

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Academy Inspires Employee Leadership

By **Abby Dennett**—Probation

The Leadership Academy was created in the fall of 2011 by a county team in collaboration with Dominican University. It is a four-month course in which employees explore leadership concepts and gain practical tools for positively influencing an organization. Participants commit to 100% attendance and meet for a total of 10½ days. They read literature on leadership, collaborate with colleagues throughout the county, and prepare an in-depth leadership presentation/project. One such project from the Academy's first class

'The professors forced us out of our everyday thinking and pushed us to open our minds.'

is the county's enhanced Employee Recognition Program, which rewards excellence and hard work at the department level. **Jack Govi** (Co. Counsel), **Pamela Moghbel** (HHS), **Gueidi Beltran** (HHS), **Jim Lane** (Sheriff), **Tim Walsh** (Fire), **Brian Sanford** (Parks), **Angela Nicholson** (HR), **Becky Ng** (CDA), and **Lee Lancaster** (Probation) collaborated on the project. ■ **Joanne Peterson**, Director of Human Resources, explained that impetus for the Leadership Academy came from what she calls the "Design Team," a group of 10 county employees who enrolled in Dominican University's original leadership program. The Design Team included Joanne, **Linda Dahl** (Parks), **Don Wick** (Sheriff), **Jason Weber** (Fire), **Tom Lai** (CDA), **Cristine Alilovich** (DOF), **Rwena Holaday** (IST), **Heather Ravani** (HHS), **Victoria Loufakis** (HR), and **Teresa Torrence-Tillman** (Probation). They customized the university's program to make it relevant to the county and deliverable in a cost-effective way. The project includes topics such as strategic planning, performance measurement, promotion of an inclusionary

workplace, and emotional intelligence. Managers from within the county open sessions by offering their insight on that day's particular topic. The original team continues to nurture the Academy by reviewing applicants and having one team member attend each session to ensure its effectiveness and continue its evolution. ■ With a supervisor's support, any employee can apply for the Academy. Applications receive several reviews to ensure a balanced cross-section of the workforce is represented. Attendees include managers and non-managers of varying ethnicities, years of service, and departments. The county pays the tuition. Thus far 60 employees have graduated and 30 more are expected to take part in the 2013 course. ■ Deputy Probation Officer **Janene Conner**, an Academy graduate, vouches for the program: "The professors forced us out of our everyday thinking and pushed us to open our minds. I have gained insight into myself and others; it has been both inspiring and humbling." For information about applying for the 2013 Academy, please contact Human Resources at 415-473-2122. ■



Photo by Joanne Peterson

Spring 2012 class members show their certificates.

We've Got Talent!

By **Debra Stratton**—CDA

The county has no shortage of talented musicians. ■ Chief Parks Ranger **Rob Ruiz** loves playing rock and roll. He has played bass guitar with The Sorentinos since 1985 and has toured extensively. Senior Events Coordinator **Christian Gutt** (CS) drums with several local groups. He says music invigorates him and brings balance to his life. Safety Officer **Richard Bolmen** (CAO) says there is nothing like connecting with a live audience. Richard sings and plays guitar, ukulele, and harmonica at wineries—and gets paid in wine! Attorney **Steve Perl** (Co. Counsel) and Principal Planner **Ben Berto**

(CDA) are building their vocal skills while having fun singing and performing with the Golden Gate Barbershop Chorus. Administrative Services Technician **Jackie Holzauer** (HHS) sings and plays guitar in a band with her husband. Jackie says music is a universal language that speaks directly from the heart. ■ Guitarists **John Wilson** and **Steve Morse** (both IST) co-founded the County Crows more than 10 years ago. The group is open to all employee musicians. John, a senior systems support analyst, recently released a CD that was reviewed in the *Marin IJ*. Steve, a systems support analyst, earned advanced degrees in classical guitar. He says music is a form of expression that conveys emotion instantly. Legal Process Assistant **Winnie Myers** (DA) can't imagine life without music. Winnie plays and teaches violin and piano and

From professional training to belting it out in the shower, music feeds our souls and makes us happy.

