

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Photo by Carissa Daniel



Managing For Results working group members, L to R: Peggy Toth, Michael Frost, Hutton Taylor, Jara Dean-Coffey, Marilyn Filbrun, Gail Haar, Liz Paris, and Matt Bronson

How's It Going?

By Matt Bronson—CAO

A healthy lifestyle is a goal many people have, but how do you know whether you're achieving it? For starters, you can consider your diet and exercise patterns. But to really know whether you're achieving this goal, you

need to know things like your blood pressure, cholesterol level, and weight. In other words, you're using data, rather than anecdotes. The data doesn't tell you *what* to do, but gives you an indication of *how* you're doing and can lead to questions that can change or improve what you do. This example symbolizes the core of the county's

Managing for Results (MFR) initiative: *using data to inform decision-making.* ■ MFR is a countywide initiative that began out of the county's Strategic Plan. MFR was adopted by the Board of Supervisors (BOS) to help achieve the vision of being a well-managed county, one directed by its values, mission, and goals to focus on achieving results for our customers and the community. A well-managed county encourages collaboration and promotes continuous improvement to provide effective and efficient services. MFR helps identify priorities, align department and program activities to reflect these priorities, and tracks progress in accomplishing them. MFR is a tool to help us do the most important things well. ■ You might be thinking, "How does MFR actually work for me and my department?" The Probation Department provides an excellent example of using MFR. The department was a pilot in testing how

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Rx for Repair and Responsibility

By Deborah Lewis—PD

"Through this experience I have grown into a better man and have come to understand how individual actions can so severely affect others. My hope in writing this letter is to reach those that I may have unknowingly affected in a negative way and let you know that I am sorry for what I did and that I am doing everything that I can to make things right." ■ These words are from a letter written by William Castle, a young man I recently represented in criminal court on charges of shooting his former high school principal with a BB gun during the graduation ceremonies. William's letter embodies the core principles of restorative justice: promoting the repair of harm caused

Offenders take responsibility for their actions and work to repair the harm they have caused.



William Castle conferring with Deborah Lewis, his deputy public defender

by crime, and the active involvement of victims and communities in justice processes. Offenders take personal responsibility for their actions and work to repair the harm they have

caused; crime victims have an active voice in the system; and the community becomes safer as it builds the capacity for becoming actively involved in offender accountability and crime

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Photo by Michael Coffino

FRANKLY SPEAKING

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Reporters of the Quarter: Kellie Moore and Janice Hughes

Schedule

Articles Due	Publication Date
Tuesday, March 6	Friday, May 11
Tuesday, June 5	Friday, August 17
Tuesday, Sept. 11	Friday, Nov. 7
Tuesday, Dec. 4	Friday, Feb. 1, 2008

MCSTOPPP 2007 Calendars are available in DPW room 304, the Civic Center Library, and the County Credit Union. Call Jennifer at 507-2745 for interoffice delivery! As a requirement of the funding agency, a survey of calendar recipients is required, so please **return the survey** found inside the calendar if you want this effort to continue in 2008! **Make a difference:** Room 304 also has a box to recycle your last year's calendar for teachers to use in art projects.

FRANKLY SPEAKING Purpose and Priorities

COMMUNICATION • DIVERSITY • RECOGNITION • EDUCATION • NEWS • FUN • INTERACTION

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

Photo by Peter Oppenheimer



Dear Employees,

The new year inspires me because it offers a sense of possibility and freshness. As incoming president, I offer best wishes for a fulfilling year and commit our Board to leading this community, our organization, and each of you toward that result.

We start this year by thanking you again for something begun a while ago—building a new foundation for county government, MERIT. By investing yourselves in this challenge, our aspirations for improving county services become achievable. And, though change has its pain, leaders emerge. Those of you who have stepped forward to help us implement MERIT and our Strategic Plan, including those dealing with the challenges of the ongoing commitments in the departments, are living proof. We deeply appreciate and honor the extraordinary efforts of each of you.

A new year often brings new expectations that can distract us from doing our most important things well. Stay focused. To help the Board do that, we have identified our high priority initiatives and we plan to track their progress throughout the year. After seven years of unprecedented community engagement, by October we intend to adopt a revised Countywide Plan. We will continue to seek ways of providing health insurance for every child, to improve accommodations for the disabled, and to pursue maximum wildfire preparedness. We also will collaborate with many interested parties to move to a system of justice that helps restore both the victims and offenders. We can all identify key things we want to achieve, and doing so makes it easier for others to help us succeed.

We work in this remarkable place with a proud history of passionate caring about so many parts of community life. By building on that tradition together, I am confident that we can share in a very good year.

Sincerely,

Steve Kinsey
President, Board of Supervisors



Photo by Margie Roberts

The Employee Craft Sale on November 8 drew an array of creative vendors and eager shoppers. This annual event offers employees the opportunity to demonstrate and profit from their talents while providing a simple, alternative holiday shopping venue.

Introducing Supervisor Arnold

Photo by Dennis Heerme



Judy Arnold

By Jennifer Walter—Treas/Tax

The Marin County Board of Supervisors welcomed its newest member, **Judy Arnold**, a longtime Novato resident, who succeeds **Cynthia Murray** as the 5th District supervisor. ■ Judy began her Marin political career by serving as Marin's first supervisor's aide to former supervisor **Gary Giacomini**. She also served as district coordinator for former State Senator John Burton and currently works for state senator Carole Migden as her district chief of staff. She served on the Novato City Council for the past three years. ■ As a supervisor, Judy is determined to continue her

efforts to promote the best interests of her constituents by working to alleviate traffic congestion and promote improved transportation services, by supporting quality education and safe neighborhoods, by encouraging environmentally responsible development projects and preserving open space, and by exploring alternatives for economic prosperity in Marin. Says Judy, "I wholeheartedly support Marin's Targeted Industries Study to identify different kinds of businesses to bring into Marin County that will strike a balance between the environment and development." ■ Judy grew up in Kansas City, Kansas, where her father was a probate attorney. Her mother was a nurse who went on to become the first air hostess for TWA.

