

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Bringing Communities Together

By Maite Acedo, Angela Arenas, and Sandra Ramirez-Griggs—H&HS

In March our communities in Novato and San Rafael were hit by various unexpected raids conducted before dawn by Immigration and Customs Enforcement (ICE), which led to the arrest of a number of people who were in the USA without proper documentation. Many families were separated for

a few hours or days, and did not have any information about their loved ones who were detained. ■ The raids had a severe impact on many children and families served by the County of Marin. In good emergency response fashion, immediate action was taken to address and support their needs during this difficult time. H&HS Community Mental Health and Community Health & Prevention Services, Canal Alliance, Bahia Vista School and Family Center, Bay Area Community Resources (BACR), Family Service Agency's Child Trauma Team, Parent Services Project, School Linked Services, Legal Aid of Marin, Family & Children's Law Center, Canal Welcome Center, Marin Grassroots Leadership Network, and others

stepped in to educate and provide resources to alleviate the crisis and trauma generated in the community. ■ Bahia Vista Elementary School in the Canal was impacted tremendously, and the staff and families were given much-needed support during this time. **Angela Arenas, Maite Acedo, and Sandra Ramirez-Griggs** from Marin County Community Mental Health facilitated meetings to teach parents how to address this situation with their children. Dr. **Marisol Muñoz-Kiehne** provided tools for talking about trauma, creating a safety plan in case of future raids, and supporting one another during stressful times. Education was offered about their rights and available resources. ■ BACR and the Family Service Agency provided off-site therapists to help support adults and children in need. The Family Service Agency facilitated a women's support group at the Bahia

Continued on page 11



Photo by Criss Miller

L to R: Maite Acedo, Angela Arenas, Sandra Ramirez-Griggs, and Dr. Marisol Muñoz-Kiehne

Irreplaceable

By Connie Siebler—Assessor's Office

Some very old and irreplaceable documents are under the stewardship of **Joan Thayer**, the Marin County Assessor-Recorder. In order to preserve the past and make this history available to future generations in its original form, her office has begun a project to restore some of our most fragile treasures. One of these, newly-restored *Patent Book A*, contains land records dating back to 1859 and features beautiful calligraphy and important historical signatures. It is accompanied by a binder showing step-by-step illustrations of the restoration process. The next project will be to restore the original Rancho maps. While they are not currently available



Photos by Connie Siebler

Original record books with leather covers and beautiful paper pages sit atop a newly-restored book, where papers are now held with acid free plastic sheets.

for public viewing, **Florence Shimano**, Chief Deputy Recorder, hopes to make them available after restoration for all to enjoy these important pieces of Marin County history. ■



Gary Johnson (Assessor) views one of the recently restored books.

FRANKLY SPEAKING

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Reporter of the Quarter: Jeri Stewart

Schedule

Articles Due	Publication Date
Tuesday, Sept. 11	Friday, Nov. 7
Tuesday, Dec. 4	Friday, Feb. 1, 2008
Tuesday, March 4	Friday, May 9

Vacation Photos Wanted!

It's entry time for our 12th Annual Photo Contest. Employees can be either the photographer or the subject of a photo taken between fall 2006 and August 2007. Previous participants are welcome! Printed photos or digital pictures (high-resolution) are welcome and should be submitted to Janice Hughes, c/o DA's Office, Rm. 130, or jhughes@co.marin.ca.us by August 31. Winning photos will be published in the Fourth Quarter *Frankly Speaking* and displayed in the Civic Center Cafeteria. Three \$25 certificates donated by Marin Film Works, 703 3rd St., San Rafael, will be awarded.



The Art and Practice of Supervision

By Vikki Loufakis—HR

"The class has inspired me." ■ "Very well-structured materials. Very, very good information and presentations." ■ "I gained new language and ideas to use with my staff." ■ These are some of the things county managers are saying about the *Human Resources Management Academy*, a new training program for county managers and supervisors. ■ The academy defines supervision as "the art and practice of managing individual performance." The curriculum is selective, focusing only on systems and practices that directly influence employee and work unit performance, and the quality of supervisor-staff relationships. ■ Over a six-week period (one day a week), the academy covers five elements of the supervisory role—performance planning and evaluation, classification, staffing, employee relations, and labor relations. In addition to the class experience, participants come away with a comprehensive reference manual, including process maps, graphics, desk guides, templates, and detailed PowerPoint slides on each presentation. ■ Supervision is a tough job, calling for highly-developed interpersonal, diagnostic, political, and organizational skills. It is a profession like any other, with its own systems, practices, and learned behaviors. A supervisor's performance can advance the organization or place it at risk, yet very little has been done to prepare people for their transition into the role. Most supervisors learn the job on the run, while juggling the non-supervisory

workload they never quite leave behind. ■ The academy is not just for new supervisors. Middle managers are encouraged to attend, because they are the coaches and information sources for new supervisors. The academy gives seasoned managers an opportunity to refresh their skills, update their knowledge of employment law and practice, and become better coaches to their supervisory staff. ■ The HR Management Team collaborated to produce the six-day program. The teaching staff includes **Janet Bosnich** on Classification, **Gerry Norton** on Recruitment and Examining, **Joan Brown** on Civic Center Volunteers, **Liz Paris** and **Terri Hampton** on Employee Relations, and **Laura Armor** on Labor-Management Relations. **Vikki Loufakis**, who created the overall design of the academy and serves as its project manager, teaches the Performance Planning and Evaluation segments. In addition, two guest speakers—**Matthew Hymel**, County Administrator, and **Jara Dean-Coffey** (H&HS)—address the student groups on two aspects of performance planning: trade-offs and goal alignment. ■ The challenge for any learning program is to keep the learning alive once the program has ended. To address this need, the academy has an *Application of Learning* component designed to build a bridge between the classroom and the workplace. ■

Send an e-mail to vloufakis@co.marin.ca.us or call Vikki Loufakis at 499-6191 for more information on the next academy, beginning on October 11.

