

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Probation's Roles

By Mike Daly—Probation

Remember the TV show *COPS* when it first came out? It gave real insight into a shift on patrol. Then came *Law and Order*, a look at what district attorneys do in high drama. I am still waiting for a series on probation! We are the ones who have to pick up the pieces after all that exciting stuff is over. Where's our show? ■ The good news is that probation and its importance in the



"High-Risk" officers Terry Wright and Rosie Alvarez

Photo by Mariano Zamudio

criminal justice system have really come to fruition over these last few years.

Research in community corrections has proven that the following practices are more likely to reduce recidivism:

- Identify through actuarial risk/needs assessment the offenders with a high risk of recidivism
- Allocate correctional resources to high-risk offenders because most low-risk offenders desist from criminal behavior on their own
- Establish meaningful relationships between correctional staff & offenders
- Focus treatment on practicing skills and thinking patterns that increase pro-social behaviors.

Due to this research, probation departments all over the country are better equipped to help people restore order in their lives. ■ The Probation Department's mission is to hold offenders accountable while promoting their rehabilitation, reduce the impact of crime and conflict on victims and the community, and employ best practices in providing balanced effective services as directed by the courts and in collaboration with other agencies and the community. ■ To meet these goals, the chief probation officer for each county is mandated in three areas: to run a juvenile hall, to provide

Continued on page 11



Juvenile Division staff reviews statistics with Probation Analyst.

L to R: Matt Murphy, Deputy Probation Officer, Kevin Lynch, Probation Analyst, Alisha Krupinsky, Deputy Probation Officer, and Michele Boyer, Probation Supervisor

Photo by Ulises Ramirez

Fostering Gifts for Foster Kids

By Paula Robertson—H&HS

The fire trucks pull up filled with gifts. Each year at holiday time, **Jeannie Damazio** (H&HS) coordinates an extremely effective gift drive for the children served by Marin's Children and Family Services. **Connie Siebler** and staff at the

Assessor's Office organize a gift drive. County employees, Court Appointed Special Advocates, foster parents, and many others give generously so that

every child in foster care feels cared for during the holidays. ■ But children in foster care have another day that is even more special to them: their very own birthday. In the book *Three Little Words*, Ashley Rhodes-Courter recounts her journey through foster care, ultimately to adoption. Year after year, in various placements, Ashley focused on her birthday. She always wanted to know if she would have a party or receive gifts in her new home on her special day. Her birthdays were sometimes bleak. She contrasted this with the abundance of donated gifts that she received during the holiday season. ■ While we are fortunate in Marin to have wonderful foster parents



Children love their birthdays!

Photo by Carol Ihnenburg

who always try to make each child's birthday special, they could use some help to provide that special gift. In addition, not all children in care are living with foster families. A few are in group homes that by their very nature are less personal. Others live with relatives or guardians who are struggling to make ends meet. ■ In the coming year, Children and Family Services hopes to find volunteers interested in coordinating a list of children's birthdays and ages so that those who wish to give can make a child feel as special and cared for on their birthday as they do during the holidays. If you can help, please contact **Paula Robertson** (H&HS) at probertson@co.marin.ca.us. ■

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Reporter of the Quarter: Bryna Holland

Schedule

Articles Due	Publication Date
Friday, Feb. 26	Friday, May 7
Friday, May 28	Friday, August 13
Friday, September 3	Friday, November 5

Photo by Joan Brown



Scott Bauer holding gift items

Sale!

With the closure of the Civic Center gift shop, the Civic Center Library now has some Frank Lloyd Wright merchandise for sale. Items include books on Wright and the construction of the Civic Center, cloth book bags, coffee mugs, and other small souvenirs. Sales of these items will benefit the Friends of the Marin County Free Library. Payment must be by cash or check.

Letter from Supervisor Arnold

As we begin a new year together I want to express the deep gratitude from the Board of Supervisors for your commitment to the County in these challenging economic times. ■ You have partnered with us in offering suggestions for restructuring our budget, tightened your belts, and learned to do more with less while still keeping a smile. ■ This year we anticipate more reductions from the State, which will continue our budget challenges. We also have to keep in mind the mandates of AB 32 for counties to establish a greenhouse gas emissions cap for 2020 based on 1990 emissions. ■ Our recent community survey revealed that in addition to traffic congestion, the economy and a lack of jobs were major concerns. We have an opportunity to address these challenges this coming year with the creation of the Marin Economic Forum (MEF). This will be a public/private partnership composed of city and county governments, chambers of commerce, educators, nonprofits, and small and large businesses. The data that will be provided from MEF will serve to strengthen our existing businesses and forecast which Marin-friendly businesses are in line with Marin's core values and economic sustainability strategies that we should seek out to locate in Marin. ■ I also invite you to contact me with any suggestions or concerns regarding how we do business: call me at 499-7331, e-mail me at jarnold@co.marin.ca.us, or stop me in the hallway. One of my New Year's resolutions is to meet more of our county family. ■ And in the coming year, let's all remember Mother Teresa's admonition: "Life is a challenge; meet it!" ■

Best wishes,

Judy Arnold
Board of Supervisors President



Photo by Dennis Heane

Jury Trials Backlog Busted

By Bryna Holland — PD

Judge Lynn Duryee, Deputy District Attorney Leon Kousharian, and Deputy Public Defender George Shea coordinated their efforts throughout 2009 to resolve a backlog of 342 misdemeanor jury trials, some up to five



Photo by Janice Hughes

years old. At the end of 2009, only 100 cases were pending, all from 2009. The Marin County Superior Court awarded Leon and George plaques at the annual Marin County Bar Association luncheon for their amazing accomplishment and dedication to the criminal justice system. ■