"I wholeheartedly support Marin's Targeted Industries Study to identify different kinds of businesses to bring into Marin County that will strike a balance between the environment and development."

After graduating from the University of Kansas, Judy went to work as a journalist for the Peace Corps in Washington D.C. before coming to Marin in the mid 1960s. She is married, and has four children and four grandchildren. ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I called a friend today and told her that I wouldn't be able to meet for lunch because I had a gaggle of meetings. She thought that was funny. Her laughter confused me and now I'm not sure that I used the right term. Certainly, one meeting after another after another can make me feel like I'm going to gaggle, but the phrase probably doesn't truly represent a grouping of meetings. I know for certain that a bunch of meetings isn't a flock, and I'm pretty sure it isn't a herd. It could be a swarm—it often feels like a swarm—but it's not a brood, a bevy, or a litter. I don't think it would be a school (unless it's Release 2-related), and it's not a drove. Neither is it a clowder, a clutch, or a kindle, nor a skein, a skulk, or a stable. It might be a mob or a pack. Or maybe a crash. But it's definitely not a bouquet or a bloat. I attended one meeting that could have been considered a cackle, but for the most part, the term just isn't appropriate. ■ I hoped that I could find some assistance by looking up the word "meeting" in my dictionary. I was wrong. So I looked it up in my thesaurus. There, "meeting" became "gathering," "gathering" became "crowd," "crowd" became "swarm, mob, pack." I'd come full circle. ■ I've decided to make up my own term. Since I "mark" my calendar with the meetings I must attend, and since a "mark" is a "spot" and a "spot" is a "blemish," from this day forward, a series of meetings will be known to me as a "blemish." With my contorted logic, it seems to fit. And it's not currently being used to describe sheep, cattle, geese, or any other feathered creatures. ■

Illustration by Phoenicia Thomas

Emergency Operation Center

Photo by Don Marosi



With approximately 150 participants, on November 15, the Marin County Operational Area Emergency Operation Center (EOC) conducted its eighth functional exercise since 1998. This year, Marin County participated with numerous other regional EOCs in the Golden Guardian 2006 Exercise. **Ursula Hanks** and **Bruce Stahley** (Sheriff) spearheaded the planning efforts leading up to this large mock earthquake, similar in scale to the 1906 disaster.

In order to feel well and function fully, we need to be sure our blood sugar levels are steady and in a healthy range.

Just a Spoonful of Sugar

By **Jody Timms**—H&HS

Actually, make that 20 teaspoons a day and you'll have the average sugar consumption of most Americans, totaling 64 pounds and nearly 170,000 calories in a year! With Valentine's Day around the corner and the holiday season behind us, you may be feeling that you eat just way too much sugar. ■ Fatigue is a common symptom of excessive sugar intake and a frequent topic for counseling with women, especially those who are pregnant, at Women's Health Services. In order to feel well and function fully, we need to be sure our blood sugar levels are steady and in a healthy range. The foods we eat directly affect our blood sugar levels, not to mention our weight and our risk

for diabetes! ■ Health and Human Services medical providers at the Montecito Clinic—physicians, midwives, and nurse practitioners—**Jan Johanson, Ann Reppun, Patty Brockley, Irene Delaney, and Adrienne Plasse**—and extra-hire workers **Judy Greenwald, Erinn Lance, Kate McGlashan, Amy Willats**, and others, on occasion refer patients with the "sugar blues" to **Linda Jadeson**, our Registered Dietician, for an individualized nutrition assessment. "It's all about choices, portions, and activity," says Linda. "Empowering women with knowledge and skills, like reading the nutrition



L to R: *Patty Brockley and Jan Johanson*

Photo by Jody Timms

facts and ingredient lists, is key to optimizing health," Linda asserts. ■ Whenever you can, choose foods with lower amounts of sugar, eat smaller portions, or skip those Valentine's Day treats altogether. The benefits of a healthy lifestyle include feeling, performing, and looking better. ■

Photo by Joe Baurill



Kids "brushing teeth" at the Bi-national Health Fair

Bi-National Bonanza

By **Julie Van Winkle**—H&HS

Can Marin County residents receive health screenings, learn about nutrition, oral health, immigration issues, and access to health insurance for their children while having a great time? Yes! During Bi-national Health Week (October 8–14) more than 1,700 Marin County residents attended free events throughout the county. The events, held in Novato, Marin City,

central San Rafael, West Marin, San Geronimo Valley, and the Canal, offered flu shots, as well as readings for blood pressure, body mass index, and anemia. Attendees also were provided with information about healthy eating, HIV testing, health care access, and disaster preparation. ■ These events were led by a team of Marin County Health and Human Services

(H&HS) staff including **Cio Hernandez, Barbara Goodman, Sparkie Spaeth, Christine Stipp, Donna West, Marisol Munoz-Kiehne, Julie Van Winkle**, and others. To ensure the events were community driven and community supported, this team worked closely with Board of Supervisors' aides **Dave Escobar** and **Ron Ford** as well as the First 5 Marin Children and Families

"Bi-national Health Week gives us the opportunity to provide screenings, learn from our communities, and bring people together."