Photo by Megan Numair



L to R: Gerry Norton, Terri Hampton, Vikki Loufakis, Liz Paris, and Joan Brown

Some of the HR Management Academy faculty (at left) review class materials prior to presenting them to the students (below).



Photo by Janet Lirette

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.



Six of the 17 SART Examiners L to R: Ann Reppun, Jane Gehring, Heather Renz, Melanie Wice, Gwen O'Malley, and Barbara Williamson

Forensic Collaboration

By Jody Timms—H&HS

The trauma of sexual assault can last a lifetime. Collaborating in the early hours, days, and weeks of such an event can ease the pain and pave the road to recovery. ■ Marin County's Sexual Assault Response Team (SART) is an excellent example of inter-departmental and inter-agency collaboration. Central to this work is the forensic medical evidentiary examination of the victim, which must be done within 72 hours of the assault. This can take up to four hours to complete and typically is performed by a certified nurse, mid-wife, or community registered nurse employed by Women's Health Services.

The SART Program began in 1991 to coordinate and implement sensitive and timely services to victims of sexual assault.

On call 24/7 at Marin General Hospital are 17 qualified Women's Health Services' nurses and mid-level practitioners who can quickly attend to an adult sexual assault victim. These examiners are also trained to provide expert witness testimony should a case go to court. ■ Examiners include **Melanie Austin**, CNM, **Michelle Baird**, CNM, **Jody Branham**, CNM, **Patty Brockley**, NP, **Erinn Burke-Lance**, CNM, **Suzette Burrous**, CNM, **Irene Delaney**, CNM, **Judy Gavin**, RN, **Gwen O'Malley**, RN, **Joan Okasako**, RN, **Heather Renz**, CNM, **Ruth Rogow**, CNM, **Linda Rouda**, CNM, **Ann Reppun**, NP, **Wendi**

Thomas, RN, **Melanie Wice**, CNM, and **Amy Willats**, CNM. ■

Advocacy, rape crisis counseling, and support services are also vital, and are provided to Marin County victims and their families by the staff of Community Violence Solutions, a local non-profit agency. ■ Thirty-three SART exams were conducted in Marin County in 2006. Every quarter, representatives of participating agencies meet with advocates and SART examiners to review cases. This is followed by a meeting of members of the SART Task Force, including Medical Director for the SART Program, **Charles Bookoff**, MD, **Jane Gehring**, CNM, **Barbara Williamson**, CNM, **Cathy Oqvist**, RN, **Jody Timms**, Chief of Women's Health Services, all from H&HS, as well as **Lori Frugoli** (DA). ■ The SART Program began in 1991 to coordinate and implement sensitive and timely services to victims of sexual assault. This county-wide mandated program is managed by Community Violence Solutions, which works closely with H&HS, the District Attorney's Office and Victim Witness Unit, the Sheriff's Office, all local law enforcement agencies, Kaiser Permanente, Marin General, Novato Community Hospital, and the California Department of Justice's Santa Rosa Crime Lab. ■ Thanks to the collaborative efforts of these highly qualified and dedicated professionals, the response to sexual assault in Marin County is strong and supportive. ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I'm about to share with you the most fantastic idea ever! It's an invention of mine, it's patented, and I'm planning to use the royalties to supplement my retirement, buy at least one Ferrari, and do some of the other things that very wealthy people do. ■ Imagine this: you've had a busy morning. You're at the cafeteria with a friend. Maybe two friends. You've just had a nice healthy lunch, and normally you'd like something sweet, something decadent, because it was a really, really busy morning. A month ago, you might have had a chocolate chip cookie, a brownie, or maybe piece of chocolate cake. Not today. Why? Because you purchased a packet of Steve's Famous Flavored Napkins. After you finished lunch, you wiped your mouth with a chocolate-flavored napkin and the urge for sweets was gone. No cholesterol, no calories. Plus, you just saved the money you would have spent on the treat and maybe fifty bucks at the dentist. ■ You get home. It's been a really busy day. You don't want to go grocery shopping. You look in the refrigerator. Eggplant. Typical. But the kids want hamburgers. Actually, you'd like something more interesting, too—maybe some kind of chicken thing. So you pull out your packet of Steve's Famous Flavored Napkins. Bake (or whatever) the eggplant and pass out the hamburger-flavored napkins to the kids. For yourself, select the herb-crust-ed-grilled-chicken-with-sesame-flavored napkin from the gourmet packet. Finish up with a strawberry-shortcake-with-real-whipped-cream-flavored napkin for the kids and a cappuccino for yourself (no caffeine, no fat!). Now everyone's happy. ■ Steve's Famous Flavored Napkins—wiping the flavor of life onto your mouth. (Opportunities for interested investors.) ■

Extraordinary People, Extraordinary Service

Photo by Mike Giannini



Rescue team with rescued cyclist at a celebratory luncheon on May 25 L to R: Matt Larson, Erik Schroth, Josh McHugh, James Hopkins, David Mason, Jamie Byrnes, Todd Overshiner, and Jason Pace

