

# FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

## Winning Start for Rookie Dope Dog

Photo by Robert Heilman



Beau, the new dog on the block!

Beau is trained as a "passive alert" narcotics detection K-9

By Danny Maples—Sheriff's Office

**Robert Heilman** (Sheriff) was assigned a new partner of the furry, panting, four-legged kind at the beginning of the year. Robert was partnered with Beau, a two-year-old Labrador Retriever and Blue Heeler mix and the newest member of the Sheriff Office's cadre of canines. Robert and Beau spent six rigorous weeks and received over 200 hours of narcotics detection training before Beau was certified by the California Narcotics Canine Association in detecting cocaine, marijuana, methamphetamine, heroin, and opium odors. ■ Robert and Beau are assigned to the COPE (Coordination of Probation Enforcement) unit conducting probation searches and are also often used by the Major Crimes Task Force and Patrol divisions. Robert sometimes

works undercover, so he's not in the photo with Beau. Beau is trained as a "passive alert" narcotics detection K-9; he is trained to stare to indicate that he has detected narcotics. Beau is not trained to protect his master and doesn't have a mean bone in his body. He works hard for his favorite reward of playing fetch with a tennis ball. ■ In June, Robert and Beau participated in the Sonoma County DSA K-9 Trials. In a field of approximately 30 "dope dogs," Beau took third place overall in the narcotics-detection competition, quite an impressive accomplishment for such a young pup in his rookie year. ■ If you happen to meet Beau, be very careful. If you end up in a staring contest with him, you will most likely be having a very exciting future! ■

In a field of approximately 30 "dope dogs," Beau took third place overall in the narcotics-detection competition....

## Off the Clock

By Cathy Selmi—IST

We are all bombarded by requests for help these days. From the person on the street with a handwritten sign to glossy mailings customized with your name and address, the requests for assistance come in many shapes and sizes. How and to whom do we give? Here's how some county employees answer that question. ■ When a disease or illness affects someone you know or love, that may be what it takes to get you involved. For the past 12 years, **Frances Kennedy** (Courts) has donated 10- to 12-inch braids of her hair to Locks of Love and Wigs for Kids in memory of her 8-year-old son who succumbed to non-Hodgkin's lymphoma in 1983. ■ **Joe Meesey** (Sheriff), **Vanessa Littleton** (H&HS), **Jim Selmi** (IST/DPW), **Elise**

**Loftin** (H&HS), and **Raquel Heraldez** (H&HS) are among the many county employees who run, walk, swim, or hike to support a variety of causes, and **Wendy Patterson** (Assessor) is one of many support people who train the athletes. ■ **Phyllis Callahan** (DPW) volunteers for, as she puts it, "one of the best kept secrets in Marin—hiking on Mount Tamalpais." She leads interpretive hikes with the Mount Tam Interpretive Association. ■ You don't have to be athletic to do good deeds. **Julia Slater** (HR) knits helmet liners for soldiers in Iraq and Afghanistan, and hats, scarves, and mittens for Navajo children. When she's not knitting, she volunteers as a driver for the American Cancer Society, taking people for radiation treatments in Greenbrae or Rohnert Park. ■ **Brian Sanford** (P&OS) is one of many who regularly donates



Photo by Joan Brown

Frances Kennedy (Courts) measures over 24 inches of her trimmed, braided hair before donating it to Wigs for Kids.

blood. "I have been donating for over 30 years and it is quite rewarding knowing that you perhaps helped save an infant's life or a vehicle accident victim. Plus, they have great cookies

Continued on page 2

Requests for assistance come in many shapes and sizes.

## FRANKLY SPEAKING

## Editorial Board

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**Blythe Wilhelm**, CDA, 473-3660

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**Reporter of the Quarter: Nancy Davis**

## Schedule

Articles Due	Publication Date
November 19	January 28, 2011
March 4	May 20, 2011
July 15	September 23, 2011



Photo by Mike Gammitt

Hands-only CPR instruction being given at Vista Point near the Golden Gate Bridge

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.