Commission, Healthy Marin Partnership, and local community groups. San Geronimo Valley hosted a creek walk to learn about the environment, West Marin held a healthy snack preparation demonstration, and the Novato Teen Center had participants wear "drunk goggles" to learn the effects of alcohol consumption. ■ Cio Hernandez, who coordinated the event, says, "Many people don't have access to even the most basic of screenings. Bi-national Health Week gives us the opportunity to provide screenings, learn from our communities, and bring people together." ■

Silent Epidemic

By Jody Timms and Cathy Johnson — H&HS

“What’s the difference between A, B, and C?” someone might ask, referring to an age-old disease with a new epidemic



L to R: Jon Botson, Cathy Johnson, and Jami Ellermann

twist. Actually, hepatitis can be type A, B, C, D, E, F, or G, but it is hepatitis C that is known as the “silent epidemic.” With an estimated 4 million cases in the US and possibly as many as 300 million worldwide, hepatitis C is four times more common than HIV, with a death rate higher than that from AIDS. Hepatitis C virus is a blood-borne virus which affects liver cells and can damage the liver over time. The hepatitis C virus is transmitted through blood and can be contracted by workplace exposure, sharing of needles or drug paraphernalia, non-professional tattoos, or through blood transfusions or organ transplants prior to 1992. ■ Getting tested is crucial, since many people have few or no symptoms for years, even decades. Luckily for Marin County residents and employees, free and confidential testing is available, in English and Spanish, as part of the HIV/AIDS Services Program, run by Program Manager **Cathy Johnson** (H&HS). If a test is positive, Case Managers **Jon Botson** and **Sarah Grossi** (H&HS) at the Specialty Clinic can assist individuals in getting medical care and treatment services for Hepatitis C. ■ The HIV/AIDS Services Program, directed by **Craig Lindquist**, M.D. (H&HS), includes the multidisciplinary Specialty Clinic which provides adult primary care, mental health, medical social work, nutritional counseling, and case management for persons with HIV and AIDS. Free, anonymous HIV testing also is offered, coordinated by **Linda Dobra**, R.N. (H&HS). If you or someone you know may be at risk or need services, please call 499-7515 for testing or 499-7377 for the Specialty Clinic. ■

With an estimated 4 million cases in the US and possibly as many as 300 million worldwide, hepatitis C is four times more common than HIV, with a death rate higher than that from AIDS.

Forget Fast Food—Go Slow!

By Deborah Skaar — Farm Advisor’s Office

Agriculture Commissioner **Stacy Carlsen** and Farm Advisor **Ellie Rilla** recently returned from Torino, Italy, where they attended Terra Madre, the international Slow Food conference. Held every two years, this gathering is the “Olympics” of the international Slow Food movement. This movement values preservation of local and traditional foods and means of production. It counters the industrialization of food production and the harmfulness of fast foods, and stresses sustainability. ■ From October 26 to 30, more than 7,000 small farmers and food makers from 150 countries, plus 1,000 chefs, flocked to Torino to eat, network, and share their knowledge. The attendees discussed ways of supporting local production, caring for the environment, and nurturing communities. ■ Ellie is enthusiastic about her Terra Madre experience. “It will be great to see what we can ‘bring home’ to Marin and use,” she says. Other participants from the Bay Area included Chez



Delegates from around the globe at the opening ceremony of the Terra Madre convention.

Panisse’s founder Alice Waters, and UC Berkeley journalism professor and author of *The Omnivore’s Dilemma*, Michael Pollan. ■ Stacy and Ellie’s participation in this conference was funded by Slowfoodusa and other outside agencies. ■

Liz Turner (Courts) and Dawn Carlson (H&HS) display their employee exhibition of the year awards from the Marin County Fair.

Photo by Charlie Barboni



The county's families continue to grow. **Vita Johanson** (Courts) and her husband, Dave, are the very proud parents of Jackson Diego. Little Jackson came into the world on September 24. Jackson's grandmother is **Jan Johnson** (H&HS). ■

Berenice and **Andy Davidson** (DPW) welcomed **Andres Albert** on September 29. Andres' big sister, **Natalia**, is delighted with her new brother. ■

Joan Brown's (HR) son **Kevin** and his wife, **Marin**, had a healthy baby girl named **Margaret "Maggie" Lucy** on November 1 in Sonoma. Maggie is named for great-grandmothers on each side of the family. ■

Miranda Ysabelle Gibson, daughter of **Nita** and **Steve Gibson** (Sheriff's Office), was born on Nov. 8, 2005. ■

The smiling **Meloni Gail Page** (HR) has a very good reason to be happy. Her daughter, **Zay**, was crowned Homecoming Queen of Novato High School. The traditional crowning event took place during a football halftime on the 50th anniversary of Novato High. Three cheers for the queen mum, **Meloni**, and her queen daughter, **Zay**. ■

There was a whole lotta' shakin' goin' on and **Jerry Lee Lewis** was nowhere to be found. **Dave Siebe** (Assessor), with his wife, **Janet**, took a vacation to the land of surf, sand, and earthquakes—Hawaii! A Big One hit the island and knocked out power for many hours, just as **Dave** and **Janet** were about to head home. The power loss resulted in the

Siebes hanging out in an elevator for 1½ hours, then finding a mile-long line at the airport that kept them standing for eight hours, not to mention non-operating vending machines and shut-down ATMs. No money and no food. But wait, here comes the **Salvation Army** to the rescue, passing out food and drinks to the hundreds of stranded passengers. Twelve hours later the couple was winging their way back home—to earthquake country. ■