By Mike Giannini—Fire

On the afternoon of March 9, David Mason was riding his bike with a friend along Panoramic Highway. As they neared the intersection that would take them to Muir Woods, David felt very uncomfortable, got off the bike, and collapsed. His riding companion immediately called 911. At about the same time, James Hopkins, a registered nurse, was driving by and offered to help. It was clear that David was in

cardiac arrest. James, a long time CPR instructor, began chest compressions and started rescue breathing. The Throckmorton Ridge Fire Station was alerted to the emergency. Fire Captain **Todd Overshiner**, Fire Apparatus Engineer **Jamie Byrnes**, and Deputy **Matt Larson** arrived a few minutes later. ■ Within a minute or so, the cardiac defibrillator was placed on David and a shock was delivered to his fibrillating heart. Almost immediately, his heart

responded and began to beat on its own. David remained unconscious and was still not breathing. At about that time, Southern Marin Fire District personnel arrived to assist with the resuscitation efforts. David was transported to the Marin General Hospital emergency department, where it was determined that his heart had stopped due to a significant blockage in one of his coronary arteries. The blockage was cleared and David went on to make a successful recovery. ■ Coincidentally, that was the last day of Emergency Medical Services (EMS) Week—a week to celebrate the efforts of EMS workers across the country. The theme for this year was “Extraordinary People—Extraordinary Service.” ■ Those words are a very fitting way to describe the actions of those involved on March 9. Teamwork was key to David’s survival. The efforts of a passerby, public safety personnel, and hospital professionals, all working side by side, made the difference. Congratulations to all for a job very well done! ■

Photo by Francis Henley



L to R: Jeff Stiles, Anita Sauber, Fred Crowder, and Susan Ventura

Truly Organic

By Fred Crowder—Ag/Wts. & Meas.

Remember simpler days when, “don’t panic, it’s organic,” assured healthy eating? Whether it was sprouts or granola, these words said, “it’s grown naturally, man.” ■ But things changed; organic is now mainstream, “don’t panic, it’s organic,” was abused, and the National Organic Program became the organic law of the land. With the feds on the beat, organic became not only about practice, but also about compliance through record keeping, and integrity through

third party audits. Growers are audited by accredited agencies, which in turn are audited by the United States Department of Agriculture (USDA)—the dog that bites the dog that bites the dog. What a strange evolution. ■ In May a potentially volatile convergence between Marin’s organic free spirit and federal law occurred when Marin Organic Certified Agriculture (MOCA) had its reaccreditation audit. Staff from the USDA Audit Inspection Program spent three days reviewing MOCA program manuals, forms, and policies before leaving Washington D.C., and after arriving in Marin, two USDA inspectors spent another three days shadowing, grilling, and probing the brains of MOCA staff and management. ■ The USDA-accredited organic certification program in the Agricultural Commissioner’s Office was the vision of Supervisor **Steve Kinsey** and Agricultural Commissioner **Stacy Carlsen**. Agricultural Inspector **Anita Sauber** produced the manual for MOCA and developed the necessary inspection forms and all other program components. She is assisted in her work by staff inspectors **Jeff Stiles** and **Susan Ventura**. ■ Anita, Susan, and Jeff performed magnificently, participating in spirited and sometimes pointed debate with the USDA team. The program survived the audit with only three improvement points to address. Thanks to the knowledge, integrity, and experience of a dedicated staff, MOCA will continue to provide affordable organic certification services for local agricultural producers. ■

Anita, Susan, and Jeff performed magnificently, participating in spirited and sometimes pointed debate...

Throckmorton Fire Station Dedicated

By Kellie Moore—Fire

On May 12, with great pride, the Marin County Fire Department hosted a memorable dedication ceremony for its newest station. The Throckmorton Ridge Fire Station, located mid-slope on Mount Tamalpais, is one of six Marin County Fire Department Stations which serve the unincorporated area

surrounding Throckmorton Ridge and Muir Beach, and protect the lands of Tamalpais State Park and the Marin Municipal Water District. The station is strategically located to prevent a major wildland fire. ■ “This station reflects two important goals of the county: to provide for a sustainable future, and to encourage community partnerships. From concept to completion, these values helped to drive the project forward,” said Fire Chief **Ken Massucco**. “This station will serve as a model for other fire departments to emulate across the state and country.” ■ The new station replaces one that served the department since the mid 1950s. It provides a larger apparatus bay for the engines, living quarters for female firefighters, an office and a training area, and meets ADA seismic standards. ■ Some of the building’s features are use of natural light and ventilation, and a geothermal heating and cooling system. It was constructed using green building materials. According to the installer, San Rafael based SPG Solar, a 38-kilowatt photovoltaic system on the roof is expected to provide over 40% of the station’s electricity needs. The county hopes the station will qualify for a Leadership in



Throckmorton Station sits mid-slope on Mount Tamalpais.

Photo by Todd Lando

Energy and Environmental Design gold rating from the U.S. Green Building Council. ■ “We commend the Marin County Fire Department and Throckmorton Ridge Station for their commitment to the environment and to the community through their use of clean, renewable energy and abundant application of green materials. Over a 25-year period, the Throckmorton Ridge Station is expected to displace over two million pounds of greenhouse gas emissions,” said Dan Thompson, President and CEO of SPG Solar. ■ The dedication ceremony was honored by the presence of many county officials and other guests. America the Beautiful was sung by former Dispatcher **Dean Davis** while the ceremonial raising of the flag was performed by the Marin County Sheriff’s Office Honor Guard. ■

Photo by Mike Giannini



Fire Chief Ken Massucco speaks at the dedication ceremony.

In the Line of Duty

By Todd Lando—Fire

While investigating reports of an illegal campfire near Woodacre in October 1932, Fire Warden **Clarence C. Grimm** of the Tamalpais Forest Fire District (which became the Marin County Fire Department in 1941) was accidentally shot by a 15 year old boy who claimed he thought the Fire Warden was a “wildcat.” Clarence died two days later. ■ During preparations for a dedication ceremony at the new Throckmorton Ridge Fire Station, firefighters discovered original documents and newspaper articles

about the 1932 incident. An internet search led firefighters to Clarence Grimm’s surviving children, 87 year old Helen Reed of Santa Rosa and 80 year old Marian Grimm of Merced. ■ Helen recounted stories of her father’s days as a Fire Warden. She recalled that the fire department cared for her family for years after her father’s death. ■ Fire Chief **Ken Massucco** unveiled a bronze plaque, dedicating the new Throckmorton Ridge Fire Station to Fire Warden Grimm, and to all firefighters who serve to protect Mt. Tamalpais from wildfire. ■ Marian Grimm, Clarence’s youngest child, said that the ceremony and dedication of a public building to her father was the “closure that I have needed for 75 years.” ■

Photo by Kellie Moore



Marian Grimm, at her late father’s dedication ceremony, is escorted by Fire Engineer Jamie Byrnes.

