

# FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

## Homeless in Marin

By Lisa Sepahi—H&HS

It's that time of year again. There are murmurs of holiday plans, vacations are behind us, and many are beginning to think about decorating their homes for this festive season. In the hustle and bustle of preparing for the upcoming holidays, consider this: on any given day, over 1,300 persons in Marin are without a home. ■ Counting the number of homeless in Marin is no easy task, but it must be done. This year, under the direction of the Marin Continuum of Housing and Services, the 2007 Point in Time Homeless Count took place. The count provides an overview of the number of homeless in Marin on a particular day, and is conducted every two years as part of the Department of Housing and Urban Development's federal require-

ments. ■ This year 1,337 individuals were counted. They included not only homeless adults, but also youth, and families with children. This year's number was higher than in 2004, when 1,100 homeless individuals were counted. However, because people regularly enter and exit homelessness, this number was seen as low; the number over the course of a year is significantly greater than the number on any given day. All providers and interested parties in the county agree that the count under-represents the actual homeless population in Marin. ■ The survey provides not only a count of homeless but also asks participants to identify their needs. Housing naturally came out as being the top priority, followed by employment, health care, and education. Participants were

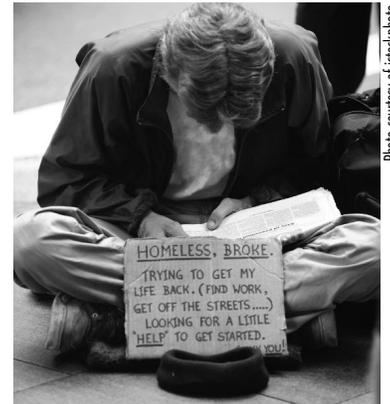


Photo courtesy of istockphoto

Homeless despair

offered free legal advice as part of the count. Legal Aid provided assistance at St. Vincent's Dining Hall and helped to resolve 31 outstanding legal issues for homeless individuals. ■ The county has a ten-year plan to end homelessness. It currently is in its second year. Supervisor **Susan Adams** says the count

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over 1,300 persons  
in Marin are  
without a home.*

## Claudia & Roy Receive National Award

By Cindy Wasserman—H&HS

Children and Family Services is delighted to announce that **Claudia** and **Roy Asprer**, foster parents and legal guardians, recently received the national Angels in Adoption award, bestowed by the Congressional Coalition on Adoption Institute. Personally selected by California Representative Lynn Woolsey for their steadfast dedication to children in foster care, the Asprers, who are employees at Women's Health Services, were honored at the annual Angels in Adoption awards celebration and gala dinner on October 4 in Washington, DC. Fifty members of Congress were there to recognize 181 honorees from across the country. ■ The event highlighted "ordinary people doing



Photo by Max Taylor Photography

L to R: Representative Lynn Woolsey, Claudia Asprer, and Roy Asprer

extraordinary things" to significantly enrich the lives of foster children and orphans. "I am shocked and excited. I am very honored and grateful to be recognized this way," said Claudia, who, with her husband, has cared for over 60 boys and girls, newborn to

18 years old, over the past nine years. Claudia and Roy are most proud of the many ways in which they have helped these youth prepare for their futures. "As a father figure, I help by setting high standards for them," says Roy. "I believe in them and they work so hard to meet those standards." In fact, several of the kids in their care have gone on to college; one is pursuing a master's degree in psychology. ■ The Asprers encourage others to become foster and foster-adopt parents. "You can be of real service to your community and make a great difference in children's lives," said Claudia. In addition to mentoring children, "fostering is also about the little things; the first time a child sees snow, flies a kite, goes

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FRANKLY SPEAKING

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Reporter of the Quarter: **Connie Siebler**

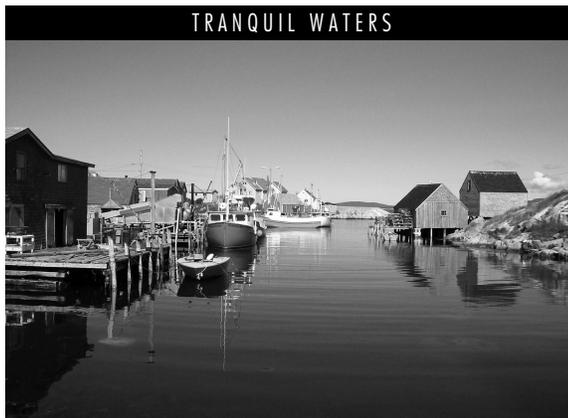
Schedule

Articles Due	Publication Date
Friday, Nov. 30	Friday, Feb. 1, 2008
Friday, Feb. 28	Friday, May 9
Friday, May 30	Friday, Aug. 15

# Vacation Photo Contest Winners

By Janice Hughes—District Attorney's Office

Congratulations to **Dave Bernardi** (DPW), **Denise Caramagno** (H&HS), and **Todd Lando** (Fire) on their winning photos. They each won a \$25 gift certificate from Marin Filmworks in San Rafael. Their photos will be on display in the Civic Center Cafeteria for the month of November. Thank you to all who participated this year. We had a huge response and enjoyed seeing all of the photos of the wonderful places you have been in the last year. We are looking forward to more award-winning photos next year!



Riomaggiore, Italy — By Todd Lando (Fire)



Halls Harbor, Nova Scotia  
By Dave Bernardi (DPW)



Street Performer in Zocolo, Mexico City  
By Denise Caramagno (H&HS)

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.

## 5th Annual Avon Walk for Breast Cancer

**Mark Powell, M.D.** (H&HS) proudly displays a check for \$400,000, Marin County's share of the \$5.6 million raised this summer by the Fifth Annual Avon Walk for Breast Cancer in San Francisco. These funds will support the Health and Human Services Department's Marin Women's Study. This is a scientific breast cancer research effort that was launched in October 2006 to collect individual risk factor information and biospecimens from women in Marin to further our understanding of local breast cancer risks. Funds raised by participants of the Avon Walk are awarded to local, regional, and national breast cancer organizations to support five areas of effort to battle breast cancer, including awareness and education, screening and diagnosis, access to treatment, support services, and scientific research, all with a focus on the medically underserved. For more information about the Marin Women's Study visit [www.marinwomensstudy.org](http://www.marinwomensstudy.org) or call 507-4077.