"The boss has been so impressed with my Mickey Mouse attitude that he's sending us all to Disneyland!" With these words, **Kit Tiura** (Courts/IST) was informed by her husband, **Kai**, that he had been awarded an all-expense-paid trip to Disneyland for being an outstanding employee. For **Kai** this was a double whammy; his first visit to Disneyland, and on his birthday. **Kit** and **Kai** brought along son **Kyle** and daughter **Holly**. For **Kyle**, this too was his first visit to Disneyland, and it also was on his birthday. Could this be a double-double whammy? ■

Newlywed **Margie Lazo** (Aud-Cont.) has recently changed her name to **Margie Roberts**. Speaking of changing names, **Laney Davidson** (DPW) was recently married to **Jason Morgado**. The Hawaii quake rudely interrupted **Laney** and **Jason's** plan for the honeymoon, which they postponed. Instead, they paid a visit to Disneyland. ■

Cyno Connolly (BOS) and her husband **Verne** did the total green vacation over the holiday season. They stayed in a solar-supported cottage in a rainforest in Hilo, on the big Island of Hawaii. **Verne** conducts whale-watching excursions to the Farallon Islands; when they were not soaking in the thermal pools they were meeting with other excursion folks to compare notes. ■

Josephina Cenicerros (PD) recently participated in the San Jose Rock and Roll Half-Marathon along with her daughter, **Patti Cenicerros**. The San Jose run was **Josephina's** second half-marathon; she had completed two full marathons previously. For daughter **Patti**, this was her first half-marathon. ■

Sherriff's Deputy Evan Hughes, Crime Prevention Officer, was honored by the California Crime Prevention Officers' Association, Region Twelve, as Crime Prevention Practitioner of the Year. Region Twelve covers the area from Contra Costa County to Eureka. ■

Youth and Family Services of Mental Health was represented at the American Public Health Association's annual conference in Boston by **Mark Brand**, LCSW (H&HS). ■

On December 10, **Matt Bronson** (CAO) and his wife, **Samantha**, ran their first marathon after four months of training. As part of the Honolulu Marathon Team-In-Training program, **Matt** and **Samantha** helped raise nearly \$9,000 for the Leukemia & Lymphoma Society. Way to go! ■



L to R: Michael Morgan, David Tuttle, Vanessa Allen and Greg Ingrassia

Greg Ingrassia (Assessor) organized a Warm Clothing Drive for Ritter Center of San Rafael. The original plan was to have the donated goods picked up once before the holidays, but the drive got such a great response that three sets of Ritter Center hands were needed just to pick up the first load of donations! Thanks to all who donated. ■

Kim Shine (CDA) won the Civic Center Gift Shop "Beacho the Otter" drawing. Her employee discount coupon was drawn from all of those used during the holiday season. **Kim** was thrilled, "I've never won anything before in my life!" ■



Photo by Margaret Mosier

Please e-mail the information from your department to the Odds & Ends columnist, **Rick Fraites**, at rfraites@co.marlin.ca.us.

Photo by Brian Ash



Zay and Meloni Page

A First

By Kathleen Freeman and Kari Beuerman—H&HS

November was National Caregiver Appreciation Month. In-Home Supportive Services (IHSS) caregivers were honored at the first-ever Caregiver Appreciation Luncheon on November 4, at the newly dedicated Marin Youth Center in downtown San Rafael. ■ IHSS is a program of Health and Human Services (H&HS) which provides care to elderly and disabled individuals, allowing them to remain safely in their homes. The event was planned in collaboration

with the Public Authority of Marin, which supports the IHSS program by recruiting, screening, training, and referring qualified caregivers to IHSS recipients. ■ The program featured comments from **Lee Pullen**, IHSS Program Manager, Dr. **Larry Meredith**, Director of H&HS, and John Stansbury, Executive Director of the Public Authority. Addressing the crowd in her keynote speech, Supervisor **Susan Adams** (BOS) presented a resolution honoring IHSS caregivers. ■ Lee said, "These are really wonderful people who care for others in our community, and it is great to be able to show them our appreciation." ■



Photo by Brandon Pollard

Front Row, L to R: Natalie Bradley (volunteer), Laila Salaam, Renee Pollard, and Elizabeth Eells (IHSS) Back Row, L to R: Marley Scutt (volunteer), Jody Lykes (IHSS), Lee Pullen, Kari Beuerman, Terri Fachko, Benjamin Warren, Will Reiter, and Kathleen Freeman (H&HS)

Photo by Cristie Woodard



L to R: Alex Soulard and Michael Frost (DPW) are pictured here with the new battery-recycling containers that are being introduced. The collected alkaline batteries are sent to Brighton, Michigan (the closest facility) for recycling. All elements of the batteries can be reused.

Recycle, Recycle, but Where & How?

By Nancy Grisham—County Counsel's Office

Effective recycling depends upon all of us. With Marin County leading the way toward a greener approach to living, county employees are often faced with the dilemma of what to do with such things as old batteries, light bulbs, cardboard, etc. Exactly what is a person supposed to do when disposing of items that could be recycled instead of thrown into the trash? ■ The Department of Public Works (DPW) Waste Management Division can help. This division not only works with the trash haulers in the unincorporated areas of the county to encourage them to provide recycling services to their ratepayers, but also serves as the staff for the Waste Joint Powers Authority (Waste JPA). The Waste JPA is responsible for overseeing many of the recycling efforts within Marin County. It is made up of representatives from the county and the cities within Marin County. ■ According to **Michael**

Frost, DPW Program Manager, many different programs are currently being developed to help keep various items out of the landfill. ■ Meanwhile, what can a green-minded county employee do to help? Here are some guidelines:

Item	Where to dispose of it
Newspapers	Blue paper recycling bins
Batteries <i>Do not put into trash!</i> For alkaline (flashlight, etc.) or for rechargeable batteries—	Dispose in special battery containers: <ul style="list-style-type: none"> ■ Civic Center – Room 304 ■ Civic Center – Room 404 ■ Board Office – Room 329 ■ Library – Room 414 ■ Human Resources – Room 407 ■ Radio Shop ■ Garage ■ 10 North San Pedro Road ■ 20 North San Pedro Road ■ 70 San Pablo ■ 65 Mitchell Blvd. ■ Gness Field Airport
Cardboard	Leave in hall or just inside dept. door if not too large, or call Custodial Services to pick up at the Civic Center.
Florescent bulbs <i>Do not put into trash!</i>	Call Building Maintenance to change bulbs. They will change the light and take the old bulbs for proper disposal.
Incandescent light bulbs	Currently it is ok to put these in the trash (until a recycling program is developed for these items).
Aluminum cans Glass & plastic bottles	Put into recycling containers found in hallway on each floor of the Civic Center.
For more information, go to www.marinrecycles.org . Also, check your local phonebook for information on recycling centers.	

Now you know what to do to recycle while you are at work, but what about when you are at home? To be a truly responsible "green" citizen, one needs to recycle at home also! Below are the numbers to call depending upon where you live, to find out where and how to recycle items at home:

Marin County	415-499-6647	Napa County	707-256-3500
Sonoma County	707-565-3375	Solano County	707-784-6765
San Francisco City & Co.	415-355-3700		

Team of the Quarter

By Jennifer Walter—Treas/Tax

The Team of the Quarter Award goes to the Payroll/Personnel Department of Health and Human Services (H&HS) consisting of **Sandy Cheang, Denise Martinez, Adora Gutierrez, Pat Thompson**, and recently retired **Mariko Kawamura**. ■ This extraordinary team serves more than 800 regular- and extra-hire H&HS employees every two weeks, whose payroll includes 26 budget centers, 110 managers/supervisors, 168 position classifications, and 12 business locations. Their complex task entails many manual calculations for 24/7 operations such as Nursing, Jail Services, Maternity, and Social and Mental Health Services, which have special pay and related differentials, including swing or graveyard shifts,



L to R: Adora Gutierrez, Denise Martinez, Mariko Kawamura, Pat Thompson, and Sandy Cheang

Photo by Janice Hughes

and which operate outside the regular pay envelope of an eight-hour, five-day workweek. ■ While each team member has a particular division to service, the group works as a whole to provide one-on-one care for their customers while supporting the diverse needs of managers, supervisors, and staff. They are dedicated to the philosophy of the Strategic Plan: customer service is the most important county

product. Chief of Administrative Services **Sue Kettmann** says, "Whoever is doing payroll in the county does a tremendous service. The complexity of H&HS makes their work extraordinarily difficult, but they accomplish it in an accurate and timely manner because of their professionalism, attention to detail, efficiency, hard work, mutual respect, and calmness under stress." ■

The Explorer program mentors individuals between the ages of 16 and 21, helping them learn by working with experienced firefighters.

Photo by Jason Weber



Explorer Dominic Pisciotto and Engineer Paramedic Ian Adams

Mentoring Explorers

By Kellie Moore—Fire

A mentor is an experienced friend, counselor, or teacher. The Marin County Fire Department has developed the Explorer program to mentor individuals between the ages of 16 and 21, helping them learn by working with experienced firefighters. The program, run by Captain **Jason Weber** and Engineer **Ben Ghisletta**, was established in the spring of 2002 specifically to help

prepare future firefighters and paramedics. ■ Twice a month on Monday evenings, full-time firefighters, some of whom are off-duty volunteers, lead 15 selected Marin County young women and men through drills at the fire department headquarters station in Woodacre. The training and drills are a combination of classroom and hands-on instruction. Trainees are taught skills

in wildland and structural firefighting, emergency medical care, and rescue. They are issued real firefighting equipment, which ensures their safety when participating in live fire training. ■ After six months of continuous training, as well as maintaining a GPA of 2.0 or above (with no class failures), an Explorer may participate in a ride-along program with engine and paramedic companies to gain experience in a real environment. ■ Each spring, Explorers are given the opportunity to attend the California Fire Exploring Academy where they train with hundreds of other Explorers from the western United States. ■ The Marin County Fire Department has established a solid stepping-stone for individuals to become capable firefighters. Much of this is due to the guidance of mentors, who patiently take the time with each member of their program to guide them into their future. Beyond the exercises and the drills, the key to success is the time and dedication of these full-time firefighters and paramedics to help each of their protégés become a strong, safe, and knowledgeable member of the fire service. ■

EMPLOYEES OF THE MONTH

Photos by Janice Hughes

MATTHEW FRAGATA



OCTOBER

Matthew Fragata has been a dedicated and hardworking member of the Marin County Sheriff's Office for almost five years. He provides a high level of service to the public as well as to the other members of the Sheriff's Office. ■ Matthew has set up complex templates for our multiple civil, records, and warrant documents. His biggest accomplishment this year has been learning and becoming proficient with the SAP system. ■ The special thing about Matthew is that he treats everyone with the same kindness and level of respect. His work style and collaborative skills help the department achieve its goals of public service. ■ Matthew also has served as our back-up Spanish interpreter. In addition to assisting Spanish-speaking individuals, he also is able to help with the Philippine languages of Tagalog and Ilocano. ■ He always has a smile on his face and makes people feel like their concerns are important and that they will be addressed. ■