Clarence C. Grimm

Photo by Tom Vasgird



L to R: Magen Yambaro, Kathy Rael, and Margie Roberts

Recent newlywed **Margie Roberts** (Aud-Cont.) and her guy, Nigel, threw a swinging housewarming party to celebrate their new abode. It was also Nigel's birthday. The mood was festive, the kids laughed and swam,

and the food was terrific. The Flavor Burst Award went out to Margie's mom, who prepared her signature salmon dish that people are still raving about. Best wishes to the happy couple. ■

Big Hoo-Rah congratulations to **Janice Alexander** (Farm Advisor) and her husband, Nick Cofod, on the birth of their son, Axel Alexander Cofod, born May 27. Axel joins big sister Alina. ■

Photo by Patty Okubo



L to R: Kim Main and Elizabeth Turner

What is it about those Courts people and their sensational vacations?

Kim Main, **Elizabeth Turner**, and **Patty Okubo** cruised the Caribbean for seven days in April. Leaving from Galveston, Texas,

they visited Costa Maya, Roatán, Belize, and Cozumel. No envy from the rest of us. Yeah, right. If that's not enough, **Barbara Jones** (Courts) cruised the Greek isles and Turkish coast with her daughter in May. Her stops included Rhodes, Patmos, and Istanbul. And **Annette Garcia** (Courts) took a three-day cruise to Ensenada, Mexico. ■

Let's hear it for **Alex Soulard** (DPW). It only took him only two days (two days!) to run a relay race from Calistoga to Santa Cruz. That's 199 miles. He, and his good-hearted buddies, pulled this off in an effort to raise money for Organs R Us. Our warm-hearted thanks go out to these guys for running to raise money for this righteous cause. ■

Martha Grigsby (Probation) welcomed her granddaughter, Helena Lelani, into the world on March 14. And even more good news as **Alyssa Balisi** (Courts) and Joseph Manansala became the proud parents of Ava-Giselle, born on April 30. Little Ava also brought giggles and joy to relatives **Jennifer Charifa** (Courts) and **Rachelle Concepcion** (Courts). Super congratulations to **Teresa Ramirez** (Courts) who celebrated the arrival of her grandson, Evan Michael, on May 9. ■



Vanessa

Speaking of new additions **Steve Morse** (IST) and his wife, Norma, are absolutely smitten over their new addition, Vanessa. Yes, puppies do have criminal minds and will commit daylight robberies of closets in search of expensive shoes, and leave permanent canine engravings on your furniture, but who would convict this pair of eyes? Happy puddles, Steve. ■

Ken Robbins (DPW) is the proud father of daughter, Katie, who is already making a big difference. She was accepted into the United Anglers program at Casa Grande High in Petaluma. This program received national attention a few years ago as the only wildlife program in a public education facility in the US to have a license to harvest, handle, and propagate an endangered species. Students of the program restored Petaluma's Adobe Creek and resurrected a dying species of fish. Check out their website at: www.uacg.org/message.htm for more information. ■

Liz Paris (HR) is certainly not feeling the blues about her son, Seth. He has been awarded a Fulbright Scholarship to

work with the University of Accra in Ghana, West Africa. Seth will be digitizing West African music and establishing a website at New York University so that this important music, roots of much of modern American music, is preserved and available for study. ■



David Kosmala

Nobody asked, but **David Kosmala** (Aud-Cont.) and **Jeanine Michaels** (Co. Counsel) paid a visit to the Mammoth Lake Park to meet up with old friends. Don't let David try telling you about the encounter with a protective mama bear and her cubs, and how he threw himself between the angry mama and Jeanine in an effort to protect her. In truth, David, who has given new meaning to the term wildlife, has been permanently banned from the park by the bears. ■

Photos by Janice Hughes



Molly Miller



Lisa Chapman

Molly Miller (H&HS) and Detective **Lisa Chapman** (Sheriff) received awards for their skill as child forensic interviewers at the Jeanette Prandi Children's Center. This is a child-friendly facility, where children who are suspected to have been abused can be interviewed by sensitive professionals in a safe environment. ■

Please e-mail the information from your department to the Odds & Ends columnist, Tom Vasgird, at tvsgird@co.marlin.ca.us.

Photo by Jeanine Michaels

Pilot Program Gets Rolling

By Dan Dawson—DPW

Thanks to the diligent efforts of Supervisors **Steve Kinsey** and **Charles McGlashan** and lobbying by local advocacy groups, Marin is one of four communities nationwide that has received the honor of a \$20 million grant from Congress to invest in nonmotorized infrastructure facilities, education, and outreach programs. The four-year investment is aimed at demonstrating the extent to which bicycling and walking can carry a significant part of the transportation load. While a daunting challenge, and one with nationwide implications, Marin gladly accepted. ■ Starting in 2006 and continuing through 2010, the Public Works staff team of **Dan Dawson**, **Reuel Brady**, **Bill Whitney**, **Pat Echols**, and Project Manager **Craig Tackabery** is coordinating this outstanding opportunity to construct bicycle and pedestrian infrastructure and provide educational outreach and programming to Marin residents. The program encourages residents to consider walking or biking for some of their daily trips instead of driving. With most household trips being two miles or less, shifting these trips to walking or biking can help reduce congestion, improve personal health and fitness, and encourage greater community interaction. ■ In October 2006, meetings with local cities and advocacy groups