FRANKLY SPEAKING

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Reporter Award: Laurie Thompson

Schedule

Articles Due	Publication Date
June 27	September 27
November 21	January 31, 2014



To The Editor

Dear Editor:

Major illnesses are something that happens to the next fellow. It was rather surprising to be informed that I was "the next fellow." The generous time and support that coworkers lent to me and my family has been phenomenal. My sincerest thanks to all for the kindness and assistance provided during my treatment. —**Leticia Navarrete** (DPW)

FRANKLY SPEAKING *Purpose and Priorities*
 COMMUNICATION • DIVERSITY • RECOGNITION • EDUCATION • NEWS • FUN • INTERACTION

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

Photo by David Vaughan



County Crows performing, L to R: Eric Steger (DPW), Bene da Silva (DPW), Steven Perl (Co. Counsel), David Brunhofer (CDA), Jim Selmi (IST), John Wilson (IST), Debra Stratton (CDA), Peter Coles (DPW), Nancy Grisham (Co. Counsel), Pat Echols (DPW), Art Brook (DPW), and Tho Do (DPW).

has sung at Carnegie Hall. Senior Environmental Health Specialist **Jock Smith** (CDA) finds inspiration in the spiritual realm. He performs spoken biblical passages in rhythm to various combined musical genres, including Mande music from Mali, jazz, calypso, R&B, and hip-hop. Principal Civil Engineer **Pat Echols'** (DPW) talents include guitar and ukulele. Pat has opened for and performed with numerous groups. Music has brought "happiness and thrills galore" to his life. Hailing from Oahu and founder of the Ukulele Friends Ohana of

Marin, Principal Systems Analyst **Delfin Medina, Jr.** (HHS) is a self-taught ukulele player and singer. For Delfin, music is "the rain that washes away the dust of everyday life" and has brought him a wealth of friends. **Marion Boyd** (Cultural Services) started playing ukulele a few years ago and, encouraged by Del, joined Ukulele Friends Ohana. Marion finds singing and playing "a soul-embracing experience" and one of the things she loves most in life. ■ From professional training to belting it out in the shower, music feeds our souls and makes us happy. ■

Photo by Janice Hughes



Sara Jones

Carson City Expert to Lead Library

By Nancy Davis—Library

The Library will welcome its new director, **Sara Jones**, in July. Sara comes to Marin from Carson City, NV, where she was the library director. A former director of the state library in Nevada, Sara is respected for her innovative ideas, fundraising skills, collaboration with community groups, and ability to inspire staff. She said, "I am thrilled with the opportunity to lead the library system and provide the residents of Marin County exceptional resources and service.

Public libraries are more important than ever in our lives." ■ Sara believes the library's highest priority is meeting community needs. She advocates for education at all levels and ages, and sees the library as a trusted and valuable resource for lifelong learning. ■ Sara is finishing her doctoral dissertation on the interaction between students and teachers. Her research includes evaluating online learning to determine what is lost in the educational process when face-to-face contact is missing. ■ Putting her research into practice, she has been visiting Marin to meet with every one of the library's 100-plus staff members for brief individual talks before starting her directorship. For her, leadership includes frequent contact to enable ongoing communication. Sara believes, "You will be a better leader when people know and understand you on a personal level." ■ In initial visits to Marin, Sara was struck by the diversity of Marin's communities, each with its own character, as well as the beautiful and varied landscape. Local appreciation for farm-to-table fresh food also impressed her. ■ Sara replaces retired Director **Gail Haar**. ■