## Clock cont'd

From front cover

after you donate," he said. ■ **Martha Rojas** (PD) fills a need she saw in the Hispanic community by volunteering to encourage people to sign up to become organ donors. She is involved with the California Donor Transplant Network and has been interviewed several times by a Sonoma radio station on behalf of the organization. ■ **Nancy Carpenter** (Assessor) was part of the group that helped shut down a puppy mill in Redding last year where 60 Basset Hounds were rescued in a single day. ■ **Jack Pribble** (IST) uses his talents as a musician and singer as part of a band that plays at an annual fundraiser for breast cancer research. ■ When **Pat Balderama** (DPW) returns to his native Philippines every summer, he takes educational, medical, and dental supplies



Photo by Susan Balderama

Pat Balderama (DPW) gathers supplies to take to the Philippines.

that he donates. Last year, there were not enough supplies for the entire school, so a raffle determined which students would receive supplies. ■ Finally, **Meloni Gail Page** (HR), **Kim Contreras** (H&HS), and **Rich Leahy** (DPW) are among many who donate their time and money through their faith-based communities. ■

## New Frankly Speaking Editorial Board Members



Photo by Anne Starr

The *Frankly Speaking* Editorial Board welcomes Administrative Services Technician **Blythe Wilhelm** (CDA) and Probation Chief **Mike Daly** to fill positions recently vacated by retirees **Kelley Litz** (H&HS) and **Joe Spaeth** (PD). Blythe is "excited about this new opportunity to meet and work with employees from other departments." Mike is "happy to volunteer to do something that benefits all employees," adding that he likes "the mix of people on the board. It's a diverse group."

## The Beat Goes On

By **Karrie Groves**—H&HS

In conjunction with National CPR and AED (automated external defibrillator) Awareness Week, June 1 to 7, the Marin County Emergency Medical Services Agency sponsored "Don't Miss a Beat," a program that offered free hands-only CPR and AED training at seven venues in Marin. The event was a huge success, training 733 Marin residents and visitors of all ages and walks of life in these life-saving skills. Volunteers from all fire departments, private ambulance companies, the Marin Medical Reserve Corps, and the county's three acute care hospitals came out in force to explain and teach the importance of performing CPR on an adult victim who suddenly collapses from a cardiac arrest. Participants learned the two basic components: call 9-1-1 and push hard and fast! ■ Marin has approximately 200 people each year who suffer an out-of-hospital cardiac arrest. Nationally, that number is over 166,000, with only 8% of those surviving. CPR doubles that number of survivors. To view the event, visit the following link: [www.youtube.com/watch?v=DRo3ruiLMTM](http://www.youtube.com/watch?v=DRo3ruiLMTM). ■

## Linda Dahl Heads P&OS

By Rick Fraites—BOS

**Linda Dahl**, the newly appointed head of the Department of Parks and Open Space (P&OS), has hit the hiking trail running. ■ Linda was the assistant director at the Community Development Agency for a year prior to her appointment. ■ Before that, Linda worked at the National Park Service for 18 years. For two of those years she worked as the project manager for the Everglades ecosystem restoration strategic plan in south Florida. She served as Chief of the Planning Division for Yosemite National Park for four years. While there, Linda devised the successful approach to resolving conflicts by asking groups or individuals to take on the position of Park Planner of the Day.