Photo by Megan Numair

The Nonmotorized Pilot Program team L to R: Bill Whitney, Dan Dawson, Craig Tackabery, Pat Echols, and Reuel Brady

were held along with community workshops to solicit project and program ideas from the community. This effort resulted in over 200 project and 50 program ideas, estimated to cost over \$220 million—a figure ten times the available funding! A 19-member advisory committee was formed to develop criteria to evaluate and rank the ideas and to provide direction and feedback throughout the project development and evaluation process. ■ Following another public meeting to present the committee's draft recommendations to the public, the Department of Public Works took the ranked and prioritized list to the Board of Supervisors in April for final selection of projects and programs. Funding has been approved for a range of ideas, including new multi-

use paths, bike lanes, sidewalk and street crossing improvements, bike racks and lockers, rider skills courses, safety campaigns, and creating maps and promotional information, in both cities and in the unincorporated areas. ■ Minnesota Congressman Oberstar, author of the enabling legislation, said, "We need to reduce congestion and reinvent how we move about this beautiful community for our daily chores and activities. If we manage to do this, we will increase our quality of life and reduce our ecological footprint; a nice win-win we want to share. Let's enjoy the next three years together working to implement a smarter mobility vision for ourselves and our children." ■ To learn more about the program and stay informed on our progress, visit our website: www.walkbikemarin.org. ■

Marin is one of four communities nationwide that has received the honor of a \$20 million grant from Congress to invest in nonmotorized infrastructure facilities, education, and outreach programs.

Photo by Janice Hughes



The Marin County Sheriff's Office Honor Guard held a ceremony at the Civic Center on May 15 in honor of National Peace Officers' Memorial Day. The flags were lowered to half-staff to honor fallen members of the law enforcement community.

In Memoriam

Bill McMurray, Communications Manager for the Sheriff's Office, unexpectedly passed away on June 25. A 30-year member of the office, Bill was recognized for his compassion, sense of humor, and dedication to public safety. Captain **Mike Ridgway** said, "More than anything, Bill was genuine and embodied all of the best qualities of the human spirit." He is survived by his wife, Sherrald, and their three daughters.

The team works within the criminal justice system to provide intensive judicial supervision coupled with treatment for defendants whose criminality is directly related to their substance abuse.



L to R: Dr. Teena Scovis-Weston, Gaile O'Connor, Paula Glodowski-Valla, Commissioner Roy Chernus, Rob Reinhard (Center Point), Pam Bousquet, and Isreal Jones

Photo by Janice Hughes

The Team of the Quarter

By Jennifer Walter—Treasurer/Tax Collector's Office

The Adult Drug Court Team has been chosen Team of the Quarter. This team consists of Commissioner **Roy Chernus**, Deputy District Attorney **Pam Bousquet**, Deputy Public Defender **Gaile O'Connor**, Deputy Probation Officer **Isreal Jones**, Rob Reinhard from Center Point, Dr. Teena Scovis-Weston, Resource Development Coordinator **Paula Glodowski-Valla** (H&HS), and Officer Tom Sabido of the San Rafael Police Department. ■ The team works within the criminal justice system to provide intensive judicial supervision coupled with treatment

for defendants whose criminality is directly related to their substance abuse. It meets weekly to discuss and find solutions to empower its clients to get clean and sober and to maintain their recovery. A tremendous amount of effort is spent by all involved in the program, which includes not only the team members but a variety of departments and outside entities, such as Helen Vine Detox Center, Goodwill Industries, and Image for Success. It also works closely with such agencies as Marin Employment Connection, Social Security, and the General

Assistance program. ■ Clients are required to participate in intensive treatment and therapy and to be employed. Paula says, "We hold our clients to very high standards—no missed meetings, no late meetings. We set boundaries for the clients, giving praise, encouragement, and incentives to maintain sobriety, as well as giving sanctions when necessary. We are constantly asking ourselves what we can do as a team to support this person." Clients must complete the four phases of the program, which takes a minimum of thirteen months, even though their sentences may not be that long. Funding for this team is provided by the County of Marin and the State of California. ■

BTW Day/Month a Big Success!

By Ben Berto—CDA

A good number of county employees participated in Bike to Work Day on Thursday, May 17. A total of 47 bicyclists pedaled up in the energizer station at the south arch of the Civic Center. Riders biked to other county sites as well, where they received free goodies including a heavy-duty canvas over-the-

shoulder bag, snacks, and drinks. Probably the biggest benefits were the validation that they could ride a bicycle to work and the enjoyment of the cardio-vascular exercise. Eleven departments were represented by the bicyclists, including 17 employees from DPW and 10 from CDA (a healthy competition has been occurring there). Supervisor **Susan Adams** was the lead official bicycling to "Big Pink," and Supervisors **Steve Kinsey** and **Charles McGlashan** pedaled to business functions that day. ■ May was Bike to Work Month. The public agency web site, 511.org, sponsors Bike to Work Day/Month and promotes a bicycling

competition during the month. During this period a total of 210 five-rider teams in the nine Bay Area counties rode their bicycles for transportation (versus recreational) purposes. Points were awarded for every day a team member rode, with prizes going to the team that gained the most total points. The County of Marin had three teams entered in the month-long competition. DPW's Blue Roof Inn Rollers Team achieved the highest point total in the nine-county region within their category, and CDA's Team Green came in second. Both teams individually and collectively rode more than three-quarters of the days of the month. ■ Thanks to **Art Brook** (DPW) for taking the lead and everyone else who helped with the Bike to Work activities. See you out on the road! ■

Photo by Kevin McGowan



L to R: Dan Dawson, Jeri Stewart, and Bene DaSilva refuel at the Civic Center energizer station after riding their bikes to work on May 17.