By Polly Thune—Sheriff's Office

LINDA FORTELKA



NOVEMBER

Linda Fortelka has been a dedicated employee of Health and Human Services (H&HS) for five years. She is a Fiscal Supervisor and coordinator for the Medi-Cal Administrative Activities and Targeted Case Management (MAA/TCM) programs for Public Health, Aging, and Public Guardian Services. ■ Linda's commitment and dedication to her work has been evident from the day she started with the county. As the MAA/TCM Coordinator, she works with county programs and community-based organizations to understand their programs, and assists them in generating much-needed revenues. As a result of her efforts, some programs have experienced significant revenue growth. ■ As Fiscal Supervisor, Linda provides stability in an office that has been going through challenging and difficult transitions. She promotes teamwork, has a positive can-do attitude, provides excellent customer service, and offers support wherever and whenever it's needed. ■ H&HS is very fortunate to have Linda on its team. Congratulations, Linda! ■

By Maureen Lewis—H&HS

ANGELA ARENAS



DECEMBER

Angela Arenas is a bilingual licensed mental health practitioner in the Health and Human Services' Division of Community Mental Health. She provides quality therapeutic services to high-risk youth and their families in the Juvenile Probation system. Angela does an outstanding job for Community Mental Health and distinguishes herself by taking on difficult cases and extending herself when families have multiple needs. She is willing to assist families outside of her work schedule, demonstrating empathy and flexibility in making herself available. Angela helps to educate and inform clients of their rights and resources, and she helps to facilitate cooperative working relationships with other community agencies. ■ Angela is highly respected by her colleagues, and she is continuously sought out for consultation and collaboration. She is known as someone who will go the extra mile for her clients and their families. We are proud to recognize all she does for Marin County clients. ■

By Brian Robinson—H&HS

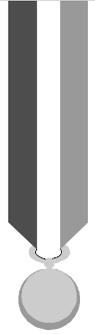


Photo by Janice Hughes



Employee of the Year 2006

Pat Cunningham's (DPW) exceptional contributions to Marin County have earned him the distinction of being named Employee of the Year for 2006. Pat, a Senior Building Maintenance Worker for Marin County's Department of Public Works, holds primary responsibility of the Civic Center plumbing system, which he maintains and improves with enthusiasm, humor and a positive attitude. The honor brings Pat a \$1,200 award, engraved clock, flowers, and recognition by the Board of Supervisors.

Congratulations to the team who worked on the county's *Community Report*. It received the coveted SAVVY award, presented by the City-County Communications and Marketing Association, for being the best government publication for counties with a population range of 130,000 to 285,000. Several county departments helped contribute to this report.

Photo by Larry Lewis



L to R: Roads Maintenance Workers Dave Dolcini and Jim Bozzard are working on a curb and gutter project. Projects such as these are not included in the Comprehensive Road and Bridge Maintenance Rehabilitation Program, yet are part of the backlog of ongoing roads maintenance.

Every Day Is A Winding Road

By Jerilynne Stewart—DPWV

You drive on them, walk across them, and probably even curse them. Nearly every trip we make by car, bus, ferry, bicycle, or on foot begins and ends on a county road or a city street. So why aren't we paving more of our roads? Road maintenance problems are not particular to Marin County but are a major concern statewide. "The problem starts in Sacramento, where funds normally provided to cities and counties have been withheld for the last several years in order to deal with budget shortfalls at the state level," said Public Works Director **Farhad Mansourian**. ■ There's good news. Last June, the Board of Supervisors approved a Comprehensive Road and Bridge Maintenance and Rehabilitation Program (CRBMRP), authorizing \$25 million over five years towards paving and repairing the county's ailing roads and bridges. In response to the damage resulting from last winter's devastating storms, the Board authorized an additional \$750,000 to repair potholes and deteriorating pavement on the more heavily damaged roads. ■ There's bad news, though. The county maintains 420 miles of roadway, and the total in deferred road maintenance is over \$150 million. While efforts continue to obtain further funding, how do we go about prioritizing best use of the funds available? Department of Public Works' (DPW) staff looked at a number of options in order to get the

biggest bang for the buck. It was decided to focus on repaving the most heavily traveled major county roads, with the remaining funds to go to the most vital secondary roads. ■ The next question was how to manage such an extensive program with the limited staffing resources available. DPW's engineering and road crews, already heavily booked with ongoing maintenance projects, didn't have the capacity to take on additional work of this magnitude. The solution was to bring in consultants to assist with the design and construction management aspects of the program, with DPW staff providing project management, significant input into design parameters, detailed background on particular problem areas, and aerial mapping and survey information. County staff will also have significant input into issues around disability access, bicycle and pedestrian improvements, and transit facilities. ■ The Program's A-Team consists of Roads Division staff **George Buckle, Larry Lewis, and Pete Maendle**, and Engineering Services staff **Kevin McGowan and Ernest Klock**. Their collective role is to ensure the program moves forward smoothly and focuses on the roads most in need. ■ If you experience a slowdown in your neighborhood due to road rehabilitation, remember: no pain, no gain! It'll be worth the wait. So which road was it that was paved with good intentions? ■

In response to the damage resulting from last winter's devastating storms, the Board authorized additional funds to repair potholes and deteriorating pavement on the more heavily damaged roads.

Roving Reporter

By Connie Siebler—Assessor's Office

April is Appreciate Diversity Month.
What do you appreciate about a culture other than your own?

Iris Moore (H&HS): "Through contact with other cultures, because of travel or sibling marriages, I'm able to see that some of the little everyday difficulties we have may not be as serious as we think."



Photos by Connie Siebler

Sandy Ardaiz (CS): "I find out about other cultures through reading, both fiction and non-fiction, and documentaries.