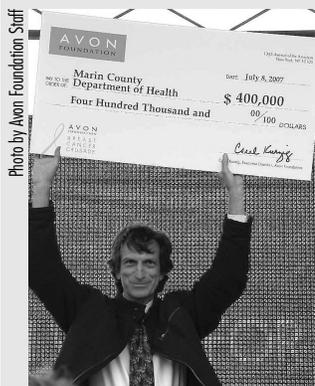


Photo by Avon Foundation Staff

Photo by Nancy Davis



Gail Haar

## New Director

By Nancy Davis—Library

On September 11, Deputy Director of Library Services **Gail Haar** was appointed by the Board of Supervisors to serve as the director, effective October 31. She succeeded **Carol Starr**, who retired after ten years as

director. ■ Gail started as a librarian at the Civic Center branch and has been with the Marin County Free Library System for 17 years. She served as Deputy Director for the past ten years. ■ Gail now oversees 11 library branches across the county, with 92 employees. She plans to continue the strong public service that the library provides to the community. A key element of that service is the implementation of a Services and Facilities Vision Plan for improving the library branches, which has been developed over the past year. ■ The library soon will launch a county-wide public awareness campaign to promote the recommendations of the plan, which includes the expansion or renovation of most of the branches in the system. "There are big challenges and opportunities ahead for our library system," Gail says. ■



## PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I believe that I've explained at one time or another that I frequently call myself in the middle of the night and leave little phone "post-it's" to myself, reminding me of something I need to do. Of course, my voice after a couple of hours' sleep leaves something to be desired, but it's the content of my messages recently that has become particularly disconcerting, if not downright worrisome. ■ For example, "Don't forget to make that deal to wuchyacallit." ■ What does that mean? I made the effort to make a call at 2:45 a.m., so it must have seemed important to me at the time, but the message is "Don't forget to make that deal to wuchyacallit." Obviously, at 2:45 a.m., I'm thinking, "I'll know what I mean in the morning—no need to go into further detail. After all, it's me!" But at 8:00 a.m. I don't have any idea of what I was talking about. Maybe "...that deal to wuchyacallit" is a clue—maybe I have to go somewhere—to catch that midnight train to Georgia. Or maybe just go to Mill Valley. ■ But really, shouldn't it be "Don't forget to make that deal with wuchyacallit?" That makes more sense to me. ■ But it really doesn't matter, because I never figured out what I meant. My message at 2:45 a.m. was not deciphered at 8:00 a.m., nor at 11:00 a.m., nor at 3:00 p.m. Not ever. ■ I realize that I may have missed out on the greatest opportunity of my career, or failed to call about the winning lottery numbers, or missed that midnight train to Georgia, or botched a chance to buy the last four bedroom, two-and-one-half bath home in Tiburon priced below \$500,000. ■ Nonetheless, I still keep leaving messages at 2:45 a.m. Maybe one day I'll be able to understand what I mean to say. ■

Illustration by Phoenicia Thomas

## Hidden Bounty of Marin— Documentary in Production

By Deborah Skaar—Farm Advisor's Office

The Farm Advisor's department is teaming up with Novato Public Access Television, with funding from the County of Marin and the Marin Community Foundation, to produce a new documentary film about farmers and ranchers in West Marin. *Hidden Bounty of Marin* captures the heart and soul of hard-working West Marin residents who produce food and keep Marin County agricultural traditions



Rancher Bill Jensen and cameraman David Fix

Photo by Steve Quirt

alive. **Ellie Rilla**, Marin County Farm Advisor, and **Steve Quirt**, Sustainable Agriculture Coordinator for the county, are the creative directors of the video, which is being recorded in high definition. "Being so familiar with the farmers and ranchers is a strong point for us. We aren't interviewing strangers. We are talking to people we work with on a daily basis. These are our friends and partners," Ellie emphasized. The documentary will air on local public television stations in the late fall, and will be available for schools, libraries, and the public in DVD format. ■

Photo by Steve Quirt



Rancher Dan Bagley, cameraman David Fix, and student intern Zach Fichtler

## After Five

By Rick Fraites—BOS and Nancy Grisham—County Counsel

*Many people who work for the County of Marin also find the time to volunteer their services, knowledge, and experiences in ways that advance the lives of others. The following six county employees clearly demonstrate the spirit and meaning of volunteering.*

**David Escobar** (BOS), aide to Supervisor **Steve Kinsey**, is a native of El Salvador and member of the Lenca-Poton

Nation, located in the state of Morazan in El Salvador. He has spent several years striving to save and enhance his tribe's ancient lands and traditions that have survived centuries of government discrimination, genocide, and harsh government policies that continue to this day. ■ David and other supporters raise funds to purchase privately-owned land in El Salvador that was once the spiritual and economic center of the Lenca-Poton Nation. ■ David, now a naturalized citizen of the United States, has also taken his passion, understanding, and love of native cultures to the various indigenous tribes of the Americas. He assists tribal leaders in researching and discovering their lost or forgotten heritage and ancient customs. ■ To learn more, log on to [www.Indian-Circle.com](http://www.Indian-Circle.com). ■



Photo by Rick Fraites

**Amy Van Doren** (DPW), Transit Planning Manager for Marin Transit, is a member of the Transportation Research Board (TRB) of the National Academies of Sciences and Engineering and had served ten years on the Committee on Transportation and Land Development. She founded and currently serves on the Committee on Performance Measurements (CPM). Amy also serves on the Committee on Bus Transit Systems. ■ As a member of CPM, Amy reviews papers submitted by experts throughout the United States



Photo by Janice Hughes

regarding a myriad of transportation issues. Amy selects the most relevant papers for review by the entire CPM. These papers may be published in the annual Development Guidebook on Transit Performance Measurements, which presents emerging ideas and best practices in the transportation/transit field, and is used by transportation and transit entities throughout the world as a valuable tool for transit and transportation planning. ■

**Berenice Davidson**, Associate Engineer for the Department of Public Works, teaches others how to leave the

darkness of illiteracy, as a labor of love. ■ Since 2001, Berenice has volunteered her time to help non-English-speaking people learn the language that is predominately spoken in the new country they now call home. ■ Berenice gives her lessons as part of the Spanish/English Literacy program, operated by the Canal Alliance in San Rafael at no charge. In some cases Berenice must first teach her students to learn and understand their native Spanish language before they can proceed to learn English. ■ Berenice teaches three times a week in the early evening. She also seeks funding for the program from outside sources. ■



Photo by Rick Fraites

Legal Secretary **Amber Dooley** (Co. Counsel) has been a volunteer every Saturday for seven years for the Marine

Mammal Center, located at the Marin Headlands near the Golden Gate Bridge. The animals she works with include sea lions, elephant seals, harbor seal pups, northern fur seals, and dolphins. She prepares food, administers medications, handles animals, and cleans their pens. She also trains new volunteers, and was named assistant supervisor about six months ago. Her work enables her to express her love of both the ocean and animals. ■ Amber wants to help offset some of the damage that humans do to the ocean environment. Because of fertilizer and pollution