California's Fire Chief of the Year

By Kellie Sullivan—Fire

Ken Massucco's peers named him California's Fire Chief of the Year in a surprise presentation on September 28. The award recognizes outstanding members of the fire service leadership community, paying special attention to those who are role models for all

chiefs throughout the state. ■ Chief Massucco began his fire service career in 1974 and was appointed to the chief position in 2001. In his eight years as chief, his focus and mission for the department have continued to be to help people when they are at their most vulnerable with skill, expertise, and compassion, while at the same time ensuring everyone's safety. In the letters of support for the nomination it was said that Chief Massucco leads through honest conversation, sage advice, and a strong personal work ethic. The one word used countless times to describe him was integrity. At the award presentation,



Fire Chief Ken Massucco and Supervisors Steve Kinsey, Susan Adams, and Judy Arnold

Photo by Joan Brown

Chief Massucco was humbled by the recognition. Graciously, he attributed his success to the countless others who have led and guided him, as well as the support of his family. ■ Numerous people were on hand at the ceremony to congratulate the chief, including Emergency Medical Services Battalion Chief **Mike Giannini**, Fire Marshal **Scott Alber**, Training Battalion Chief **Jason Weber**, Operations Battalion Chiefs **Mark Brown** and **Bill Roberts**, Administrative Services Officer **Phoenicia Thomas**, and Accounting Technician **Kellie Sullivan**, as well as members of his family, including his wife and three of his children. ■

Smart Grid

By Dawn Weisz—CDA

On October 30, Marin hosted a ribbon-cutting ceremony to celebrate the launch of the field-test phase of a smart grid demonstration project at the Civic Center. The grid refers to the electricity power lines that bring electricity from power-generation stations to Marin homes and businesses. ■

Funded by the US Department of Energy (DOE) in conjunction with the Marin County Office of Sustainability, the project will demonstrate integration of renewable energy supplies into the grid with automated responses. This will help Marin reduce energy demands during peak periods—hot summer days, for example—so that



Photo by Rachel Heim, Valhalla Photographic

Dawn Weisz (CDA) and Dan Ton, US Department of Energy

polluting power plants do not need to be turned on as frequently. The project is one of the first DOE-sponsored smart grid research and development projects to become operational and will serve as a model for future energy efficiency and smart grid programs around the nation. ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I dial all of my telephone numbers from memory. It's just something that I've always done. In the past, I was successful with my dialing endeavors most of the time and I was proud of the ability. But a person comes into contact with a lot of numbers over the course of a lifetime—ZIP codes, manufacturer's suggested retail prices, Dow Jones Industrial Averages. Now I find that I'm successful only much of the time. Still, I continue the practice. ■ The explanation is simple. ■ Last week I attempted to call my brother in Sacramento but inadvertently dialed my Social Security number. As a result, I had the most fascinating conversation with a nice lady in Scranton, Pennsylvania. It turns out that her great-grandfather was an extra in the *Wizard of Oz* with Judy Garland. It's not that I don't enjoy talking to my brother, but this lady's great-grandfather was in the *Wizard of Oz* with Judy Garland! How interesting is that? ■ And then two months ago, I tried to call my best friend (we've known each other since high school), but I transposed the area code and called Omaha. The guy who answered the phone was watching the 49ers game. I was too! We got to talking and it turns out that his wife was raised in Modesto. She actually saw the Beatles in concert at Candlestick Park in 1966! ■ It really is a small world. But I wouldn't know just how small if I didn't continue to dial all of my telephone numbers from memory. ■

Illustration by Phoenicia Thomas

The Phoenix Project Takes Flight

By Danny Maples—Sheriff's Office

The project is a partnership of law enforcement, public housing, social services, non-profits, and private organizations.

The community of Marin City celebrated the much-anticipated launch of the Phoenix Project last October. The program provides resources for young men, ages 13 to 25. Many county officials, as well as state Senator Mark Leno, were on hand to kick off the grand-opening celebration with several hundred members of the community. The project is a partnership of law enforcement, public housing, social services, non-profits, and private organizations. The main supporters include the county offices of the Sheriff, Probation, District Attorney, and Public Defender, and community agencies Project IMPACT, the Marin City Community Development Corporation, the Senior Sunshine Club, and the Conservation Corps North Bay. ■

The project was co-founded and developed by the Marin Housing Authority and Felecia Gaston, director of the non-profit organization Performing Stars of Marin. Felecia had the vision of reaching out to at-risk youths and providing them an alternative to engaging in the increasing criminal and gang activity in Marin City. Project attendees receive individually focused education, counseling, and job skills to help them succeed. The Marin Housing Authority provided an apartment in the heart of Marin City as a community-connection center to house the Phoenix Project. The apartment was given a major facelift and transformed into new offices, a small conference room for classes and workshops, and a computer lab with computers donated by Marin Catholic High School. Many other community sources provided donations to help get the project up and running. ■ **Darnell Roary** (Probation), who grew up in Marin City, has taken an active interest in the project. He believes it will be very beneficial in intervening in



Probation Supervisor Darnell Roary and Deputy Sheriff George Bernheim work with Stephen and Lamar on a community clean-up day in an effort to beautify the neighborhood.

Photo by posseby

young men's lives. He's proud of the project's success: it has already found employment for several attendees and has helped many others work toward their goal of obtaining their GED and developing job-related skills. ■ **Lieutenant Cheryl Fisher** (Sheriff) has been the liaison and a supporter since the inception of the project. **Bill Hernandez** (Sheriff) and **George Bernheim** (Sheriff) are the direct community patrol unit in Marin City. Their support of the program included rolling up their sleeves on a very hot day and assisting in a successful community clean-up event. Bill and George will continue to assist in improving community relations and education through workshops that will be held at the Phoenix Project site. ■ The projected initial term of the project is 18 months. With positive results and future funding, however, it hopefully will be extended. The project has arrived for those who want to help themselves but haven't had the motivation to seek help on their own. As one speaker at the celebration loudly proclaimed to the crowd, "There are no more excuses; we are here!" ■