Then when I meet people, I talk to them and learn about their culture. I lived in Hawaii and their dance tells a story. It really gives you a sense of their history."

Linda Torres

(Library): "My husband is Hispanic and the thing I really appreciate about that culture is that, although they never tell you how many people they are bringing with them to your house, they always bring enough food to accommodate them all. It's really good food, too!"



Dennis Bradley

(H&HS): "I love the music! Reggae, ska, the blues, jazz, from Africa to Asia to the Deep South to Greece, I like it all. I just saw the drummers of Burundi. They were incredible!"



Haiku

By Bob Beaumont—DPW

Eyes ever starward
Becalmed but never doubting
That the wind will come.

MFR cont'd

From front cover

MFR could work for the county and has spent years building a results-oriented culture by asking questions like, "How do we know we're doing a good job?" and, "Does what we do have any impact?" These questions have sparked ideas and discussion about how the department can best serve its clients and the community. For example, the Juvenile Division had a desired outcome of reducing the number of youth placed in group homes. By focusing on this outcome, the division launched a major reorganization to place youth in community treatment programs rather than group homes. This initiative resulted in over \$1,000,000 of cost-avoidance over two years while increasing the percentage of youth who successfully completed probation. "Managing for Results not only helps us prioritize our services and determine our effectiveness, but gives our staff valuable feedback that allows them to celebrate success and learn from experience," said **Bill Burke**, Chief Probation Officer. ■ Another example of MFR in action relates to a community survey conducted in 2005. Over 1,000

residents were asked to identify perceptions about county government and major issues facing Marin. Results indicated that preventing wildfires ranked as the most important service. In addition, residents thought providing health services to low-income residents was a top area for improvement. These results helped inform the creation of a countywide vegetation management program and the new health and wellness campus under development in San Rafael. The impact of these and other initiatives will be gauged through the results of future community surveys. ■ The MFR initiative has been carried out in a collaborative manner with the strong support of the BOS. In particular, an MFR working group has spent many hours over the past three years providing valuable input and feedback into the development of MFR. The working group represents a variety of departments and includes directors and assistants, administrative staff, and program



Photo by Tim Walsh

Clearing vegetation to reduce the risk of wildfires is an example of using the Managing for Results process. L to R: Firefighters Chris Skye, Nate Clark, and Keegan Barrett

managers. The group has played an important role in helping the county carry out MFR in a meaningful way for all departments. ■ Whether it's maintaining a healthy lifestyle or providing effective services to the community, using data is critical to determine how you're doing. Managing for Results is more than just a catchphrase or extra paperwork; it's a way of thinking about how to identify and communicate the results of your department, program, or position. Managing for Results is an important tool to help us continuously improve our services and communicate our successes in serving the Marin County community. ■

RX cont'd

From front cover

prevention. ■ Upon his release from jail, William and his family began working with Rochelle Edwards in a family group conferencing model of restorative justice. Rochelle is a licensed therapist and the manager of a program which facilitates dialogue at San Quentin State Prison between victims and criminal offenders. ■ I attended a group meeting in an effort to understand what group conferencing was about, and what it could do for William and the community at large. I became convinced that this would help all of my clients if only it were available. William was confronted with the harm that he had caused other members of the school community, not simply the target of his attack, and he seemed profoundly dismayed by the suffering that he had caused. A former teacher of

William's suggested an open letter be published in the school newspaper, apologizing to the students for ruining their graduation ceremony. The idea caught on and it was then suggested that he write a letter to the editor of the *Marin Independent Journal* making the same apology. ■ Last October 31, several Marin County department heads met with members of Marin's Center for Restorative Practice to discuss the concept of Restorative Justice and how this might be able to serve Marin County. In attendance at the meeting were District Attorney **Ed Berberian**; Public Defender **Joseph Spaeth**; Chief Probation Officer **Bill Burke**; Jessalyn Nash, Director of Restorative Resources in Sebastopol; Cindy Meyers, Executive Director of the



Photo by Deborah Lewis

L to R: Joe Spaeth, Ed Berberian, Marcus Small, Bill Burke, Cindy Myers, and Rochelle Edwards Not pictured: Jessalyn Nash and Deborah Lewis.

Center for Restorative Practice; Rochelle Edwards and Marcus Small, also of the Center for Restorative Practice; and myself, Deputy Public Defender **Deborah Lewis**, the attorney for William Castle. ■ The county's justice and behavioral health departments have been meeting with consultants to develop a blueprint for a Strategic Plan for Community Justice, with the goal of incorporating restorative principles into the management of criminal cases, and reducing the impact of crime on the community. ■



Margie Halladin, R.E.H.S.III (modeling a moon suit) and Dave Smail, Supervising R.E.H.S., display some of the equipment used in lead safe work practices. Nabil Alsoufi, Lead Program Coordinator, is not pictured.