Photo by Janice Hughes

runoff into the ocean, bio-toxins end up moving through the food chain and harming the sea mammals, often including the ones with which she works. ■ She says that the center can always use volunteers. Please contact them at [www.tmmc.org](http://www.tmmc.org), or call 415-289-7335. ■

**Raul Munoz** (H&HS) is a Social Services Supervisor for Child and Family Services. Originally from Chile, he owned

a San Francisco automotive shop and was an artist before he came to work for Marin County. He obtained his master's degree in Child Welfare in 2000 from San Francisco State University. ■ Raul volunteers his time to support a Chilean folk dance group he started about 18 years ago. This group performs throughout the Bay Area, often to benefit other community organizations. ■ Raul also volunteers his time and energy to promote the ancient craft of creating strong adobe as a low-cost alternative building component. ■



Photo by Janice Hughes

**Barbara Layton** (IST) is Telecommunications Manager. She also has the distinction of being the first female telephone

installer in Marin County. ■ Barbara has volunteered for the Southern Marin Coalition for Hot Meals for five years. The church she attends, The Shepherd of the Hills Lutheran Church in Tiburon, works in conjunction with Congregation Kol Shofar to provide hot lunches on the fourth Sunday of each month for about 30 people. Persons served include the elderly, mothers with small children, homeless persons, and those who are working but do not earn enough to make ends meet. ■ Barbara participates in the food preparation, as well as serving and cleanup activities. She says the volunteers prepare extra food so attendees often can take a container home. She gets a great deal of satisfaction from helping her community in this way. ■



Photo by Janice Hughes

**There are many ways to volunteer in the community.**

See the following sites for ideas:

[www.volunteermatch.org](http://www.volunteermatch.org)

[www.volunteersolutions.org/marin](http://www.volunteersolutions.org/marin)

[www.craigslist.org](http://www.craigslist.org)  
(select 'volunteer')

[www.co.marin.ca.us](http://www.co.marin.ca.us)  
(keyword 'volunteer')

## When, Not If...

By Brian Waterbury — H&HS

Every day, a newspaper somewhere in the world reports the occurrence of a human-made or natural disaster. Scientists, ecology, and terrorism experts speak in terms of "when, not if," a disaster will occur in the San Francisco Bay Area. ■ Our community has become progressively aware of the need for a local disaster response program. Disillusioned with federal and state responses to recent events, local officials find themselves under mounting pressure to provide a swift and effective response to local disaster needs. ■ In 2002, the Board of Supervisors and the Marin County Department of Health and Human Services recognized that Marin County's existing public health and emergency medical services system would be taxed should a natural, biological, or human-made event occur here. The need to quickly access the skills of local health care professionals to augment the existing public health and emergency medical services systems was evident. The notion of establishing a framework for a rapidly deployable medical resource was discussed, and the Marin Medical Reserve Corps (MMRC) was born. ■ The MMRC is a community-based program that provides a structure for organizing and utilizing local medically trained volunteers who are willing to donate their time and expertise in preparing to respond to potential medical emergencies. MMRC volunteers supplement existing emergency and public health resources, including physicians, nurses,

pharmacists, dentists, epidemiologists, and mental health practitioners. Non-medical volunteers include interpreters and chaplains. Our current ranks exceed 400 volunteers. ■ Under the leadership of then Supervisor **Cynthia Murray** and current Supervisor **Susan Adams**, the MMRC has earned state and national recognition as an example of excellence in emergency response organizations. ■ The MMRC is divided into three geographical units, North, Central, and Southern/West Marin, and each unit is divided into manageable zones. ■ The program has proactive and reactive roles. The proactive role is to provide assistance to the Public Health Department in community events such as the Healthcare Safety Net Town Hall meetings, Bi-national Health Week, and Flu Clinics. The reactive role is to provide medical care in their respective neighborhoods should a catastrophic event occur, provide assistance if mass inoculations are needed, and supplement hospital staffs if the hospitals should reach their "surge" capacities. ■ Each Medical Reserve Corps member must complete 17 hours of training which will allow smooth integration into local, state, and national response models. MMRC members regularly participate with local hospitals in disaster-training drills and simulations. ■ A management team of volunteers oversees the development and management of the program. ■ To date, the Marin Medical Reserve Corps volunteers have contributed over 3,500 hours of their time to help Marin County become a safer and healthier place. This commitment translates to over \$100,000 in donated time value. ■ Looking beyond our county, we have been in contact with Sonoma, Lake, and Alameda counties' Medical Reserve Corps regarding the possibility of a mutual aid exercise. In addition, the MMRC is developing a relationship with Alameda County to explore the benefits of regionalizing Medical Reserve Corps activities. ■ The MMRC program manager, **Brian Waterbury** (H&HS), recently has been appointed to the California State MRC Workgroup, organized under the auspices of the governor's office of volunteer services, California Volunteers, and has been



Photo by Brian Waterbury

Marin Medical Reserve Corps Volunteer Vivian Cohen, RN, discusses a "critically injured patient" disposition with an attending physician at this year's California State Medical Exercise, Rough & Ready, in Orange County.

tasked with setting standards for MRC development throughout the state. This honor was bestowed in recognition of our program's "best practice" status. ■ The power of disaster preparedness and response rests in the commitment and training of local volunteers. With the continued leadership and support of the Board of Supervisors, the Marin Medical Reserve Corps remains committed to providing the community with the best trained, best organized medical volunteer program of its type. ■

**Editor's Note:** Brian Waterbury has been the program manager of the Marin Medical Reserve Corps since May 2006. He retired as Division Chief of the City of San Rafael Fire Department after a career of 32 years.

Photo by Brian Waterbury



Marin Medical Reserve Corps Volunteer Steve Rutkowski, Emergency Medical Technician, evaluates a "patient" at this year's California State Medical Exercise, Rough & Ready, in Orange County.

### Health and Human Services' Networking Event



Photo by Miguel Garcia

Janis Reynolds displays literature from the Employment & Training Division.

Health and Human Services' networking event at 120 N. Redwood Highway on August 8 was a great success. The Special Investigations Unit, Children and Families and Adult Services, Department of Rehabilitation, First 5 Marin, Division of Drug & Alcohol, Public Assistance, Employment & Training, HOPE Program, and the Division of Aging all

provided resource tables for the event. ■ The Redwood Room was crowded with fiscal, administrative, and program staff circulating among the tables, speaking with representatives of the various social services programs, and picking up information. "It's nice to put names to faces, and I got lots of good information!" said Janis Reynolds, an Employment Development Counselor with the Marin Employment Connection. ■ Staff was treated to a variety of refreshments, including luscious pastries prepared by Home Plate, the catering service of Homeward Bound of Marin. "It's nice to be able step out of your regular role for a little while to connect with your colleagues," said Cynthia Gunselman, Administrative Services Associate with Employment and Training. ■

Photo by Tula Bogdanos



Deputy District Attorneys L to R: Murat Ozgur, a friend, Geoff Lida, Chris Shea, Tom Brown, Howard Skebe, and Tom McCallister. A Double High Five to these guys!