**"I want to continue to broaden our reach to connect more people to the out-of-doors, especially kids and those currently underrepresented."**

■ Her experience will certainly help in creating a balanced approach to the potential trail user conflicts that occur on Open Space lands. ■ When asked about her vision for the future of Parks and Open Space, Linda responded,



Linda Dahl, new director of the Marin County Parks and Open Space District

"I want to focus on the park and open space missions, and balance the sometimes competing goals of protecting resources and promoting appropriate enjoyment of those resources. The Parks and Open Space preserves play an important role in good health and understanding the importance of land stewardship. I want to continue to broaden our reach to connect more people to the out-of-doors, especially kids and those currently underrepresented." ■ When Linda isn't busy with her new position, she volunteers her time being a Big Sister to a Little Brother under Big Brothers and Sisters of the North Bay. ■

Photo by Rick Fraites



## PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I was late turning in my column for the previous issue of *Frankly Speaking*. I promised myself that it wouldn't happen again, and so far, it hasn't. But my deadline is seven minutes away. ■ I close my eyes and visualize completing this month's column, reflecting on the tasks required to meet my schedule. I imagine each task being addressed one by one until all obstacles to timely completion are eliminated. I take a deep breath. ■ My deadline is six minutes away. ■ I clear my desk. A clear desk represents for me a clear mind, a clean slate, an empty vase in which to put my blossoming thoughts. When my desk is clean, I'm ready to go, ready to roll, ready to write. ■ My deadline is five minutes away. ■ The phone is ringing, but I can't answer it—I don't have the time. I've got to get this thing done. Still, I can't help but contemplate the innovation necessary to develop the complex system that records a phone message for me. How amazing! Fifty years ago, the poor caller would have hung up without making contact, perhaps feeling rejected and possibly uncertain of how best to reach me. But not today! ■ My deadline is four minutes away. ■ I wonder who just called? ■ My deadline is three minutes away. ■ I need a theme—something that everyone can relate to. Is there a trait that occurs commonly among those experiencing the human condition that is clearly recognizable? ■ My deadline is two minutes away. ■ Popcorn sure sounds good right now. ■ My deadline is one minute away. ■ What if I just wrote about what I did for the last seven minutes? ■ Done! ■

Illustration by Phoenixa Thomas

Photo by Jack Liebster



### Earth Day Beach Cleanup

The Marin Community Development Agency (CDA), in conjunction with the Surfrider Foundation, celebrated the 40th anniversary of Earth Day on Saturday, April 24 by picking up litter at Upton Beach in West Marin. Under a warm spring sun, about 20 members of the public, staff, and their families, friends, and even dogs joined together to clean up trash, swim, and surf. In addition, Park Ranger Christin Lopez educated volunteers about the harmful effects of plastics and other litter on our oceans. CDA staff members participating in the beach cleanup included **Brian Crawford** (Dir.), **Jack Liebster** (Principal Planner), **Kristin Drumm** (Sr. Planner), **Ben Berto** (Principal Planner), **Kristina Tierney** (Planner) pictured with her baby Alyssa, **Christine Gimmler** (Sr. Planner), and organizer **Katherine Mindel Jones** (Asst. Planner).

Photo by passerby



The County Administrator Office staff took part in the 16th Annual Bay Area Brain Tumor Walk in memory of their coworker **Mike Lowrie** and raised \$3,625 for brain tumor research. Mike was an administrative analyst diagnosed with a stage 4 brain tumor in October 2007. Although his diagnosis was grim, he enjoyed the love of family and friends for two more years. ■

**Cathie McKinney**, a volunteer docent at the Civic Center, was leading a tour on May 26 and discovered that one of the participants was Frank Lloyd Wright's grandson. He's a geophysicist who studies volcanoes and lives in a house designed by his grandfather in Bethesda, Maryland. The couple he was traveling with said they'd known him for 10 years before they learned he was related to Frank Lloyd Wright. ■

Proud first-time grandparents **Tim Baseheart** (H&HS) and **Patti Baseheart** (Co. Counsel) welcomed Brady George Sullivan on December 23 in Branson, Missouri. ■

**Angelo Sacheli** and **Cathy Hall** (both H&HS) happily welcomed their second grandchild, Dylan Anthony Sacheli, born August 7 in Tuolumne County. ■