IST Innovation Wins Twice

By Cathy Selmi—IST



The PISMO Team L to R, Back: Nancy Amen, Jim Grant, Ray Van Cleave, Ron Matteson, Jim Huang, Mark Wong L to R, Front: Renata Hansen, Chris Cameron, Bie Dellosa

Photo by Cathy Selmi

The California Counties Information Services Directors Association (CCISDA) established the Innovation Award program to salute IT professionals working in county government offices for their dedication, hard work, and contributions. The program offers an opportunity to be recognized by peers, to spotlight exceptional technology initiatives, and to learn about what others are doing. This year CCISDA recognized Marin's IT group in two categories. In the Business Process category, PISMO (Property Information Systems Modernization) brought home the gold, and in the category of Operational Effectiveness, Marin won for Putting Software Applications in



The GIDEON Team L to R, Back: Nathan LaForce, Richard Saslow, Supriya Menon L to R, Front: Annmarie Lundy, Dongfen Gao

Photo by Cathy Selmi

Database Tables as a part of the GIDEON project. GIDEON is the case management system developed by IST for the Public Defender's Office. Congratulations!

MEC's Business Is Up in Down Economy

By Cynthia Gunselman—H&HS

During these times of high unemployment, the best way to job search is through networking within your profession and within your community. The Marin Employment Connection (MEC) is just what the name implies: a place to get connected to employment in Marin. It is a public/private partnership funded by the Department of Labor via the Workforce Investment Act. ■ MEC's Career Resource Center is open to the general public (not just Marin residents) Monday to Friday from 8 a.m. to 5 p.m. Individuals can drop in at 120 N. Redwood Drive, San Rafael, and tap the wealth of information and services. Almost 15,000 people visited the Center from July 2008 to June 2009—a 32% increase from the previous year. No one is turned away. ■

Tim McClain (H&HS) is the person most people see when they visit the Career Resource Center. Tim has been involved with employment and training for 35 years. "We see a lot of really smart people around here, but the smartest ones are those who are looking for help in their job search," Tim said. ■ **Marilyn Norman**, the Center's newest employment counselor, commented, "The services provided here are a must for the serious job seeker or anyone wanting a successful outcome for their job search efforts. Our team of workforce development experts can offer state-of-the-art advice on how to format winning resumes, answer employers' tough questions, dress for an interview, identify and tap into the hidden job market, focus your job search, target employers needing your skills, and

much more. Additionally, job seekers will have an opportunity to build and expand their professional and social network by participating in Marin Professionals (MP), a networking organization. During MP meetings, job seekers have the opportunity to share their personal stories and career interests with other job-seeking professionals. Guest speakers at MP meetings speak on timely topics relevant to the current labor market." ■ MEC also offers information about training grants. Short-term training or a skills upgrade can be the competitive edge that distinguishes you from another applicant. ■



Photo by Cynthia Gunselman

Josette Molloy talks with a happy contractor who was just enrolled in Workforce Investment Act services, which will pay for his training to become LEED certified.

You Can Keep This Library's Books

By Nancy Davis—Library

Many children and teens come to the library to find a good book to read. The library has instituted a program where librarians and books go out to children—those who are incarcerated at Juvenile Hall. ■ With funding from the Marin Charitable Association, the Friends of the Marin County Free Library, and the Juvenile Justice Commission, Teen Librarians have been regularly visiting Loma Alta School at Juvenile Hall for the past two years. Seven librarians participate in the project: **Marilyn Boatright** (Marin City), **Bonnie Gosliner** (Corte Madera),

Amanda Foust (Novato), **Martha Kassin** (Civic Center), **Shereen Ash** (Fairfax), **Jennifer Livingston** (West Marin), and **Irene Morales** (Spanish Services). They bring new paperback books, talk to the students in a group about the books, then help them individually or in small groups as they choose something to read. ■ **Bart Jones**, the lead teacher at Loma Alta, said the students can select a book to read during quiet time every day and they can select two more to take back to their rooms. Because there are no televisions or computers in the rooms, reading is the main activity there. ■

The books are not checked out, as they would be in most libraries. Many are not returned, but that does not bother the librarians. If a student is released from detention while he or she is reading a book, librarians are happy to allow the student to take the book. The goal is to encourage reading for enjoyment and improve reading skills. ■ The librarians receive thank-you notes from the students after every visit. One note read, "Thank you for



Photo by Gail Wiermann

Teen Librarians L to R, Back: Marilyn Boatright, Amanda Foust, Jennifer Livingston L to R, Front: Martha Kassin, Bonnie Gosliner, Shereen Ash



Photo by Greg Goldhaber

Juvenile Hall Staff L to R: Steve Blair, Superintendent Marin County Juvenile Hall; Bonnie Gosliner, Librarian; and Bart Jones, teacher, Loma Alta School at Juvenile Hall library

Photo by Jack Govi



On December 9, Michele Keno (Co. Counsel) held a special training for social workers at Child Protective Services. Thirty-seven workers participated, ending in a mock trial with help from Co. Counsel attorneys Renee Brewer as judge and Steve Pearl as the cross-examiner.

No staycations for these folks. **Chris Cameron** (IST) and her husband went on a 12-day East Mediterranean cruise vacation, including Athens, Crete, Santorini, and Mykonos, plus Egypt and Turkey. **Nelson Gremmels** (Assessor) and wife Shirley spent three baking-hot weeks in Egypt and Israel. **Cam Norton** (Assessor) spent the latter part of October touring Spain and Portugal. **Mike McPeck** (Assessor) and wife Larcy spent part of September on a Mediterranean cruise.