Here's a bunch of guys we respect and admire. The event was the Escape from the Rock Triathlon held in June. The race includes a swim in freezing water from Alcatraz, a bike race through the hills of the Presidio, and a run not to be imagined. They must have enjoyed one heck of a huge endorphin rush. ■

Photo by Judy Williams



Back row, L to R: Ron Chin, Elise Loftin, Christine Stipp, Fred Schwartz, Maryann Perrine Front row, L to R: Raquel Armas, Vicki Nightingale

They enhance health and perform a human service by their example. Six riders and two volunteers from Health and Human Services went spinning through the majestic roads of the west county as they participated in the Marin Century Bicycle Event in August. They don't just walk the walk, they ride the ride! Good going! ■

Photo by Joseph Bacani



All from Courts L to R: Long Truong, Loraine Tai, Alyssa Balisi, Jennifer Charifa, Jory LaTorre, bridegroom Duong Thai, bride Cindy Thai, Norman Zhou, and Ruth Bacani

Lovingly surrounded by a fun-packed group of friends, **Duong Thai** (Courts)

and his new bride Cindy took their vows in August in Concord followed by an October honeymoon in Cancun. Best wishes from the rest of us. ■



Photo by Randy Turnell

Michael and Sara Aycock

They dated, they laughed and joked, they fell in love, and last June they were married at Asilomar and honeymooned in St. Lucia. Best regards to **Michael Aycock** (HR) and his wife Sara. ■

On the good news front, **Laurie Williams** (DPW) was the aunt and Barbara Stokes (Courts) was the grandmother to Benjamin Matthew Williams born on August 25. And **Shirley Petersen** (Courts) welcomed another grandchild, Ashlyn Faith, on August 7. **Mischon Martin** (P&OS) and husband Kevin welcomed baby Claire Alison Beneda on September 9. ■

The event was Librarian's Day at the Giants' ballpark. Put me in, coach, I'm ready to represent the Bay Area Librarians. Librarians **Bonnie Gosliner**, **Martha Kassin**, and **Jennifer Livingston** did just that, and were cheered by thousands at the June 11 Giants' game. ■



Photo by Tho Do

Matt Bronson

Happy fourth year of success for the Civic Center Toastmasters Club (aka Standing Orations). **Matt Bronson** (CAO), the outgoing president after two years, delivered another superb oratory presentation. We wish them an entertaining and rewarding future

of public speaking and effective leadership. ■

In other news, **Tracie Holland** (DPW) competed in an outrigger canoe race in Hawaii in September. **Felix Meneau's** (DPW) jazz band has released a new album of their latest work. **Jeri Stewart** (DPW) survived a rigorous, wind-packed backpacking expedition in the High Sierras. **Shelly Diener** (Courts) visited her husband's hometown, Verden, Germany, with her husband Jochen and son Parker last August. Also in August, **Tara Fraguero** (Courts) and her boyfriend **Dana Ansari** (CDA) flew to Cabo San Lucas and stayed for one week. ■



Photo by Jeanine Michaels

L to R: Robert Turner (CDA), Patrick Faulkner (Co. Counsel), Farhad Mansourian (DPW), Elly Ferrel, (DPW), Jim Flageollet, (Co. Counsel)

**Jim Flageollet's** (Co. Counsel) retirement was a good excuse for a great party at the Wildfox Restaurant. With friends like these, it can't be easy to retire. Good luck, Jim. ■



## Pet Photo Contest

Have your cameras ready! The next Employee Photo Contest is coming up and the sought-after subject matter will be **pets**—yours or others. Employees should either be the photographer or the secondary subject of the submitted photo. Stay tuned—details will follow in the next issue!

Please e-mail the information from your department to the Odds & Ends columnist, Tom Vagird, at [tvagird@co.marin.ca.us](mailto:tvagird@co.marin.ca.us).

## Two Boat Launches and a Park

By Steve Petterle—P&OS

Two boat launches and a park. That's what Marin County Parks and Open Space started renovating last summer and fall. ■ Miller Boat Launch is located on the east shore of Tomales Bay, directly adjacent to Nick's Cove (and the new Kuleto restaurant). The \$1 million renovation includes a new ramp, new boarding floats, and a refurbished parking area. Black Point Boat Launch along the Petaluma River in Novato is also getting a face-lift (also in the \$1 million range) with a new ramp, new floats, an upgraded parking area, and a boat pump out station. Both projects are funded by a California Boating and Waterways Small Facilities Grant. ■ Renovation of Forest Knolls Park, a small community park in

the San Geronimo Valley, was completed in September. With input from local residents, Park Planner **Nancy Peake** (P&OS) crafted a design that provided an upgraded playground (complete with a climbing rock), accessible pathways, and a picnic spot, and still managed to preserve the charm and character of the community. First 5 Marin contributed to funding for the play equipment. ■ A community celebration for re-opening of the Forest Knolls Park occurred on September 15. The park planning team is already exploring upgrades and improvements for additional Marin County parks in 2008. ■



Photo by Rand Knox

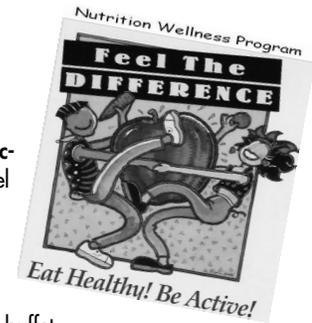
Nancy Peake (far left) prepares for the re-opening celebration at Forest Knolls Park.

## Holiday Smarts for a Healthier You

By Ellen Szakal—H&HS

Gaining weight is one holiday tradition that no one wants to keep. With Thanksgiving right around the corner, it's a wise idea to start strategizing about healthier food offerings and ways to enjoy yourself this season while navigating through the predictable avalanche of calorie-dense temptations. Here are a few tips to help you: ■ **Modify** favorite recipes by cutting down on the amount of fat called for, replacing it with applesauce, nonfat or low-fat plain yogurt, using low-fat cream cheese (Neufchatel) instead of cream cheese, 1% cottage cheese instead of ricotta cheese, and replacing whole-milk cheese with a skim-milk variety. ■ **Non-stick** cookware allows cooking with a minimum of oil or vegetable spray. ■ **Substitute** chopped vegetables and dried fruit such as prunes or raisins for some of the bread in your stuffing recipe. ■ **Adorn** the Thanksgiving table with a colorful selection of seasonal vegetables. ■ **Eat normally** throughout the day so that you are less likely to overeat at the Thanksgiving meal.