EMPLOYEES OF THE MONTH

Photos by Janice Hughes

JUDITH NAGY



APRIL

Judith Nagy is an Engineering Assistant with the Public Works Department where she has worked for 22 years. She checks surveying documents such as subdivision maps and records of survey to ensure accuracy and conformance with legal and industry standards. Simply put, every drawing a land surveyor prepares for this county passes through Judith's hands.

■ Judith's surveying experience began in Hungary, where she surveyed railroads and other public works projects for the Hungarian Geodetic Survey. Those were turbulent times and she left Hungary in 1954 to immigrate to America. Judith started with the county just before Proposition 13 was enacted, which led to work in the private sector, before returning to the county in 1984.

■ Judith is highly regarded for her survey mapping expertise and is a pleasure to work with. The County of Marin and her land surveying colleagues celebrate her years of dedicated service and congratulate Judith on her well deserved selection as Employee of the Month. ■

By Eric Steger—DPW

TERRI HAMPTON



MAY

When faced with sensitive and complex employment issues, Marin County staff turn to **Terri Hampton**, Principal Personnel Analyst for Employee Relations, in the Human Resources Department. Terri works closely with staff to help develop solutions to difficult challenges, taking into account both employee and management concerns. In analyzing each situation, Terri listens closely and carefully to all parties and maintains a calm demeanor and fair-minded perspective. Her keen intelligence and rich experience, coupled with her level-headed, common sense approach, result in well thought out, practical, fair solutions that survive the test of time. ■ Terri's extensive knowledge of complex public employment law and her depth and breadth of human resources experience provide the county with a trusted professional who works effectively to maintain an environment that supports the best values of the organization. A Marin County employee since March 2005, Terri is highly effective and well respected throughout the organization. ■

By Liz Paris—HR

VENISE "VINNIE" NAHMENS



JUNE

Vinnie Nahmens has been a dedicated employee of the Marin County Probation Department for 23 years, starting as a Group Counselor in Juvenile Hall and working her way up to her current position as Prop 36 Officer. ■ Prop 36 is a specialized treatment program providing direct services to nonviolent drug offenders. Marin County has one of the most successful Prop 36 programs in the state, with the highest rate of graduation. This can be largely attributed to Vinnie, who goes above and beyond the call of duty, helping individuals to successfully complete their treatment programs. Vinnie is responsible for providing these services to over two hundred people and she is patient and encouraging with each one of them. Graduates often express their gratitude for Vinnie's role in their sobriety. ■ Vinnie has a wonderful sense of humor, solid organizational skills, and the admiration of her coworkers, making her an outstanding choice for Employee of the Month. ■

By Mike Daly—Probation



Photos by Mark Brown



Decision makers, emergency response providers, and members of the press observed demonstrations by emergency providers of 50 different gadgets and vehicles, all received through grants, at the Emergency Response Expo on April 12. One of the goals of the event was to acquaint those in charge of protecting Marin with new technology which might be purchased with available grant monies.



Photo by Gareth Nicholas



Having just completed a team-building exercise, previous and current MERIT members gathered for a photograph. **Front Row, L to R:** Sharmon Freund, Margaret Nicholls, Gareth Nicholas, Noushin Farrokhnia, Cathy Boffi, Dennise Colla **Second Row, L to R:** Cindy Brown, Elizabeth Nelson, Francie Hubert, Rwna Holaday, Misha Miki-Ladner **Back Row, L to R:** Jim Toth, Angie Hisanaga, Cathy Selmi, Carrie Stockton, Laura Turrini, Danielle Addleman, George McBride, Kevin Yeager, Dave Hill, Heather Burton, Maxx Gold, Diane Ooms, Terry Corde, and Mario Adorneo

A New Team

By Cathy Selmi—IST

On July 1, the county marked its one-year anniversary of using SAP software in a live environment. The Marin Enterprise Resource Implementation Team (MERIT) concept, created to support the county's implementation of SAP, is a multi-departmental team of county employees brought together from the Auditor-Controller, Human Resources, and Information Services & Technology departments. ■ Under the guidance of IST Director **Dave Hill**, MERIT brings existing county resources together. IST technical knowledge and managerial experience form the core management structure. Added to this core are the financial and human resources SAP user groups and a steering committee. The SAP user groups identify operational problems and provide feedback to

MERIT on tactical issues, and the steering committee guides long term direction. ■ The MERIT team comprises employees drawn from other departments who have been moved to the IST offices in Bel Marin Keys. These are **Cathy Boffi, Cindy Brown, Heather Burton, Terry Corde, Maxx Gold, Brenda Grayson, Angie Hisanaga, Francie Hubert, George McBride, Misha Miki-Ladner, Elizabeth Nelson, Gareth Nicholas, Diane Ooms, Cathy Selmi, Carrie Stockton, Jim Toth, Laura Turrini, and Kevin Yeager.** ■ The financial SAP user group is already meeting to address implementation issues and the human resources user group will begin forming shortly. Individuals in county departments who use SAP on a regular basis act as liaisons between the MERIT team and their individual departments. ■ The MERIT Steering Committee will start up next fiscal year and will consist of interested department heads and/or their assistants. ■ For IST, this approach to supporting the technology of business had its roots in the service agreement teams which provide IST staff to support the technology needs of individual departments. An example is the team lead by **Jim Selmi**, which supports DPW, CDA, and Fire. A further evolution of this concept led to the formation of the CDA/IST Geographic Information System matrix team built to support CDA, other county departments, and MarinMap, a collaborative city/county venture. ■ The MERIT approach provides a means of working together in a way that supports users' needs and furthers IST's vision of creating a truly collaborative work environment. ■

Under the guidance of IST Director Dave Hill, MERIT brings existing county resources together.