Prior to the cruise, they toured Rome for several days. **Alyssanne Taylor** (Library) and **Eva Patterson** (Library) recently visited South Korea. They made it into the DMZ and stood a few feet away from the line of demarcation. **John Neville** (DPW) and his family had a great

weekend in October trick-or-treating at Disneyland with his sister's family. They all dressed up as superheroes. ■

Nestor LaBoy (Assessor) spent two weeks auditing businesses in Virginia under the CCCASE program. In his spare time, he was able to visit Colonial Williamsburg and surrounding area. ■

Anne Mahoney (Library) reports that she and her husband, John, are enjoying "fifteen minutes of fame" in an article about John's '65 VW bug ran in a recent issue of *Das Auto*, Volkswagen's magazine. John purchased his black beetle in Germany in the summer of 1965. In 1968, they drove it on their honeymoon. The odometer hit 1,000,000 miles on July 31, 2009. ■

Photo by Derrick Buske



Superheroes L to R, Back: Patricia Buske, Kathryn Neville, John Neville L to R, Front: Ava Buske, Cade Neville

Please e-mail adventures, events, and department happenings to the Odds & Ends columnist, **Cathy Selmi**, cselmi@co.marin.ca.us

There's a baby boom going on! **Jim Farley** (CS) and wife Danielle welcomed Chiara Alessa Machotka on October 15. **Eric Newburn** (DPW) and wife Joanne welcomed Connor on October 15. **Tina To** (DPW) and husband Mike welcomed Clare on September 4. ■

County Fire may even need to open its own day care center soon. Welcomed to their respective families are: Sophie Marie to Mikayla and **Larry Mersereau** (March 9), Jordon to Molly and **Chris Martinelli** (March 17), Everly June to Mimi and **Aaron Jarvis** (May 22), Zachary Michael to Nicole and **Jeremy Pierce** (May 30), Stella Claire to Brianna and **Jason Weber** (June 29), Gianna Rose to Kristi and **Marc Martinelli** (July 11), Harrison Grant to Wendy and **Ian Adams** (July 12), Casey Gerald to Sherry and **Gerry Sheehan** (September 10), Taylor Cate to Adrienne and **Bret McTigue** (October 6), and Mia Angelina to Jenine and **Joe Gallardo** (October 21). ■

Several county employees spent a beautiful Saturday morning in September completing the Dipsea Lite Run/Walk for Zero Breast Cancer. **Brian Crawford** (CDA), **Toni Stewart** (BOS), **Art Brook**, **Liz Lewis**, and **Jeri Stewart** (DPW) collected more than \$1,000 in donations from generous employees, friends, and family. ■

Congratulations and best wishes to **Jodi Olson** (Assessor). Jodi married her sweetheart Dean in a beautiful outdoor setting on September 13 at the Silverado Resort in the Napa Valley. ■

When Bay Area Air Quality Management District staff was designing an updated website, they asked users to submit photos of their home counties. As a regular user of the site, **John Paterson** (DPW) uploaded shots representing Marin. To view the photos, go to www.baaqmd.gov and type "marin" in the search box. ■

San Marin Girl's Tennis standout Laura Posykin, daughter of **Misha Posykin** (IST), finished an undefeated season (25-0) by winning the North Coast Section Singles Championship in

November. She became the first San Marin High School player to ever win an NCS singles championship. ■

Giovanni Lando, the 6-year-old son of **Carey Lando** (DPW), competed in the Marin Triathlon on October 31. He swam 25 yards, bicycled a half mile, ran a quarter mile, and raised \$225 for his chosen cause, Sunny Hills Services, a children's support organization in San Anselmo. ■

Diana Kelly

(HR), an American Heart Association certified CPR trainer, along with "Uncle Charlie," a mannequin donated by



Diana Kelly with "Uncle Charlie"

CPR-etc., presented "Pop Goes the Cork—Learning the Heimlich Maneuver" to HR staff just before Thanksgiving. "In a choking adult or child, the correct Heimlich technique has a 99% chance of saving a life," said Diana. ■

Mandy Murphy (H&HS) started a lunchtime walking group for women in the community as well as co-workers. The group meets Mondays through Thursdays at noon at the Wellness Campus in the Connections Center. So far, the group has collectively walked 266,477 steps. You're welcome to join them. ■

Rebecca Sanford

(H&HS) was recognized by the Jeannette Prandi Center at its annual holiday luncheon for her contributions to the center since its inception,



Rebecca Sanford

including conducting interviews, training center staff, and fundraising. The award was presented by her supervisor, **Heather Ravan** (H&HS). ■

Photo by Joanne Elder

Transition to Wellness

By Anne Starr—HR

A Marin businessman who went from healthy to homeless due to serious illness has recovered, thanks to a medical respite program co-sponsored by the county. In response, he plans to reopen his business with a new feature—a vocational-training program for homeless folks who want to start over. ■



L to R: Public Health Nurse Jan Zaslav and Dale Schneider

Dale Schneider, a single man in his 40s, operated Schneider's Upholstery in Novato for decades. In mid-2008 he became weak and confused but tried to keep working. He fell behind and lost almost everything. Eventually, a relative discovered he was living in his Jeep and insisted on a mental evaluation. A county clinician found no mental illness and referred him to Ritter House's homeless services. Staff there discovered a heart murmur and rushed him to a local cardiologist, who accepted him on a *pro bono* basis, diagnosed a

valve defect, and scheduled surgery. Dale awoke able to think clearly again but facing discharge with nowhere to stay and no way to pay. ■ Fortunately, the county, Homeward Bound of Marin, and Marin's three hospitals had just begun the Transition-to-Wellness program, which offers homeless patients a safe place to recuperate, a link to ongoing medical care, and support services to help them find housing. Since opening in November 2008, the program has served 43 patients with an average stay of three weeks. ■ County workers on the transition team include public health nurses, licensed clinical social workers, community mental health staff, student nurse interns,

and Civic Center Volunteers. **Jan Zaslav** (H&HS) is the current nurse case manager. Former H&HS employee **Andre Harris**, now with Homeward Bound, coordinates individual cases. ■ Dale was the third person accepted. With help from public health nurse **Margaret Levine** (H&HS), he moved to a respite bed at Homeward Bound's New Beginnings shelter in Novato and started a months-long convalescence. ■ Transition to Wellness can be transformative for patients, said Supervising Public Health Nurse **Rita Widergren**

(H&HS). Usually, Marin's homeless are ignored. "Nobody wants to know or think about the fact that homelessness even exists," Rita said. "Fortunately, there is a movement to counter that."