■ **Mingle** with friends and family instead of hovering around the buffet table. ■ **Be selective** when choosing buffet offerings. Don't feel you need to try everything. ■ **Limit** the number of trips to the buffet table and keep portion sizes moderate. Eat slowly and savor the flavors. ■ **Wait** 20 minutes before getting another plate of food from the buffet. You may notice that you're no longer hungry. ■ **Offer** light appetizers that won't fill people up before the Thanksgiving meal. ■ **Limit** your alcohol consumption and try sipping ice water with a twist of lemon instead. ■ If you do eat more than you planned, don't abandon ship. Just plan on eating moderately the next day. ■ **Make physical activity** a priority during the holidays. Get at least 30 minutes of exercise most days of the week for adults, 60 minutes for children. ■ Use the holidays to create quality family time. Turn off the TV to play ball or hike with the kids. ■



### Pumpkin Soup with Pepitas

#### Ingredients

2 pumpkins, about 2½ lbs. each  
4 teaspoons olive oil  
2 onions, chopped  
2 celery stalks, chopped  
4 cups low-fat milk  
4 cups water  
½ cup fresh lemon juice  
½ teaspoon cumin  
1 pinch allspice  
¼ cup dry sherry or Marsala wine (optional)  
salt to taste  
freshly-ground black pepper  
½ cup pepitas or pumpkin seeds for garnish

#### Directions

- Preheat the oven to 350 degrees.
- Cut the pumpkins in half, scrape out the seeds, and place the pumpkins cut-side down on a baking sheet. Bake for about 40 minutes or until tender and easily pierced with a fork. Allow the pumpkins to

cool about 10 minutes before proceeding.

- While the pumpkins are baking, heat the oil in a medium sauté pan and sauté the onion and celery for about 3 minutes or until softened and translucent.
- Scoop the pumpkin pulp with a large spoon into a large bowl and stir in the onion, celery, milk, and water. Ladle some of this mixture into a blender and puree it in batches. Strain the soup to remove any fiber or seeds. Add lemon juice, cumin, allspice, and sherry or Marsala wine. Season to taste with salt and pepper.
- Spread the pepitas or pumpkin seeds on a baking sheet and roast in the oven for 10 minutes until toasted.
- Reheat the soup; divide it among 8 warmed soup bowls and sprinkle with the toasted seeds.

#### Serves 8

Nutrition information per serving:  
Calories: 171; fat: 7g; protein: 8g;  
sodium: 81mg; carbohydrate: 21g; fiber:  
3g; saturated fat: 2g.

### Currant & Walnut Stuffing

#### Ingredients

13 slices sourdough bread, cut into ½" cubes  
1 large onion, chopped  
4 teaspoons olive oil  
2 cloves garlic  
1 stalk celery, chopped  
½ pound mushrooms, quartered  
1½ cup currants  
⅓ teaspoon fresh sage, chopped  
⅓ teaspoon fresh rosemary, stemmed and chopped  
1 teaspoon fresh oregano, stemmed and chopped  
⅓ cup walnuts, toasted and chopped  
1 whole egg  
3 egg whites  
salt and pepper, to taste  
1½ cup vegetable stock or low-sodium broth

#### Directions

- Preheat the oven to 350 degrees.
- Toast the walnuts on a sheet pan for about 10 minutes; set aside.
- Sauté the onion and garlic in oil over medium heat until golden, 10 minutes.
- Add the celery, mushrooms, currants, and herbs, and cook an additional 5 minutes.
- Remove to a bowl, fold in the remaining ingredients, and season to taste.
- Place in a lightly-sprayed 8-inch square ovenproof dish, cover with a lid or foil, and bake for 30 minutes.
- Remove cover and bake an additional 15 minutes, uncovered, to crisp the top.
- Let rest for 10 minutes before serving.

#### Serves 8

Nutrition information per serving:  
Calories: 240; fat: 10g; saturated fat:  
1g; protein: 9g; sodium: 451mg; carbo-  
hydrates: 30g; fiber: 4g.

Here are two  
deliciously  
healthy  
Thanksgiving  
recipes.  
Try 'em out!!



Photo by Janet Lirette

L to R: Jim Selmi, Mark Bleeker, Jason Balderama, and John Wilson

## The Team of the Quarter

By Jennifer Walter—Treasurer/Tax Collector's Office

Another outstanding Team of the Quarter has been chosen—the Information Services and Technology (IST) Techno Team, consisting of **Jim Selmi, Mark Bleeker, John Wilson, and Jason Balderama**. When Jim Selmi was hired in the late 1990s, he was assigned to the Department of Public Works (DPW) to help meet its increasing IT needs and to standardize IT processing and infrastructure in the county. That need continued to grow, and the

Techno Team was born. Since then, the team has expanded to four members who now serve three departments—DPW, the Community Development Agency, and the Fire Department. ■ The Techno Team develops and integrates information technology to meet the diverse needs of each of these departments while ensuring compatibility with the overall standards and policies of IST. ■ Says Jim, “The Team must have a wide range of knowledge

and skills, as well as a working understanding of engineering, surveying, flood control, watershed management, the planning and permit process, and environmental health and safety, to name a few.” For example, thanks to wireless technology, road crews can now access vital computer information that allows them to provide more efficient emergency responses. In addition, creek levels can be closely monitored and critical information processed via information technology, which can result in more effective flood control measures. The team integrates Geographic Information System mapping into their departments’ IT processes, as well as developing applications for use in fire prevention and land use. ■ “I have a great staff, and we enjoy the challenge of developing and integrating technology to meet users’ needs,” says Jim. Anyone who has experienced this team firsthand can readily attest that they never fail to deliver. Their dedication to their work and to serving their clients is indeed inspiring. Congratulations on a well-deserved award! ■

Photo by Bruce Andersen



L to R: Mark Vanderscoff, Patty Lyons, Rachel Gila, Nan Hefflin, Eric Swift, and Christine Mayerchak

## Cultivating Hope

By Brenda Frechette—H&HS

As we age, we all hold the hope that our senior years will be happy and healthy, with time to enjoy friends and families. But what happens to the senior who is mentally ill, has health problems, and perhaps is alone, trying to get help in the health care system? The HOPE (Helping Older People Excel) program offers a multidisciplinary team to help these individuals deal with the multiple problems they may be experiencing. ■ Community Mental Health took the lead

in developing the program. Funding became available through Proposition 63, the Mental Health Services Act, approved by voters two years ago, which imposes a 1% tax on incomes over one million dollars to fund mental health services. Mental Health Director **Bruce Gurganus** and Mental Health Adult Chief **Diane Slager** conducted numerous community planning meetings to determine how best to spend the funds designated for Marin County. The most apparent gaps in mental health service were to the elderly and to transitional age youth, 18 to 25 years old. ■ Starting up a new program includes the challenge of recruiting new staff. Community Mental Health fortunately already had a small senior peer counseling program that was providing emotional support to seniors. Licensed counselors **Nan Hefflin** and **Gregory Rienzo** (H&HS) supervise 35 trained volunteer senior peers. **Igor Weisz, MD** (H&HS) provides psychiatric services. HOPE Mental Health Unit supervisor **Patty Lyons** (H&HS) recruited **Rachel**

