS
Water & Irrigation Spec., Parks
Business Systems Analyst, IST
Dep. Sheriff, Sheriff
Dep. Sheriff, Sheriff
Legal Process Asst. II, DA

Farewell to Retirees!

Janet Greenwood
Connie Lazzaretto
Jeffrey Young
Geri Haram
Teresa Ramirez
Lawrence Lanes
Lourdes Bascara
Rebecca Jones-Torre
Cynthia Churchfield
Donna Mills
Ann Albertoni
Sparkie Spaeth
Craig Lindquist
Patricia Boos
Marina Stanford
Patricia Seyler

Admin. Asst. I Confidential, HHS
Admin. Svcs. Associate, DPW
Techlgy. Systems Spec. II, HHS
Techlgy. Spec. I, Courts
Courtroom Clerk, Courts
Medical Director Mental Health, HHS
Sr. Accounting Asst., HHS
Dep. Public Defender III, PD
Supervising Comms. Dispatcher, Sheriff
Health & Human Svcs. Facilities Mgr., HHS
Admin. Asst. I, CS
Dep. Director, HHS
Medical Director, HHS
Court Process. Spec. II, Courts
Office Asst. III, CDA
Sheriff's Lieutenant, Sheriff

Compiled by Jane Crownover—Elections

Honorable Mention Winners

This year's
vacation photo
contest results,
continued from
page 7.



North Beach, Point Reyes National Seashore—Christie Coleman (DPW)



Jackson on the Ice,
South Lake Tahoe, CA
David Vaughan (DPW)

Waterfall,
Antalya, Turkey
Maria G. Perez (HHS)



Jost Van Dyke,
British Virgin Islands
Mike Giannini (Fire)