Treasures are found at the library every day. You expect a good story when you open a book, but our county librarians frequently find much more: ticket stubs, greeting cards, IDs, receipts, and photos—if it's thin

enough to be a bookmark, they've probably found it. ■

**Joey Dale** and **Heather Roberts** (both Courts) exchanged marriage vows on March 13 at the Depot Hotel in Sonoma. Some of the attendees were **Renee Anderson**, **Amelia O'Brien**, and **Christine Wilson** (all Courts). ■

Four months later, **Amelia O'Brien** (Courts) and Josh Harbison tied the knot on July 10 at a family garden in Fairfax. Court employees in attendance were **Jean Bae**, **Christine Wilson**, **Brenna Nummi**, **Joey Dale**, and **Heather Roberts**. The newlyweds honeymooned in Hawaii. ■

It's not news to hear that someone rode a bike to and from work on Bike to Work Day. What makes this newsworthy is that **Mark Walsh** (DOF) rode more than 50 miles from Santa Rosa to the Civic Center, including navigating some unpredictable back roads. ■

**Christina Taboryski** (HR) and **Susannah Clark** (BOS) found a mother duck and 11 ducklings stranded in the Civic Center parking lot. Christina called the Marin Humane Society and the county's maintenance group and they walked the mother and babies from the carpool parking area to the pond. ■

**Dave Hattem** (P&OS) invited Marin Releaf to the Civic Center Dry Garden outside the fourth floor south entrance to monitor oak trees planted from locally harvested acorns in December 2003. This June, local middle school students, volunteering with Conservation Corps North Bay, removed nine trees, leaving 26 healthy survivors for future harvests and to maintain the canopy cover for garden visitors. ■



Photo by Anne Starr

We all know how hardworking our county firefighters are. In July, employees got to see them in action when they and the San Rafael Fire Department responded to a brush fire just south of the Civic Center in full view of east-facing office windows. ■

Besides being a talented Administrative Secretary, **Janice Hughes** (DA) is also a recognized photographer. Within a two-month period this summer, her work was hung in three invitation-only exhibits: *Unveiling—12 Artists to Watch in 2011* at the new Marin Arts Gallery at 906 Fourth Street in San Rafael, at the Civic Center photography exhibit, and at Marin General. And, to top it off, she was also featured in the *Marin II*. See her work at [www.janicehughes-photography.com](http://www.janicehughes-photography.com). ■

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

## EMPLOYEES OF THE MONTH



Photos by Janice Hughes



IRINA POPOVA (IST)

APRIL



AL KRUSE (DOF)

MAY



GAYLE JACOBSON (H&amp;HS)

JUNE



ANJURLE DUCHAUSSEE (H&amp;HS)

JULY



BONNY WHITE (LIBRARY)

AUGUST

## New HR Director Joanne Peterson

By Anne Starr—HR

**Joanne Peterson**, the county's new Director of Human Resources, brings 30 years of professional experience and an enthusiastic interest in the people side of local government to the position. ■ "I have a passion for public service," she said. "There is no bigger asset to local government than the workforce, so I feel privileged to lead workforce initiatives and help set the tone for the county. People in this department care deeply about the county," she added. "It's part of what attracted me to the job." ■ Joanne joined the county in July. She heads a 35-person team that serves all county departments and the community by managing staffing, training, benefits, employee compensation and classifi-



Photo by Anne Starr

Joanne Peterson, new HR Director

cation, equal opportunity compliance, employee relations, labor law compliance, and volunteers. ■ The former Director of Human Resources at Seattle Public Utilities, Joanne led a 30-member HR team that managed and operated personnel, training, apprenticeship, and safety services. Most

recently, she was Director of Utility Operations and Director of Management Services. ■ She has also been a lecturer at the University of Washington's Evans School of Public Affairs where she earned her master's degree in public administration. ■ Moving to Marin is the latest in a gradual shift to warmer weather for Joanne, a Wisconsin native. Her interests include portraiture photography, raising funds for clean drinking water in rural Africa, and socializing with friends. ■ Joanne is in the midst of visiting county facilities including libraries, fire stations, sheriff's substations, clinics, parks, and offices. She welcomes contact via phone, 499-6111, and e-mail, [jpeterson@co.marin.ca.us](mailto:jpeterson@co.marin.ca.us), and plans to host several open office hours. ■