■ Funders include the county, Kaiser Permanente, Marin General and Novato Community hospitals, the Marin Community Foundation, and the Kaiser Community Benefit Program. The county has pledged \$65,000 a year in services as its share of the \$243,000 annual budget. Rita said Marin General alone saved more than \$250,000 in the program's first six months because homeless patients didn't need expensive extra days in acute care. Taxpayers save when patients like Dale become self-supporting. ■ Meanwhile, Dale eagerly anticipates "standing on my own two feet again." The idea to teach others the upholstery trade began with his dad, a retired upholsterer who used to marvel at how much was discarded in Marin. The concept was confirmed during Dale's first night in respite care. Still sore from open-heart surgery, thinking about everyone who had helped him, Dale was overcome by "a wave of pure love that people cared." To give back, he intends to teach using recycled furniture, which, after reupholstering, will be donated to recently homeless folks with sparsely furnished apartments. ■ As transition to wellness continues, Rita Widergren welcomes interest from county employees. To learn more, contact her at rwidergren@co.marin.ca.us. ■

Since opening in November 2008, the program has served 43 patients with an average stay of three weeks.

Ready!

By Christopher Godley—Sheriff's Office

At 6:48 a.m. Friday, October 30, the tanker Dubai Star spilled bunker oil into the bay as the ship was being refueled. For most of the day, the amount of oil spilled was unknown. ■ As the memory of the November 2007 Cosco Busan oil spill remains vivid for many, the response to this October 30 event was extraordinarily quick and robust. Here in Marin, several county departments were immediately brought into the response, including the Sheriff's

Communications Center, Office of Emergency Services, Environmental Health, Parks and Open Space, County Fire, Public Works, and the County Administrator. The regional response included skimmers, boats, helicopters, and several hundred cleanup workers. ■ Thanks to this coordinated effort, luck, and the tides, Marin was spared from any oil on the shore. Although the incident was eventually determined to be a small one, with only 400 to 800 gallons spilled, we now know that the last two years spent updating and exercising our county and regional oil spill plans paid off. ■

In Memoriam

Kathy Broderick, 56, died unexpectedly in November. She joined the county as an Affirmative Action Specialist and rose through the ranks to Deputy Director of Human Resources. She was an extra-hire employee with the Marin County Employees Retirement Association at the time of her death. She is survived by her husband, Dick, five sisters, and one brother.

Photo by Janice Hughes



L to R: Patty Gurin, Holly Price, and Stephanie Dellosa

One of the team's greatest intangibles is the ability to work together with instinctive, clock-work precision.

Team of the Quarter

By Tom Vasgird—DOF

If there were a Hall of Fame for legal secretaries, the team of **Holly Price** (18 years), **Patty Gurin** (14 years), and **Stephanie Dellosa** (4 years) would have its place in the Hall at the front entrance. No one knows this better than the county's criminal justice

community, which relies on the team's diligence and meticulous preparation of legal documents. ■ If an emergency search warrant needs to be served on a Saturday night, a team member always steps up. They have zero tolerance for errors. They know

their work will be tested according to the highest professional and legal standards. ■ Every professional position has certain intangibles that cannot be quantified but are essential for success. One of the team's greatest intangibles is the ability to work together with instinctive, clockwork precision. Effective communication and cooperation among team members cannot be compromised. ■ To counter stress, the team relies on the greatest tension antidote of all: rich, playful humor. A comedy team they are not, but this group certainly has its priorities in good order and knows when a little cheer and a million-dollar smile can make the difference in an otherwise difficult day. ■ The team members have been lauded by the county's Major Crimes Task Force over the years, not only for their outstanding work ethic and commitment, but also for their courtesy and the respect they bring to their positions. ■

The Goal Is to Quit

By LouAnn Sweeney—H&HS and Beth Lillard—Adult Tobacco Cessation Services, Bay Area Community Resources

In the early 1970s, cigarettes played a prominent role in the lives of both staff and patients in most psychiatric hospitals. Professionals in the field used cigarettes to reward positive

behavior and pacify agitated people. Nicotine was thought to ease side effects from medications and offer some relief for those who suffered from auditory hallucinations or troubling intrusive thoughts. In fact, many non-smokers began smoking for the first time while hospitalized and were addicted by the time they left. ■ Professionals were conflicted about the transition to a smoke-free environment. **LouAnn Sweeney** (H&HS) has worked as a psychiatric nurse for over 30 years. Some of her co-workers in

the past believed it was inhumane to try to take cigarettes away, reasoning "it is one of the few pleasures they have." In addition, many clients feared re-emerging symptoms of mental illness if they quit smoking. Further, many professionals smoked themselves and used smoking with their clients as a bonding experience. ■ Nevertheless, the harmful effects

of cigarette smoking were impossible to deny. Patients were developing respiratory and cardiac problems at an alarming rate. People with schizophrenia and other serious psychiatric disorders live 20 years less than the average American. The heavy use of cigarettes could be one of the causes. Fortunately, newer psychiatric medications seem to lower the craving for nicotine. Marin's mental health director, **Bruce Gurganus** (H&HS), has strongly supported smoking-cessation efforts in Marin's mental health facilities. ■ In 2001, Marin's Psychiatric Emergency Service became a non-smoking unit after a period of preparation and transition. Smoking cessa-

Smoking cessation groups are now offered in Enterprise Wellness Center, Buckelew Programs, and at Canyon Manor.