Photo by Joan Brown



His 25 years in office makes Hal Brown the longest serving member of the 113 members of Board of Supervisors since the county's founding in 1852. A light-hearted roast was held June 12 to honor his service. Here he stands next to the 1982 photo of his swearing in by then County Clerk Howard Hanson.

Roving Reporter

By Connie Siebler—Assessor's Office

The first week in August is "Simplify Your Life Week."

What have you done to simplify your life?

Ivonne Van Buuren

(Probation):

"I have fewer material things. I've moved twice in the last few years and have eliminated many things. When I change the clothing in my closet, like to the summer stuff, I get rid of lots."



Photo by Connie Siebler

Janet Hughes

(Library): "I don't have a cell phone or cable TV. There are so many other fun things I want to do! I pretty much only spend time with the people I want to spend time with."



Randy MacKenzie

(IST): "In reality, my life has not been getting simpler! I have two older children who are moving out of the house, and you'd think it would be getting easier!"



Debbie Shurtz

(H&HS): "Both my kids are in college now, so I have time to do things with my husband, friends, and for myself. I'm still busy, but it's a different kind of stress!"



Haiku

By Bob Beaumont—DPW

Nell's tied to the tracks
Oil Can Harry's run amuck
No way out in sight.

Creating a Healthy Environment

Julie Van Winkle—H&HS

What do sidewalks, bike trails, and fast food restaurants have to do with the rate of diabetes and heart disease? A group of professionals in public health and planning gathered in April for the first annual Built Environment Conference to learn how the planning choices we make today will affect our health in the future. The Department of Health and Human Services (H&HS) sponsored this conference with a goal of raising awareness of the need for close coordination among the many agencies in the county that are working to improve the built environment to promote health and wellness. ■ Board of Supervisors' President **Steve Kinsey** opened the conference by highlighting the many opportunities we have to promote health through walking, biking, and enjoying our natural resources in the county. Richard Jackson, M.D., MPH, provided an overview of the research linking issues such as access to walking paths and healthful food with reduced rates of disease and healthier communities. ■ A panel of experts provided an overview regarding current efforts underway in Marin County. This panel included **Craig Tackabery** (DPW), **Sharon McNamee** (P&OS), and **Stacy**

Carlsen, Marin County Agricultural Commissioner. Each panelist provided insight into how his or her department is working to make the environment more healthful for Marin County residents. ■ Participants engaged in a hands-on exercise that allowed them to make environmental improvements to "No Way City," a built environment disaster featuring such problems as no sidewalk access to a school, broad streets without crosswalks, and a fast food restaurant next to the school. This exercise helped conference attendees understand how they can make small changes that have a big impact on health and wellness. **Dawn Weisz** (CDA) explained how her agency is retooling suburbia through the Countywide Plan, which includes specific strategies to improve the health and well-being of residents in the county. ■ Dr. **Larry Meredith** and



Photo by Felice McClenon

Built Environment Panel L to R: Panel Moderator Lisa Seldstein (Public Health Institute), Craig Tackabery, Stacy Carlsen, Bob Brown (San Rafael Community Development), and Sharon McNamee

Frima Stewart (H&HS) asked the group to commit to taking steps to improve the built environment. Attendees were invited to write their commitments on a postcard which will be mailed back to them as a reminder six months after the conference. ■ Based on the enthusiastic response of conference goers, we can anticipate improvements to our infrastructure that will enhance health and wellness. ■



Photo by Marsal Muñoz-Melina

Douglas Mundo, Executive Director of the Canal Welcome Center (at the microphone), and Concilio del Canal members, Montserrat and Jorge, speak at the rally following the May 1 (Latin American Labor Day) march in San Rafael. The May 1 events were a strong show of support to immigrant workers impacted by the March raids.

Haiku Trilogy

By Bob Beaumont—DPW

The haikus published in the last three issues comprise a trilogy. Assigning one word that captures the essence of each and then stringing them together will provide the theme.

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

In spite of it all
Undaunted by our follies
The dawn brings promise.

Life's prime elixir
Golden mead that fills the heart
And binds us to all.

(Answers are on the back cover.)

Community cont'd

From front cover

Vista Elementary School site to address their trauma. BACR sent a bilingual therapist to facilitate two children's groups on school sites. The Parent Services Project and School Linked Services, with the help of the Marin Community Foundation (MCF), granted funds to provide evening programs to educate and debrief families in the community. MCF is still supporting and serving as host for monthly meetings in which representatives from many organizations plan

continuing services. ■ Canal Alliance, Legal Aid of Marin, Family & Children's Law Center, and the Canal Welcome Center offered vital information to the community regarding their rights, steps of action, notary publics for letters, and passport information needed in case of future raids. ■ Although levels of stress, fear, and frustration were high during this time, the community united in positive ways. People came together during vigils, marches, and community meetings, forming an even stronger sense of community, creating hope and strength in the midst of uncertainty. ■

The raids had a severe impact on many children and families served by the County of Marin.