*"People in this department care deeply about the county...."*

## 10,563 Requests Last Year!

By Bill Kelley—CDA

"Always a pleasure to work with the county!" This may sound like a quote from the winning bidder at a Public Administrator property sale, but it's actually an anonymous and unsolicited comment left on a customer satisfaction survey after Marin's

Community Development Agency (CDA) issued this person a building permit. ■ Keep in mind that securing a building permit, from any city or county in this day and age, is no easy feat. Increasing state and local requirements, complexity, delays, and fees pose challenges for many customers, and prompt others to avoid the permit process altogether when building or remodeling. So getting feedback on good customer service is especially welcome and rewarding for our permit staff, department supervisors, and governing board. ■ Building codes—and the permits to ensure adherence to them—have been around since BC became AD. The basic idea is simple:



Photo by Tina Love

CDA Building Permit Technicians Bridgette Choate and Robert Schmidt provide customer service at the permit counter in Room 308.

to make sure that what is built is safe and reliable. With limited exception, most types of improvements to real property require a building permit under state law. Also dictated by state law, the only lawful applicants for a building permit are a licensed contractor or the property owner (acting as an owner-builder), or his or her power-of-attorney. ■ In Marin, CDA staff issue building permits and verify building, electrical, mechanical, and plumbing code compliance through plan review and inspections, while Public Works staff review and inspect related construction site improvements such as grading and drainage for adherence to additional site-related codes and

Since building and real estate values exploded following World War II, dependence on reliable building permit procedures and records has become increasingly integrated into daily commerce dealing with real property.

- The insurance industry requires reliable permit procedures and records to assess risk.
- Real estate and lending industries look to permit records to validate property improvements.
- State licensing organizations for architects, engineers, and contractors depend on local permit processes to prevent unregulated and unfair competition from the untrained and unlicensed.
- Code development organizations count on permit procedures to ensure their codes are being implemented to achieve public safety.
- Local government relies on permit records to support property tax rolls and the general fund.

ordinances. The staff keeps busy; from July 1, 2009 to June 30, 2010, they issued 2,382 building permits and responded to 10,563 inspection requests, or 880 requests per month on average. ■ Through the approvals gauntlet of a typical home improvement permit, CDA Permit Techs **Kathy Jones**, **Bridgette Choate**, and **Robert Schmidt** receive and process the application. Structural and code review is then provided by CDA's **Parviz Besharati**, **Khosrow Fallah**, **Steven Aslesen**, and **David Brunhofer**, while DPW's **Cara**

Continued on page 6

Photo by Tina Love



DPW Engineers Michel Jeremias and Berenice Davidson discuss a customer's proposed design.

Photo by Steve Aslesen



CDA Engineer Parviz Besharati (left) provides a structural inspection for the construction crew installing the Marin Center windmill.

## Requests cont'd

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**Zichelli, Mitra Moheb, David Nicholson, Paolo Franzi, and Michel Jeremias** review grading, drainage, and other site engineering for conformance to county standards. ■ During construction, CDA Building Inspectors **William Tiller, Tanis Minto, and Dana Ansari** perform numerous inspections to confirm conformance with the state's building standards and DPW staff verifies that the construction site adheres to county engineering requirements. ■ When all work has been completed and approvals signed off, the details of each property improvement are scanned into the public archive as part of the official record for the improved parcel, providing legitimacy and adding value to present and future property owners, the neighborhood, and the community. ■ And the good news for the county is that the Building and Safety Division is self-supporting through fee revenues. ■

## Roving Reporter

By **Connie Siebler**—Assessor's Office

August was "Get Ready for Kindergarten" month. What's the best lesson you learned in kindergarten?