tion groups are now offered in Enterprise Wellness Center, Buckelew Programs, and at Canyon Manor. ■ Clients have successfully quit smoking, and one of LouAnn's former clients has become a national spokesperson in the campaign to help psychiatric patients deal with nicotine addiction. ■ These days, when LouAnn talks with younger professionals, they are shocked to hear stories about staff giving out cigarettes to patients on the units or smoking with them. The change has been absorbed into the treatment culture. Now, when people develop a mental illness, they will not be as likely to suffer from nicotine addiction and will live longer and more satisfying lives as a result. ■

Photo by Roslyn Miller



Beth Lillard awarded Certificates of Completion to five tobacco-free participants from the West Marin Tobacco Cessation Class.

the past believed it was inhumane to try to take cigarettes away, reasoning "it is one of the few pleasures they have." In addition, many clients feared re-emerging symptoms of mental illness if they quit smoking. Further, many professionals smoked themselves and used smoking with their clients as a bonding experience. ■ Nevertheless, the harmful effects

EMPLOYEES OF THE MONTH

Photos by Janice Hughes

JASON BALDERAMA



O C T O B E R

RITA WIDERGREN



N O V E M B E R

STEVE MORSE



D E C E M B E R



Jason Balderama (IST) provides technical support for Fire, Public Works, and IST. He exemplifies the public service employee. Since starting with the county in 2002, he has been an example of the friendly, courteous, good-humored teammate we all want to be. He is a dedicated Senior Systems Support Analyst and can always be counted on to go the extra mile. ■ He shares his knowledge with county technical staffs to the benefit of the county. His commitment and dedication are respected by his colleagues and the departments he supports. ■ Jason has developed many custom database applications to meet departments' business needs. He is always available to evaluate and test computer-related products, policies, and scripts. He uses his in-depth knowledge of county policies and procedures, departmental systems, and IT infrastructure to integrate technology services across divisions and departments. ■

By Jim Selmi—IST

As a Supervising Public Health Nurse in the Division of Aging & Adult Services, **Rita Widergren** (H&HS) represents nursing at its finest by leading Project Independence, which assists older-adult clients to remain safely in their homes, and Transition to Wellness, which provides medical respite and support for homeless individuals with serious medical conditions. She chairs community meetings that bring together public, private, and non-profit health care leaders, and expertly guides a team of nursing students, discharge planners, social workers, public health nurses, and volunteers. ■ On receiving the news that she was named Employee of the Month, Rita modestly attributed her success to shared leadership. She commented that geese reach their destination quicker and easier because they travel on the thrust of one another. "Like a flock of geese, everyone is interdependent on each other's energy to get the job done." ■

By Nick Trunzo—H&HS

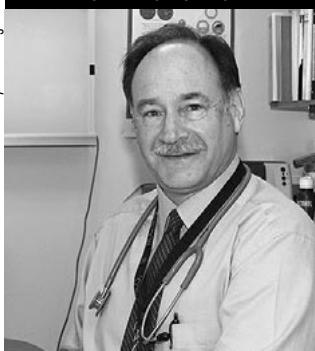
Steve Morse is the face of IST for the Board of Supervisors, the CAO, and HR. In support of these departments he works on many systems critical to the county. He brings a rare combination of technical knowledge, customer service skills and the ability to translate "IT Speak" into plain English. ■ Steve understands the business needs of the departments he serves. He supports such important systems as the Board's webcasting system that streams Board sessions to the public. In this capacity he works with customers, vendors, and the system's users. He is able to work with all of them and coordinates everyone's efforts to provide this vital service. ■ Steve also responds quickly when a technology problem arises. He is always available to answer any IT question. If he can't answer it, he knows just whom to go to for the answer. As the face of IST, Steve exemplifies the combination of skills and attitude that we strive for. ■

By Gordon Haberfelde—IST

EMPLOYEE OF THE YEAR

Photo by Janice Hughes

JIM RODGERS



2009

Detention Nurse Practitioner **James Rodgers'** (H&HS) respected record of providing excellent health care to incarcerated patients has earned him the distinction of being named Marin County 2009 Employee of the Year. Jim's leadership and ability to connect with others across departments, regional agencies, and professional groups enhance his team's capacity for delivering medical care to jailed inmates. An 18-year H&HS employee, Jim manages complex social, medical, mental health, criminal, and legal issues as he practices

correctional medicine. ■ The Board of Supervisors' recognition for his being Employee of the Year includes a \$1,200 check, an engraved clock, and an invitation to join the employee recognition committee. Previous winners include **Vanard Goodman** (DPW), **Bie Dellosa** (IST), **Pat Cunningham** (DPW), **Mischon Martin** (P&OS), **Catherine Condon** (H&HS), **Ron Johnny** (H&HS), **Liz Lewis** (DPW), **Phoenicia Thomas** (Fire), **Claudia Asprer** (H&HS), and **Marilyn Cannon** (Auditor/Controller's Office). ■



Photo by Anne Sturr



Gross Field Airport Manager Ken Robbins

Gross Field Celebrates 50th

By Ken Robbins—DPW

"With the effort and support of the many divisions within DPW, we can operate the airport at the level we take such pride in."

Gross Field, the county airport, will be celebrating its 50th anniversary this spring. This is a confusing anniversary of sorts as Gross Field is not yet 50 and aviation has been a force in Marin for far more than 50 years. ■ The current site of Gross Field has been an airport since early in 1946 when two former military pilots, Paul "Woody" Binford and Jack Lewis, began an operation to train pilots for a perceived aviation boom. The boom did indeed develop and aviation has been part of the Novato community ever since. ■ The Novato Airport was one of three in Marin at the time, with one in Santa Venetia (now a residential area) and one in San Rafael, just south of the canal. After a few operators came and went at the Novato Airport, mostly due to the closure of the other two airports in the county, Harry Tollefson moved his Santa Venetia operation north in the late '50s. ■ In 1959, William Wright

Sr. donated 10 acres of land to Marin. This was the start of aviation as a county function. In 1964, the Federal Aviation Administration (FAA) funded studies to locate an improved airport for Marin and then the design for the construction of the current Gross Field facility. The county purchased an additional 40 acres in 1965 and began construction within a half mile of the former Novato Airport. ■ In keeping with the Airport Master Plan, the airport continues to evolve today with needed maintenance and reconstruction projects funded by FAA grants. Gross Field is operated as a division of DPW and is staffed by Airport Manager **Ken Robbins**, Airport Attendant **Tom Phillips**, intern **Tina To**, and nine-year volunteer **Mart Wiener**. Ken noted, "With the effort and support of the many divisions within DPW, we can operate the airport at the level we take such pride in." ■ The newly formed Gross Field Community Association is currently planning the spring event. They hope to showcase the airport to the community and invite all to see the little "northern outpost" of DPW. ■

Photo courtesy of Bill Wright, Jr.