Disturb with Caution

By David Smail—CDA

LSWP. Huh? Ok, it's Lead-Safe Work Practices. CLPPP? Please, stop with all the acronyms. Right. Childhood Lead Poisoning Prevention Program. So, give it to me straight. What are you trying to inform me about? I need to get my coffee, gab with Matt and Paula (aren't the staff in the cafeteria a kick?), and get back to work! ■ Here we go. The CLPPP has been hard at work developing a resolution that addresses LSWP. Notices are being mailed out to contractors in Sonoma and Marin counties. The resolution requires that contractors doing remodeling take a LSWP quiz. You can take a look at the quiz by logging onto www.co.marin.ca.us/preventlead. Ok, so I'm about ready to fold up the newsletter and move on to filling out my timesheet. Does this information, thus far, have anything to do with my 16-year-employee-in-good-standing status? It might, but you need to pay attention to the next heady bits of information. You may have lead-based paint on the interior or exterior of your home if the building was constructed in or before 1978. ■ If some of that paint is deteriorated and you decide to go ahead and belt sand or power wash, you'd be spreading lead hazards all over the place. Hazards? Yup, lead is a poison. Lead dust is especially dangerous because it can be ingested hand-to-mouth by kids. And, don't even get me started on the consequences of causing that leaded paint to drift over onto the neighbor's property. ■ So now you're telling me I have to have the guys in the moon suits come out to paint my house? No, but you do need to use LSWP to prevent lead exposure to yourself, your kids, and your neighbors. And, not to send you back to that timesheet with a sense of world doom, the operative word here is *disturbing* lead-based paint. Paint, in good condition, even if it is lead-based, is not a problem. To learn more, take a look at the website, or contact CLPPP at 415-473-3254 or Environmental Health Services at 415-499-6916. ■

You may have lead-based paint on the interior or exterior of your home if the building was constructed in or before 1978. Lead dust is especially dangerous because it can be ingested hand-to-mouth by kids.

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from August 27 to November 18, 2006

Edward J. Kiernan	County Counsel III, Co. Counsel
Anthony Drady	Jr. Comm. Tech., DPW
James R. Johnstone	Jr. Comm. Tech., DPW
Dennis P. Galvin	Custodian, DPW
Timothy S. Mattos	District Attorney Inspector, DA
Timothy Gardner	Public Defender Investigator, PD
Kevin M. Charles	Lic. Mental Health Pract., H&HS
Camille J. Jolly	Eligibility Wkr. I, H&HS
Frederic A. Rauber	Electronic Svcs. Librarian, Library
Karin A. Carmin	Retirement Manager, Retirement
Julie Van Winkle	H&HS Policy Analyst, H&HS
Deanna L. Giammona	Sr. Clerk Typist, HR
Stephanie Errante	Court Processing Spec. I
Mick Laugs	Court Processing Spec. I
Kristine Boisvert	Court Processing Spec. I
Stephen S. Futer	Comm. Dispatch. I, Sheriff
Bradley M. Kashack	Deputy Sheriff, Sheriff
Kendall H. Gewalt	Deputy Sheriff Trainee, Sheriff
Michael H. Dobbins	Deputy Sheriff Trainee, Sheriff
Michael Dawson	Deputy Sheriff Trainee, Sheriff
Scott Haggmark	Deputy Sheriff Trainee, Sheriff
Mitchell Duncan	Deputy Sheriff Trainee, Sheriff
Marissa J. Wertheimer	Mediation Coord., Probation
Karen A. Moore	Legal Process Asst. II, PD
Lisa Dickey	Pub. Health Investigator Billing, H&HS
Marsha Kobrin	Clinical RN, H&HS
Ralph L. Rassi, Jr.	Accounting Asst., H&HS
Linda C. Horne	Library Branch Aide I, Library
Anthony M. Walker	Bldg. Maint. Worker I, DPW
Kathleen T. Boyle	Deputy Public Defender II, PD
Irina Popova	Systems Support Analyst II, IST
Mandy M. Miller	Mental Health. Pract./LMHP, H&HS
Frances Hasik	Library Asst. I, Library
Molly Krawczyk	Court Processing Spec. I, Courts
Conchita Lozano	Court Interpreter
Michael Lowrie	Admin. Analyst III, CAO
John G. Holecek	Road Maintenance Wkr. I, DPW
Aisha Ervin	Clinical RN, H&HS
Leigh Steffy	H&HS Planner/Evaluator, H&HS
Lindsay C. Boughey	Board Aide, BOS
Brian E. Rockwell	Admin. Analyst I, CAO
Deborah A. Tull	Intermediate Clerk/Typist, H&HS
Patricia M. Furman	Eligibility Wkr. II-Biling., H&HS
Veronica Corella	Asst. Planner, CDA
Marisol Byers	Sr. Clerk/Typist Billing., H&HS
Mark G. Vanderscoff	Deputy Public Guardian, H&HS
Michael L. Schroettner	Deputy Public Defender II, PD
Azar Sebers	Tech. Support Analyst I, Sheriff
Michael P. Waters	Fire Heavy Equipment Operator, Fire
Danaya Wilson	Legal Process Asst. I, DA
Miguel Sanchez, Jr.	Library Asst. I, Lib.
Kevin G. Kilpatrick	Maint. Equipment Operator, P&OS
David S. Dibble	Maint. Equipment Operator, P&OS
Megan A. Numair	Employee Programs Coord., HR
Andrew Backer	Sr. Programmer Analyst, IST
Denise Wilson	Sr. Clerk Typist, Coroner
Eleanor T. Boldrick	Mental Health Pract./LMHP, H&HS
Christina L. Hernandez	Sr. Clerk/Typist Billing., H&HS
Sabine U. Whipple	H&HS Policy Analyst, H&HS
Susan Harrington	Admin. Services Associate, CDA
Ursula L. Floden	Library Asst. II, Library

Farewell to Retirees!

Mariko Kawamura	Admin. Svcs. Tech., H&HS
Karen Richardson	Asst. Executive Officer, Courts
Bette Bohman	Eligibility Supervisor, H&HS
Valerie Henry	Legal Process Spec., Probation
Esther Solar	Sr. Clerk/Typist, H&HS
William Bruemmer	Dir. Probation Svcs., Probation
Mildred Knott	Library Asst. I, Library
Siamak Motahari	Sr. Civil Engineer, DPW