### Lisa Gelling

(H&HS): "How to share. I'm an only child, so I learned that lesson late. I had to share my crayons and toys. I wasn't sure I liked that."



Photos by Connie Siebler

### Olga McKenna

(Assessor): "Nuns were not as scary as I thought! I always heard stories about how mean they were from my mom and grandma. They were friendly and even smiled!"



### Jodi Olson

(Assessor): "Naps are a very important part of every day. We had to get our little mats and lie down for 15 minutes."



### Estrella Wilson

(DOF): "To share and make friends and not talk when the teacher's talking. And that the teacher is the boss, not Estrella!"



## Judgeship for Roy Chernus

By **Bryna Holland**—Public Defender

Photo by Bryna Holland



Hon. Roy Chernus

"The most profound experience I've seen as a judicial officer is a life changed by Adult Drug Court." This statement exemplifies the compassionate perspective of Commissioner **Roy O. Chernus**, who has been elected a Marin County judge.

■ Roy grew up in Union, New Jersey and attended New York Law School, where he met his wife, Renee, also an attorney. They have two adult sons. ■ After moving to the Bay Area, Roy practiced corporate and civil litigation. In 2001, he became Legal Aid of Marin's executive director. He helped establish the Marin Justice Center and the Self-Help Legal Center. He was Marin Lawyer of the Year in 2003. ■ His desire to be a judge grew out of his experience as a student law clerk for U.S. District Court Judge Vincent L. Broderick. "I enjoyed the intellectual side of the law and the part of the jus-

tice system that resolved the dispute."

■ When he took the bench as a commissioner, he volunteered to preside over Adult Drug Court, where "the team approach involving the District Attorney, defense counsel, Probation, and treatment providers gives the support necessary to allow for change that lasts." He finds Drug Court participants' successes deeply satisfying. ■ Roy said the best advice he received when preparing for judicial service was from California Chief Justice Ronald M. George, who said to be patient and to let people speak. Doing so has helped foster understanding among some disputants. In Small Claims Court, for example, where legal issues become apparent quickly, Commissioner Chernus understands that litigants need "their day in court" and gives them opportunities to speak. ■ He ran unopposed in the June primary. Unless appointed earlier, in January he will serve in the seat formerly held by Judge **Michael Dufficy**. ■

## Haiku

By **Bob Beaumont**—DPW

Got tough times unsought  
Though through thorough  
thought throughout  
Ought not be for nought

## Reporters of the Court

By Norma Johnson—Courts

Did you know court reporters have to study anatomy and physiology and type at least 200 words per minute for 12–13 minutes with at least 97.5% accuracy, including punctuation, to qualify for a position? ■ “You have to know every single muscle, artery, every part of the body,” explained **Maureen Steger** (Courts). Maureen has been a court reporter since 1981. She worked in Orange, Napa, and Sonoma counties before becoming full-time in Marin in 1990. ■ Court reporters are responsible for recording court hearings and trials and preparing transcripts of everything said by the judge, attorneys, witnesses, and others. Despite their superior typing ability, difficulties arise if people speak too fast or too softly or talk on top of each other. ■ Alternatively, the testimony can sometimes get very technical. If a doctor or

construction expert uses a field-specific term, a reporter may have to do some research. “You build dictionaries over the years, unique to each reporter,” said **Deborah Bartunek** (Courts). Deborah started reporting in Marin in 1980 as a pro tem and became full-time in 1982. ■ Transcript preparation has changed over the years. “When I started, my notes were stacked up each day of trial,” said Deborah. “I would have to read the notes then dictate with punctuation and capitalization. Someone else would type the transcript with carbon paper.” Now computer-aided transcription reduces paper output and allows the judge to read along during testimony. ■ There is still a lot of data to process, especially for long trials. “Sometimes we work weekends and nights making transcripts,” noted Maureen. Deborah concurred, “The hardest part of the job is when you have a long day preparing transcripts on deadline. It is physically demanding.” ■ Despite the demands, Maureen enjoys her job. “I love the