Gross Field

Roving Reporter

By Connie Seibler—Assessor's Office

January 25 is "Fun at Work Day."
How do you capture
the spirit of fun at work?

Jeannie Damazio

(H&HS): "I always try and keep my sense of humor, even when there's lots of stress. I value my co-workers and the relationships there."



Photo by Connie Seibler

Kiel Gillis (DPW):

"I decorate my office with plants, plants, plants. Oh, and ice cream and cheesecake. That's pretty much how we roll here."



Photo by Connie Seibler

Colleen Ksanda

(Registrar): "We have fun with food! We bring treats to share. On birthdays, the birthday person brings cake or whatever they want to eat."



Photo by Anne Loyer

Ying Lin (H&HS):

"Every day we try to capture the moment. We might have a show and tell or share something someone said. Or a baby comes in with a cute outfit and we will carry him or her around and show everyone so we can all enjoy it."



Photo by Connie Seibler

Haiku

By Bob Beaumont—DPW

New train rollin' in
H1N1 gettin' down
Singin' us the blues.

H1N1 Vaccination Blitz

By Jody Timms and Cio Hernandez—H&HS

In an extraordinary collaboration, cross-divisional teams came together for the first time to vaccinate thousands of people against the H1N1 virus in November and December 2009. The Marin Medical Reserve Corps (MMRC), Health and Human Services, Marin County Fire, the American Red Cross, local community clinics, and others organized and ran four free clinics to administer the flu vaccine to high-risk Marin residents in San Rafael, Point Reyes, Marin City, and Novato. ■ Families showed up early to get shots at all four sites, with lines curling around buildings. **Brian Waterbury** (H&HS), MMRC Program Manager and Incident Commander for the clinics, and **Breanna Buchanan** (Fire) directed volunteers and staff. Public Health Nurses, including **Christine Stipp, Sharayn Forkel, Nita Lagleva, Linda Metz, Linda Mariscal, Donna West, Sandra Rosenblum, and Martha Nelken**, took charge of the bullhorn to quickly orient people, then speaking to each person in line, screening them for high-risk status, and answering medical questions. They were assisted by numerous volunteer interpreters who translated

information for non-English speakers. Once people made it to the medical staff, Drs. **Fred Schwartz, Anju Goel, and Bill Teufel** provided medical support. Health and Human Services (H&HS) leadership was provided by Dr. **Larry Meredith** and **Margaret Kisliuk**, who were happy to have the support and service of Supervisor **Susan Adams**, a registered

nurse, who joined the nursing staff in providing vaccine injections at the San Rafael clinic. The group safely and efficiently administered over 5,000 doses of the vaccine. ■ H&HS will continue to keep county staff and members of the public informed throughout the flu season via the website at www.marinflu.org and through the Marin County H1N1 Flu Hotline at 473-6823. This line is answered 24/7. ■



MMRC volunteer Kate Amatruda comforts a small client.

Photo by Brian Waterbury

Flu-Fighting Tips

1. Get vaccinated
2. Wash your hands
3. Cover your coughs and sneezes
4. Stay home when you're sick
5. Keep informed & share the news—get the latest updates on flu and vaccine information at www.marinflu.org.

Probation cont'd

From front cover

investigative reports to the court for sentencing recommendations, and to provide supervision for those individuals who are granted probation. ■ The Marin Juvenile Hall, run by Superintendent **Steve Blair**, is located off Lucas Valley Road. Steve commented, "The Juvenile Hall provides a safe environment with a structured school and lots of recreational activities for the minors confined there." The state inspects the juvenile halls each year and ours has consistently done very well. ■ Most people don't know that probation officers are also investigators. Both the juvenile and adult courts refer cases to the probation department to provide a recommendation as to an appropriate sentence or disposition. A grant of probation may be an alternative to incarceration in a state facility. Our role as a county agency is to be objective, follow all rules of court, and develop a plan that will protect the public, make victims whole, and successfully rehabilitate the person. That plan may mean having a person serve time in the county jail. ■ The final mandate is supervising the offenders. The Probation Department

subscribes to evidence-based practices and allocates resources to supervise the persons who pose the highest risk to the community. Our deputies are out in the field, visiting people in their homes and at their jobs, and communicating with the treatment providers.

■ **Teresa Torrence-Tillman** is the director leading the Adult Division while **Nicki Kuhn** spearheads the Juvenile Division. They are excellent leaders, with a combined 60 years of experience. ■ Deputy Probation Officer **Melissa Davis**, who supervises our high-risk domestic violence offenders, said, "We take our responsibility to the victims, the community, and the court very seriously. We understand that we have the opportunity to work with offenders, helping them access resources to address long-standing issues in their lives. Our hope is that individuals will learn tools to help them change their behavior and become successful partners, parents, and community members." ■ I am not holding my breath for the next TV show about probation. I am confident, however, that the people who work here are genuinely excited about helping others and doing their best to help offenders change their behaviors and become productive members of our society. ■



Health and Wellness Campus

Photo by RWW Architecture and Interiors, Inc.