**Gila RN** (H&HS), nurse practitioners **Marne Burgess** and **Hanna Pepper** (H&HS), mental health practitioners **Christine Mayerchak** and **Noah Bruce** (H&HS), and senior clerk typist **Mary Poor** (H&HS). **Mark Vanderscoff** (Public Guardian) and **Denise Caramagno** (H&HS) complete this full-service multidisciplinary team. Most workers participate on this team in addition to their other duties. ■ The team can serve up to 40 individuals. Although there is also a need for service for seniors who are diagnosed with organic brain disorders, like dementia or Alzheimer's disease, that is not the focus of this team. They address a different need. Their clients must be diagnosed with a mental disorder (most commonly depression, bipolar disorder, or schizophrenia) and are in need of services which are available in the community. The program is located at 10 North San Pedro Road, San Rafael. For more information or to make a referral, contact Patty Lyons at pylons@co.marin.ca.us. Information is also available at networkofcare.org. ■

# EMPLOYEES OF THE MONTH

Photos by Janice Hughes

TRISA REG-DIXON



JULY

When it comes to organizing and managing complex administrative processes and information, **Trisa Reg-Dixon** (H&HS) sets the gold standard. When you are exposed to her way of doing something, you frequently can't imagine how it could be done any other way. ■ With the county for 17 years, Trisa is the liaison between H&HS and the Human Resources department in the job recruitment process. The department may have a dozen or more job openings in various stages of the recruitment process. Trisa attends recruitment planning meetings, develops job flyers and supplemental applications, reviews job applications, and organizes all of the associated data. She created these systems on her own, and is ready to answer any question or produce any report regarding the status of recruitment. She is one of the architects of the department's MINE site. When new information needs to be organized and tracked, staff turns to Trisa. She is energetic, enthusiastic, and eager for new challenges. ■

By **Chris Schuepbach**—H&HS

BIE DELLOSA



AUGUST

**Bie Dellosa** is a valued member of the IST database team, responsible for maintaining the operational integrity of critical county databases such as property and criminal justice records, and hundreds of file transfers, including payroll information. ■ Bie began her career at the county in 1984 as an intermediate typist. During the next four years, while holding two jobs, she took courses at the College of Marin in computer science while also raising four children. In 1988 Bie was promoted to a Programmer Analyst Trainee and is now a Sr. Systems Support Analyst. Her precision and attention to detail make her an excellent database analyst. ■ Bie is a dedicated employee. She can be depended upon to stay until the job is complete, no matter the time or day. Bie has earned the respect of everyone who knows her and exemplifies the county employee who works behind the scenes to keep everything humming. ■

By **Ray Van Cleave**—IST

AMANUEL HAILE



SEPTEMBER

**Amanuel Haile** (DPW) is a dedicated professional who knows his job well. His enthusiasm for his work is commendable. He has been the Assistant Traffic Engineer for the last year-and-a-half and has made a tremendous difference in dealing with traffic issues. His knowledge and experience of traffic engineering are excellent and he uses very good judgment in handling issues. He does whatever it takes to get the job done. Amanuel is a team player who works collaboratively with DPW co-workers as well as with other departments. He has been able to single-handedly meet the deadlines of the tasks assigned to him. He constantly looks for grant opportunities to bring funding for various system-wide traffic projects. ■ Amanuel works very well with members of the public in addressing their concerns about traffic operations affecting their neighborhood. Despite the complexity of the engineering side of things, Amanuel is always able to add the human touch to his work. ■

By **Saaid Fakharzadeh**—DPW



Photo by Joe Sprueth



*Cio Hernández (fourth from left) was honored on September 6 as one of six KQED Latino Local Heroes at the KQED Public Broadcasting Center in San Francisco. The recognition was held in honor of Bay Area Latino heroes as part of National Latino Heritage Month. Cio, a bilingual Mental Health Practitioner for the Teen Clinic with Health and Human Services, was nominated by Kaiser San Rafael. Other 2007 Bay Area Latino Heritage Heroes L to R: Guillermo "Memo" Morantes, Mary Helen Rocha, Márcia Treidler, Martín Mora, and Tony Ramirez*

## They Had Become Our Teachers

By Deborah Lewis—PD

You might think that providing intern experiences for students is just about giving them opportunities to learn and to grow. Sometimes, however, you receive much more than you give. ■ Over the years, many local high school students have chosen to volunteer as interns at the Marin Office of the Public Defender. Recently, our office was privileged to have **Sarah Farrell** and **Kaleb Lawson** participate. Sarah is the daughter of a former colleague of ours, **Edward Farrell**. Sarah and Kaleb

attend the Marin School of Art and Technology (MSAT), a local charter high school. As part of their course of study, the students at MSAT have to complete a workplace learning experience. The students must complete eighty hours of work over the course of ten weeks, culminating in a presentation at the

workplace that is attended by their teacher. One goal of the workplace learning experience is for students to leave the workplace better than they found it. ■ Assistant Public Defender **Jose Varela** attended MSAT's orientation for the Workplace Learning Experience program and spoke to the students about the mentoring opportunities available at the Office of the Public Defender. After meeting Jose, Kaleb and Sarah signed up to complete their program requirements at the Public Defender's Office. ■ Jose has long demonstrated a deep commitment to

community outreach and regularly participates in the county's School to Career and other volunteer programs. He believes that his community outreach work helps to dispel negative stereotypes that people may have regarding the work and role of a public defender. Ultimately, he hopes that the time students spend working in the Public Defender's Office will allow them to "walk away from the experience with a greater respect for the public defenders' mission to provide quality representation." ■ Once they arrived at the office, Kaleb and Sarah quickly realized that there was a need for a tutorial on PowerPoint. They put together a syllabus and course outline and made a lunchtime presentation to about 40 employees. They had become our teachers. It was one of the most well-attended meetings I have been to in 12 years! I can proudly state that I am now able to create and present a PowerPoint presentation, something that I was not able to do prior to their arrival. ■ Asked to comment on the experience, Sarah said the MSAT Workplace Learning Experience was a good program "because you get to see what it is like before you have to do it for the rest of your life." ■ Kaleb said he enjoyed the time he spent working at our office and that it would "help him with career choices in the future." Kaleb now has graduated from MSAT and is attending St. Mary's College. He desires to be a successful role model for his younger brother and for other teens in Marin City who are looking for a way to make a better future. He is the first in his family to attend college. ■

## Roving Reporter

By Connie Siebler—Assessor's Office

November 13 is  
"World Kindness Day."  
What's the kindest thing anyone  
ever did for you?