Deborah Bartunek (Courts) in the courtroom at her stenograph machine

Photos by Janice Hughes

prosecutors, district attorneys, public defenders, and probation officers who testify. They are witty, caring, compassionate people. They make the job worthwhile.” ■ “It’s been fabulous. I am thankful for the judges I have worked for,” said Deborah. “Attorneys respect court reporters. They appreciate what we do. We are a necessary and important part of the justice system.” ■

## Gyn Clinics Transition to Community Partner

By Alison Clayton—H&HS

“We have been privileged to provide gynecological care to the community for almost 20 years,” said Dr. **Craig Lindquist**, Medical Director of H&HS Health Clinics, about the July 1 closing of its last GYN clinic. For the past year, staff has been working hard to transition GYN services for non-pregnant patients to health partner Marin Community Clinics, the biggest federally qualified health center in the county with three sites in San Rafael, Greenbrae, and Novato. Notwithstanding the closure, maternity services, immunizations, and treatment for tuberculosis, HIV, and sexually transmitted diseases all will continue at the Health and Wellness Center. ■ Ensuring that Marin residents have a medical home has been a priority of Dr. **Larry Meredith**, H&HS Director, who is hopeful that the transition will ensure more access to primary services as a result of having reproductive health care in the same location. For those who don’t live near a Marin Community Clinics location, clinics such as the Marin City Health and Wellness Clinic and the Coastal Health Alliance are open to new patients seeking gynecological care. ■

### Outstanding Employee Teams of the Quarter



April, May, June 2010 — The Smart Grid Team from IT, CDA and DPW  
L to R, Back: Jason Balderama, Mike Norton, Rich Wallace, Todd Pressley, Tony Taubert  
L to R, Front: Jim Selmi, Denny Ferrell, Laurie Childers, Dana Armanino, Chip Banks  
Not pictured: Randall MacKenzie, Jamie Tuckey, Dawn Weisz



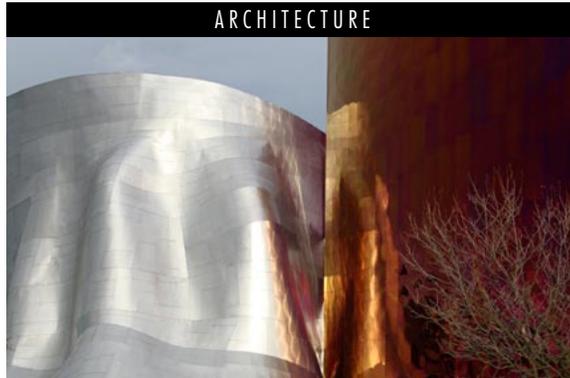
July, August, September 2010 — Marin County Free Library Technical Support Team  
L to R: James Stephens, Daniel McMahon, Channing Wong, Thomas St. Jovite

Photos by Janis West

## Vacation Photos

By Janice Hughes—DA's Office

Congratulations to our winners of the annual Frankly Speaking vacation photo contest. Rick Fraites, Eric Scovel, and Nicki Azarbaksh each won a \$25 gift certificate from Marin Filmworks in San Rafael. Their photos and those of the three Honorable Mention winners, Miriam Martinez, Crista Doty, and Debra Barry, will be on display in the Civic Center Cafeteria for the month of November.



Music Center, Seattle, WA—By Rick Fraites (BOS)



Antelope Canyon, AZ—By Eric Scovel (Fire)



Produce Stand in Paris—By Nicki Azarbaksh (CAO)

## Honorable Mention

Thank you to all who participated this year and keep your cameras handy for next year's contest.