Campus Wins CA Challenge Award

By Kevin McGowan—DPW

The California State Association of Counties awarded its prestigious Challenge Award to Marin's Health and Wellness Campus, based on its unique approach of gathering services in a campus group of buildings. Services for mental health, nutrition, immunization, and many others are now located in one central location instead of being spread around different buildings in different parts of the county. The project was supported by tobacco tax settlement funds at little cost to the county general fund. ■

Coyotes vs. Geese



"Vicious Coyote" with Steve Petterle and Bob Wyatt

By Rick Fraites—BOS

Steve Petterle, Principal Planner for the Park and Open Spaces' Department, knew that the latest experiment to encourage the flock of messy Canada geese to relocate away from the Civic Center lagoon lawn area may be working. ■

"I received this frantic call from a person who was sitting in her car with her equally frightened children, refusing to allow her kids to leave the safe confines because there was a mean-looking coyote that appeared

as if it were about to attack," Steve recalled. ■ "I've been watching that coyote for several minutes and the darn animal hasn't moved an inch," exclaimed the alarmed mother. ■

After concealing his laughter, Petterle explained that the coyote wasn't real. Instead, the critter was mostly made of rubber, featuring a nasty snarl with larger-than-life glaring eyes, and with a fur-like tail adding to the realism. The coyote is placed on a wooden spike in the ground that allows it to move with the wind. Its purpose is to frighten the Canada geese. ■ Children and adults need have no fear, but should still watch their step as they walk around the lagoon. Goose deposits are the real problem, and the fake coyote has been enlisted to fight the war against the invaders from Canada. ■ There was a time when the geese would migrate from Canada during the winter months and then return home in the spring. Not any more. These geese liked the Marin weather so much they decided to stay year-round.

■ What made matters worse was that the geese took a liking to the Civic Center lagoon lawn and nothing was working to scare them away. That was before Mr. Fake Coyote made an appearance, beginning in 2002. ■ "We can put up as many as five coyotes when the need is great. Generally, we will place them on the lawn area prior to large outdoor events, such as the County Fair, the Marin Art Show, dog shows, the Human Race, and other gatherings where people desire a nice, clean stroll on the lawn," said **Bob Wyatt**, Landscape Services Supervisor. "Because the geese are federally protected, we must employ humane techniques to discourage them from flocking in designated areas," added **Dave Hattem**, Chief of Landscape Services.

■ "In addition to our efforts, live wild coyotes have been recently roaming the Civic Center grounds on a regular basis, and they ignore the federal protections. The real coyotes add a certain fear element for the geese that aids our fake coyotes in doing the job they are set out to do," Dave added. ■ Don't be fearful of a possible encounter with live Civic Center coyotes. These animals are very cautious and usually avoid human contact. Leave them alone and they should return the favor. ■

"In addition to our efforts, live wild coyotes have been recently roaming the Civic Center grounds on a regular basis, and they ignore the federal protections."

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from August 30 through November 30, 2009

Alexander Levin	Principal Systems Analyst, IST
Ann Bertucci	Library Branch Aide I, Library
Jennifer Lorenzen	Library Branch Aide I, Library
Mary Ellen Guroy	Clinic Physician, H&HS
Amanda Murphy	Nutritionist-Bilingual, H&HS
Eric Dark	Comm. Dispatcher I, Sheriff
Christopher Gullett	Deputy Sheriff Trainee, Sheriff
Mark Walsh	Dir. of Finance, DOF
David Sousa	Retirement Benefits Supervisor, Retirement
Stephanie Kentala	Personnel Manager, H&HS
Kyle Couture	Deputy Sheriff Trainee, Sheriff
Rachel Hammer	Deputy Sheriff Trainee, Sheriff
Katina Treanor	Comm. Dispatcher I, Sheriff

Farewell to Retirees!

Jo Ann Jackson	Lic. Mental Health Pract., H&HS
Anita Healy	Deputy Public Guardian/Conservator, H&HS
Rebecca Said	Deputy Probation Officer IV, Probation
John Graves	Deputy Probation Officer IV, Probation
Timothy Swan	Equipment Maintenance Supervisor, P&OS
Sylvester Tracy	Probation Supervisor, Probation
Evie Trimble	Admin. Svcs. Associate, H&HS
Zane Gray	Fire Heavy Equipment Operator, Fire
Christine Barbee	Deputy Public Administrator II, Treas/Tax
Steven Bateman	Deputy Sheriff, Sheriff
Elizabeth Flynn	Library Tech. Svcs. Manager, Library
Luan Ly	Sr. Clerk/Typist Biling., H&HS
Mary Brown	Library Desk Supervisor, Library
Albert Kaan	District Attorney Inspector, DA
Stephanie Turner	Eligibility Wkr. II, H&HS

Annual Crafts Fair

Admiring oohs and ahhs floated above the crowd noise during the ninth annual Employee Craft Fair at the Civic Center cafeteria.

Elly Ferrell (DPW) coordinated the well-attended event, which was sponsored by **Supervisor Judy Arnold (BOS)**.

The County Crows employee band provided live music.



Jennifer Colombo displays her scarves and support-breast-cancer-cure items.

Talented employee crafters and artists included **Reina Barone (DOF)**, **Yvette Brunot (PD)**, **Jeannie Chen (Courts)**, **Jennifer Colombo (H&HS)**, **Bruce Cook (Sheriff)**, **Berenice Davidson (DPW)**, **Linda Driskell (Assessor)**, **Elly Ferrell**, **Kay Feuerborn (H&HS)**, **Shelley Friedman (Courts)**, **Karol Hosking (CAO)**, **Janice Hughes (DA)**, **Mischelle Knestick (Courts)**, **Huang Leclerc (Courts)**, **Vivian Lo (CDA)**, **Iris Mutio (H&HS)**, **Sharon Silver (CDA)**, **Helen Steppeler (HR)**, **Tammy Taylor (CDA)**, **Joyce Whitney (Co. Clerk)**, and **Olga Lobate (Co. Clerk)**.