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from March 1, 2006 to June 1, 2007

Lucia Granger
Timothy Miller
Darryl Ferris
Pamela Gocobachi
Mary Elizabeth Lopez
Yvonne Zupkow
Angelie Tate
Carlos Garcia
Vu Tran
Karen Lamb
Tawnya Stansell-Walsh
Jacqueline Kahn
Karen Hebert
Alemu Fanta
Valentina Jones
Oscar Guardado
Sean Kensinger
Lauren Houde
Patricia Lyons
Kendra Forsythe
Lisa Sepahi
Alan Kruse
Patricia Lis
Lorlinda Abueg
Johnny Gray
Kenyetta Wilson
Erica Hughes
Michelle Arteaga
Sharmon Freund
Veronica Navarro
Bryan Winton
Jill Harris
Savannah Shyne
Cassandra Escher
Aurora Tovar
Felipe Godinez
Jeffrey Wang
Amy Roberts
Alexander Dang
Ana Bagtas
Debbie Meyer
Jennifer Colombo

Child Welfare Wkr. II – Biling., H&HS
Deputy Sheriff Trainee, Sheriff
Tech. Support Analyst I, Sheriff
Library Branch Aide I, Library
Admin. Svcs. Associate, IST
Admin. Svcs. Mgr., P&OS
Child Welfare Wkr. II, H&HS
Mechanic, DPW
Child Welfare Wkr. II – Biling., H&HS
Deputy District Attorney I, DA
Child Welfare Wkr. II, H&HS
Sr. Clerk/Typist, H&HS
Child Welfare Wkr. II, H&HS
Detention Registered Nurse, H&HS
Sr. Systems Support Analyst, IST
Health Educator – Biling., H&HS
Deputy District Attorney I, DA
Admin. Svcs. Mgr., CDA
Mental Health Unit Sup., H&HS
Deputy District Attorney I, DA
Policy Analyst, H&HS
Accountant II, Aud-Cont.
Eligibility Wkr. I, H&HS
Detention Registered Nurse, H&HS
Engineering Tech. II, DPW
Admin. Svcs. Associate, Probation
Collections Mgr., CS
Mental Health Pract., H&HS
Support Svcs. Spec., Aud-Cont.
Employment Devel. Counselor, H&HS
Sup. Clerk, H&HS
Library Assistant I, Library
Program Coord., H&HS
Deputy District Attorney I, DA
Senior Clerk/Typist – Biling., H&HS
Eligibility Wkr. I – Biling., H&HS
Capital Planning & Project Mgr., DPW
Mental Health Pract., Probation
Mental Health Pract., H&HS
Program Coord., H&HS
Eligibility Wkr. I – Biling., H&HS
Dental Hygienist, H&HS

Jeanne Miche
David Buccheri
Patrick McNeerney
Matthew Ballinger
Quianne Hunter
Virginia Faria
John Dury
Mario Adormeo
Freeman Suen
Jeanna Reynolds
Benjamin Warren
William Campagna
Mike Finnegan
Gary Lara
Diane Pabich
John Forchelli
Kevin Zumstein
Christopher Gilbert
Brenton Schneider
Lawrence Matelli
Judy Jeang
Shary Clifford
Linda Pierini

Capital Planning & Project Mgr., DPW
Social Service Wkr. II, H&HS
Building Maintenance Wkr. I, DPW
Building Maintenance Wkr. I, DPW
Secretary, P&OS
Accounting Asst., H&HS
Mental Health Pract. – Biling., H&HS
Sr. Systems Support Analyst, IST
Personnel Tech., HR
Mental Health Unit Sup., H&HS
Sr. Clerk/Typist, H&HS
Disability Access Mgr., DPW
Fire Fighter Paramedic I, Fire
Secretary, H&HS
Employment Devel. Counselor, H&HS
Building Maintenance Wkr. I, DPW
Fire Fighter/Paramedic I, Fire
Fire Fighter/Paramedic I, Fire
Comm. Dispatcher I, Sheriff
Deputy Sheriff Trainee, Sheriff
Comm. Dispatcher I, Sheriff
Comm. Dispatcher I, Sheriff

Farewell to Retirees!

Toby Olsen
Jay Ruskin
Patricia Warren
Yvonne Bush
Margaret Bohan
Theresa Bastida
Hsiang Anderson
Lynne Kirley
John (Jack) Baker
Jeryl Bost
Egidia Di Matteo
Robert Mennica
Mary Buttaro
Barbara Froberg
Lois Saint Sure
Anne M. Chesnut
Claudia Hicklin
George Bucke
Phyllis Arnold

Court Svcs. Sup., Courts
Deputy Public Defender IV, PD
Equal Employment Spec., HR
Client & Youth Svcs. Mgr., H&HS
Admin. Svcs. Asst., DPW
Secretary, Sheriff
Service Asst., Sheriff
Admin. Svcs. Mgr., P&OS
Senior Civil Engineer, DPW
Processing Spec. III, Court
Accounting Tech., H&HS
Landscape Svcs. Sup., P&OS
Employment Devel. Sup., H&HS
Processing Spec. II, Courts
Chief Deputy Public Admin., Treas/Tax
Detention Nurse Pract., H&HS
Processing Spec. III, Courts
Road Maintenance Engineer, DPW
Eligibility Wkr. III, H&HS

Photo by Janice Hughes



The Board of Supervisors recognized various lengths of service on May 22, including 45 employees with 20 years of service, 32 employees with 25 years of service and the following individuals with 30 or more years of service to the County of Marin. L to R: Rich Wallace (30 years, DPW), Nancy Boggs (35 years, Probation), Ed Berberian (30 years, DA), Sylvester Tracy (35 years, Probation), Marta Ann Osterloh (30 years, PD), Jan Johanson (30 years, H&HS), Nancy Lee Hemmingway (35 years, Library), Mary Hyams (35 years, DCSS), Bette Bohman (40 years, H&HS), Kathryn Mitchell-Ball (35 years, DA), Jack Baker (35 years, DPW), David Sexton (35 years, H&HS), and Deborah Poiani (30 years, CDA). Not pictured: 30- and 35-year honorees include Glenn Becker (35 years, PD), Jennie Trent (35 years, H&HS), Jim Farley (30 years, CS), Glenn Godfrey (30 years, Sheriff), Frank Neer II (30 years, Fire), Jeffrey Rawles (30 years, DPW), and Richard Sheldon (30 years, DPW). In addition, 85 employees were honored by their departments for 10 years of service with the County of Marin and 56 employees were honored for 15 years.