Dominican Republic—By Miriam Martinez (BOS)



Ziplining in Honduras—By Crista Doty (CSS)



Stacycation—By Debra Barry (SO)

## WELCOME & FAREWELL!

### Welcome to New Employees!

Listed in order of hire date from March 1 to July 15, 2010

<b>Kayla Pendley</b>	Dep. Sheriff Trainee, Sheriff
<b>Yolanda Hylkema</b>	Accounting Asst., Probation
<b>John Terstegge</b>	Fire Heavy Equipment Operator, Fire
<b>Benjamin Fernandez</b>	Dep. Sheriff, Sheriff
<b>Justin Harris</b>	Park Equipment Mechanic II, P&OS
<b>Daniel Avalos</b>	Library Desk Supervisor, Library
<b>Jill Francis</b>	Assistant Director, DCSS
<b>John George</b>	District Attorney Inspector, DA
<b>James Stephens</b>	Supervisor Techlgy. Systems Spec., Library
<b>Samantha Klein</b>	Admin. Svcs. Officer, Probation
<b>Fernando Gutierrez</b>	Comm. Dispatcher I, Sheriff
<b>Stefan Parnay</b>	Dep. Commissioner/Dir., Ag/Wts. & Meas.
<b>Lorena Garbarino</b>	Comm. Dispatcher I, Sheriff
<b>Joanne Peterson</b>	Dir. of Human Resources, HR

### Farewell to Retirees!

<b>Jennie Jo-Trent</b>	Office Asst. III, H&HS
<b>Bohdana Lion</b>	Assessment/Record Tech. II, Assessor
<b>Camilla Norton</b>	Assessment/Record Tech. II, Assessor
<b>Barbara Goodman</b>	H&HS Planner/Evaluator, H&HS
<b>Bonnie Campbell</b>	Office Asst. III, H&HS
<b>Carmen Rios-Ramirez</b>	Support Svc. Wkr. II-Biling., H&HS
<b>Cynthia Morris</b>	Office Asst. III, H&HS
<b>Evelyn Li</b>	Legal Process Spec., Probation
<b>Ilse (Elly) Ferrell</b>	Mgr. of Reprographic Svcs., DPW
<b>Janet Johanson</b>	Supervising Nurse Pract., H&HS
<b>Jean Moore</b>	Victim/Witness Advocate, DA
<b>Jeremias Baniqued</b>	Auditor II, DOF
<b>Jody Timms</b>	Clinical Affairs Mgr., H&HS
<b>Joseph Spaeth</b>	Public Defender, PD
<b>Judy Penn</b>	Eligibility Program Mgr., H&HS
<b>Karen Willig</b>	Office Asst. III, Probation
<b>Lori Law</b>	Patient Accounts Clerk, H&HS
<b>Michael Cronkright</b>	Sr. Accounting Asst., DCSS
<b>Pamela Kroner</b>	Community Library Spec., Library
<b>Rebecca Sanford</b>	Social Service Unit Supervisor, H&HS
<b>Resurreccion Patangan</b>	Cook, Sheriff
<b>Donald Florence</b>	Fire Engineer Paramedic, Fire
<b>Denise Dentoni</b>	Accounting Technical Spec., CDA
<b>Rozan Perry</b>	Sheriff's Svc. Asst., Sheriff
<b>John Cunningham</b>	Network Svcs. Analyst II, IST
<b>Albert Flores</b>	Sheriff's Sergeant, Sheriff
<b>Jeffrey Taylor</b>	Sheriff's Lieutenant, Sheriff
<b>Gary Alvey</b>	Fire Engineer Paramedic, Fire
<b>Pauline Thune</b>	Sheriff's Legal Processing Mgr., Sheriff
<b>Todd Lando</b>	Fire Engineer, Fire
<b>Laura Janssen</b>	Cert. Nurse Midwife-Biling., H&HS
<b>Alicia Brink</b>	Legal Process Supervisor, Sheriff
<b>Alva Ackley</b>	Social Service Unit Supervisor, H&HS
<b>Marti Kuroda</b>	Support Services Spec., H&HS
<b>Gregory Rienzo</b>	Lic. Mental Health Pract.-Biling., H&HS
<b>Susan Klotz</b>	Court Reporter, Courts