### Leticia Bauer

(H&HS): "In the summertime, my friend, Lisa, helps me out with my kids. She'll do things like pick them up from swimming, and tell me to just get them when I'm ready. It's these little things that mean so much."



Photo by Connie Siebler

### Parviz Besharati

(CDA): "In 1978 my uncle financed me to come to the US to continue my education. I went to the University of Illinois to get my Master's Degree in Structural Engineering. I couldn't have done it without him."



### Teresa Gonzalez

(DPW): "Before she left, Terri Hampton (DPW) made sure that everything was clear for me to return to work full-time after my shoulder injury. She didn't have to do it, as she was leaving, but she made sure I was able to keep my job. I didn't even get to thank her."



### Mike Infante

(Assessor/Recorder): "My grandmother gave me my first car, a 1966 Dodge Dart, which was built like the proverbial tank, and boy am I glad it was, in hindsight..."



Photo by Josie Ceritencos



Sarah and Kaleb working on their PowerPoint presentation

## Award cont'd

From front cover

camping, or takes a bubble bath," she said. ■ Reflecting on Claudia's and Roy's important contributions, **Chua Chao**, Licensing and Adoptions Program Supervisor, said, "This award couldn't go to a better, more deserving family.

We are thrilled that they are being recognized by such a prestigious organization. We, too, recognize their work and hope they will continue to serve as inspiration to others." ■ The County of Marin invites people who are interested in the foster or foster-adopt program to attend a monthly information meeting. Call 499-5028 for information. ■

## Haiku

By Bob Beaumont—DPW

Day's end bids us pause  
Listen to the fading light  
Breathe in twilight's grace.

## Aviator

By **Janice Hughes**—DA's Office

Did you know that November was Aviation History Month? **Karen Wofford** (SO) and her husband got hooked on flying in the late 1980s. It was an expensive hobby, but they rented a plane once a month. Later on, after her husband experienced serious health problems, they decided to live for the present, and in 2003 they purchased a Piper Comanche in West Virginia. Karen flew the Comanche home herself in three days, which turned out to be the trip of a lifetime. Karen often takes one of her Dobermans flying and camping to

places like Monument Valley, Moab, San Diego, the San Juan Islands, and other sites in Oregon and Washington.

■ Karen says, "Camping with the airplane is pure joy. I pinch myself sometimes because I know I'm seeing things most people will never see: Whales off Point Reyes from above look narrow and long along their backbones; ice-cold lakes high in Desolation Wilderness, south of Tahoe, are a brilliant turquoise color; skimming the top of the fog puts the rest of life in perspective. The beautiful desolation of Mount St. Helens reflected in Spirit Lake is awe-inspiring." ■ Karen still says it's an expensive hobby, but one that keeps her and her husband spiritually rich. ■



Photos by Karen Wofford

Camping in the San Juan Islands



Mount Rainier



Photo by Melissa Kaplan

Karen Wofford

## Homeless cont'd

From front cover

is just the first step of the county plan. As one of the sponsors of this year's count, she visited some open areas in the county where encampments have been set up by the homeless. She observed people living under primitive conditions, lacking basic amenities such as fresh water, heating, and sanitation at the sites, many of which were set among million-dollar homes. She says, "It is a travesty that we have these conditions here." ■ This year's count was a successful collaboration of 33 programs and agencies serving the homeless. Agencies provided general support, including participating in the advisory committee, promoting the count, providing meeting space, providing donations of items as incentives for homeless individuals to participate,



Photos by Janice Hughes

Pat Maguire, Augustine Pham, and Carla Wyatt



Iris Mutio

and recruiting clients to volunteer with the count. A number of Marin County employees helped on this day. We would like to thank **Augustine Pham** (H&HS), **Cheri De Semas** (H&HS), **David Escobar** (BOS), **Kari Beuerman** (H&HS), **Iris Mutio** (H&HS), Nancy Boden-Gonser, **Pat Maguire** (HR), **Rick Fraites** (BOS), **Shannon Mong** (H&HS), Supervisors **Steve Kinsey** and **Susan Adams** (BOS), **Supriya Menon** (IST), **Carla Wyatt** (Assessor), **Rosalyn Miller** (H&HS), **Aldemar Martinez** (H&HS), and Peter Planteen from Community Action Marin for the time and effort given to this project. ■ Supervisor Adams notes that the

county's ten-year plan can work only with a "full range of participants," and it is clear there is a lot of enthusiasm and support for future projects. As one of the next steps, the county will partner with businesses such as Wells Fargo to set up a project similar to Project Connect in San Francisco. This project offers homeless individuals opportunities to access a multitude of services all under one roof on a designated day every six weeks. These events are staffed and coordinated by local businesses and organizations. ■ If you would like to find out more about the county's ten year plan, visit [www.marincountytenyearhomelessplan.com](http://www.marincountytenyearhomelessplan.com). Better yet, support efforts to end homelessness by making donations or getting involved with one of the organizations listed on this website. ■

*"It is a travesty that we have these conditions here."*



Photo by Janice Hughes

Supervisors Steve Kinsey and Susan Adams review the homeless plan.

# WELCOME FAREWELL!

## Welcome to New Employees!

Listed in order of hire date from June 1 to September 11, 2007

<b>Zen Lovett</b>	Comm. Dispatcher I, Sheriff
<b>James Bomotti</b>	Legal Process Asst. I, PD
<b>Jonathan Jeriko</b>	Jr. Engineer, DPW
<b>Anthony Wesley</b>	Personnel Tech., HR
<b>Christine Mayerchak</b>	Mental Health Pract., H&HS
<b>Megan Streeper</b>	Comm. Dispatcher I, Sheriff
<b>Lorena Gutierrez</b>	Support Svc. Wkr. I – Biling., H&HS
<b>Laurie Williams</b>	Resource Spec. GIS, DPW
<b>Veronica Perez</b>	Child Welfare Wkr. II-Biling., H&HS
<b>David Cloutman</b>	Electronic Svcs. Librarian, Library
<b>Gladys Chinwah</b>	Accounting Asst., Treas/Tax
<b>Howard Bunce</b>	Engineering Tech. III, DPW
<b>Angela Nicholson</b>	Equal Employment Officer, HR
<b>Jack Liebster</b>	Principal Planner, CDA
<b>Steven Richardson</b>	Sup. Employment Devel. Counselor, H&HS
<b>Naomi Marcus</b>	Sr. Support Svcs. Wkr.-Biling., H&HS
<b>Constance Davis</b>	Library Tech. Asst. I, Library
<b>Jennifer Lauchenauer</b>	Admin. Svcs. Tech., H&HS
<b>Scott Wise</b>	Ag/Wts. & Meas. Insp. Trainee, Ag/Wts & Meas.
<b>Amy Vance</b>	Sheriff's Svc. Asst., Sheriff
<b>Stacy Bakke</b>	Sheriff's Secretary, Sheriff
<b>Paul Curfman</b>	Sr. Planner, DPW
<b>Kristina Tierney</b>	Planner, CDA
<b>William Kelley</b>	Deputy Dir. Bldg. Insp. & Safety, CDA
<b>Jonathan Madarang</b>	District Attorney Insp., DA
<b>Christine Kennedy</b>	Legal Process Asst. I, DA
<b>Angela Hollern</b>	Accounting Assistant, Treas/Tax
<b>Margaret Mitchell</b>	Library Tech. Asst. I, Library
<b>Joseph Puga</b>	Library Desk Sup., Library
<b>Leslie Renee Goncalves</b>	Retirement Benefits Spec., Retirement
<b>John Pence</b>	Deputy Sheriff Trainee, Sheriff
<b>Gary Schwartz</b>	Accountant II, Aud.-Cont.
<b>Jeffrey Arnheiter</b>	Sup. Employment Devel. Counselor, H&HS
<b>Kellee Trump</b>	Deputy Sheriff Trainee, Sheriff
<b>Heather Rock</b>	Deputy Sheriff Trainee, Sheriff

<b>Jason Roebuck</b>	Deputy Sheriff Trainee, Sheriff
<b>Zen Lovett</b>	Comm. Dispatcher I, Sheriff
<b>Michael Nelson</b>	Deputy Sheriff Trainee, Sheriff
<b>Gregory Erickson</b>	Social Svc. Wkr. I, H&HS
<b>Sydney Fowler</b>	Sr. Clerk/Typist, Retirement
<b>Rainiero Miranda</b>	Mental Health Pract.-Biling., H&HS
<b>Jennifer Choi</b>	Admin. Svcs. Associate, DPW
<b>Vivian Lo-Lew</b>	Planning Aide, CDA
<b>Linda Metz</b>	Sr. Public Health Nurse, H&HS
<b>Bradley Haas</b>	Fire Fighter I, Fire
<b>Deborah Borruso</b>	Sr. Clerk/Typist, IST
<b>Anna Bittner</b>	Sr. Clerk/Typist, DPW
<b>Omar Pena</b>	Planning Aide, CDA
<b>Diana Glasco</b>	Support Svc. Wkr. II, H&HS
<b>Christina Mc Roy</b>	Real Property Agent I, DPW
<b>Adam Craig</b>	Landscape Svcs. Wkr. I, P&OS
<b>Kirk Schroeder</b>	Park Ranger, P&OS
<b>Sarrita Helson</b>	Sr. Clerk/Typist, H&HS
<b>Andrea Buccine</b>	Deputy District Attorney I, DA
<b>Johanna Good</b>	Ag/Wts. & Meas. Insp. Trainee, Ag/Wts. & Meas.
<b>Grzegorz Sarzynski</b>	Landscape Svcs. Wkr. I, P&OS
<b>Jonathan Kabat</b>	Employment Devel. Counselor, H&HS
<b>M. Gondosiswanto</b>	Accounting Asst., CS

## Farewell to Retirees!

<b>Linda Kremer</b>	Deputy Public Defender IV, PD
<b>Mark Sanders</b>	Fire Captain, Fire
<b>David Engelhard</b>	Principal Network Analyst, H&HS
<b>Susan Kettman</b>	Chief Admin. Svcs., H&HS
<b>Glenn Godfrey</b>	Sheriff's Sergeant, Sheriff
<b>Gretchen Anthill</b>	Chief Therapist, H&HS
<b>Lawrence Gilbert</b>	Appraiser II, Assessor
<b>Nancy Bodan-Gosner</b>	Senior Clerk/Typist, H&HS
<b>Nicholas Harvey</b>	Eligibility Worker II, H&HS
<b>Paul Makinson</b>	Asst. Garage Sup., DPW
<b>Jano Tucker</b>	Library Assistant II, Library
<b>Brion Reed</b>	Bldg. Maint. Wkr. III, DPW

Photo by Barry Dobbins



Parks and Open Space's co-ed softball team and fans smile after winning the league championship. They beat the defending champions, Department of Public Works, 12-6 in an exciting game on Aug. 9 at McInnis Park. **Back row, L to R:** Nicole Fisher, Yvonne Zupkow, Dustin Ruiz, Bob Brunner, Lydia Renz, Chris Tursdedi, Brian Sanford, Cheri Brannon, Mike Maraccini, Dana Curley, and Michelle Rogers **Middle Row, L to R:** Kirk Schroeder, Rob Ruiz, Chris, Abigail, and Elizabeth Chamberlain, Savannah Sanford, Janet "Boog" Bookey, Luke Bishop, and Emily Stafford **Front row, center:** Joe Flannery

## And the Winners Are...

On a day that changed from morning showers to hot sun, resolute golfers of the Marin Civic Center Golf League (MCCGL) capped a summer of truly outstanding golf with an 18-hole tournament and awards banquet on Sept. 20th at the Indian Valley Golf Club. The MCCGL, open to County employees, former employees and others from the greater county golfing community, got underway last April. ■ Twenty two-person teams competed in 9-hole matches every Tuesday evening at Indian Valley and StoneTree Golf Courses. The team of "Coop" Cooper and his wife Charyl won top honors in the *Won/Loss* competition; the team of **Ed Henry**, retired CDA, and **Robert Turner**, CDA, in the *Net Low Total* competition. ■ Winner in men's *Gold Flight* was **Steve Petterle**, Parks & Open Space. Other Flight winners were, Ed Henry, **Chris Knight**, DPW, **Michael Smith**, Treasurer, and Bob Devine. Winner in the women's *Diamond Flight* was Pam Nicolai. Other women's Flight winners were **Cynthia Barnard**, CDA, and Charyl Cooper. Bob Mellin won the *Substitute* competition. ■ **Bette Bohman**, retired H&HS, won the women's net eagle competition; Justin Offenbach the men's. A highlight this year were three natural eagles scored by Petterle, **Stacy Carlsen**, Ag., Weights & Measures, and Bob Devine. Playing in the same foursome, Petterle's and Carlsen's eagles came on the same hole. ■ The team of Turner, Mellin, and **Veronica Herrera**, H&HS, captained by **Dave Osaki**, Sheriff, won the year-end "Lemon Ball" tournament. ■