Talamantes Appointed to Bench

Photo by Dean Ross



Hon. Mark Talamantes

By Norma Johnson—Courts

Marin Superior Court Judge **Mark Talamantes**, appointed by Governor Jerry Brown in December 2012, strives to make sure that people “walk away from the courthouse feeling that they had the opportunity to be heard and that their case was considered fairly.” Born in El Paso, TX, Judge Talamantes started his career in advertising. After graduating from University of California Hastings College of Law, he stumbled

upon the field of wage-and-hour law because his first assignment at his first job at Legal Aid of Marin was to represent an employee not being paid overtime wages. Judge Talamantes later worked at a law firm in San Francisco that specializes in wage-and-hour law. ■ “I considered it an honor to be a lawyer. It is now a great privilege to be a judge.” Judge Talamantes will preside over civil and criminal trials, small claims trials de novo, and restraining-order evidentiary hearings. He is Marin’s first Latino judge. “My presence as a judge in no small way affirms for those people from less-advantaged backgrounds that it is possible to succeed through education,” he said. ■ Judge Talamantes and his wife Karen Carrera live in Tiburon with their two children, ages 14 and 12. He enjoys hiking and swimming. “My favorite thing, however, is to go on road trips with my family,” he said. “I get so much out of trapping the family in the SUV and hitting the road.” ■

Outstanding Employee Team of the Quarter January—March 2013

Photo by Janice Hughes



IST Systems Administrators team members, who support hardware and software systems hosting critical applications for County of Marin law enforcement, property taxes, human resources, payroll, and more are, L to R: Patrick Dorn, Barbara Leale, Chris Carlton, Kathy Kimball, Jason Balderama, Joseph Helwee, and Pezhman Nikpour.



Vacation Photos Wanted!

It’s entry time for our 18th Annual Vacation Photo Contest. Employees can be either the photographer or in the photo taken any time since the fall of 2012. Previous participants are welcome. Photos should be e-mailed in high resolution digital format (300 dpi minimum) to jhughes@marincounty.org or printed and sent interoffice to **Janice Hughes**, c/o DA’s Office, Room 130, by 5:00 p.m. Wednesday, September 4. Winning photos will be published in the September 27 *Frankly Speaking* and displayed in the Civic Center Cafeteria during the month of November. Thanks to Marin Filmworks for donating \$25 gift certificates to the top three winners.



PETTERLE’S PERSPECTIVE

By Steve Petterle—Parks

Successful people buckle down to leave no stone unturned and get the job done. They don’t cut corners or beat around the bush. They blaze new trails and stick to their guns! They don’t get cold feet and hardly ever rest on their laurels. They know they can’t squeeze blood from a turnip, so they let sleeping dogs lie. Make no bones about it, successful people put their money where their mouth is. ■ Even so, sometimes they find themselves behind the eight ball. No rhyme or reason, that’s just the way the cookie crumbles—and there’s certainly no point in Monday morning quarterbacking. But when they hit a bump in the road and their hands are tied, successful people don’t spend time licking their wounds. They sit tight and remain cool as a cucumber. They understand that silence is golden and are willing to bite the bullet or eat crow to cut their losses. They also believe that there’s no sense climbing the walls to reinvent the wheel. Nonetheless, they burn the midnight oil to become the early bird that gets the worm because if they don’t, they know they’ll miss the boat. You see, these people see the handwriting on the wall and have learned their lesson—they’d rather be safe than sorry. ■ Last but not least, when the going gets tough, successful people get going, even if they feel like a fish out of water, swimming upstream. Admittedly, when it rains, it pours, but they know it’s just a drop in the bucket, because there are more fish in the sea, so they keep their fingers crossed. ■ Not to sound like a broken record, but that, my friends, is the secret to their success. ■

Illustration by Phoenicia Thomas

Please e-mail adventures, events, and department happenings to **Cathy Selmi**, cselmi@marincounty.org.

Proud parents Breanna and **Jason Weber** (Fire) and big sisters Stella and Sadie welcomed Henry "Hank" Patrick Weber on Valentine's Day. ■

Rachel Warner (CDA) and Tom Reid are delighted to announce the birth of their daughter, Amity Rose Reid. She was born on February 26. ■

Sylvia and **Scott Greeley** (CDA) became parents on December 14, 2012 to daughter Andrea. ■

Ana Bagtas (HHS) and Elan Chertock announced the arrival of son Lev Harel Chertock on January 3. Older brother Ari Chertock, 11, helped welcome the new family member. ■

Best wishes for a long life together to **Renee Peters** (Courts) and Daniel Flemett, who were married on January 25 at the Civic Center gardens. ■

A pat on the back and well done to Sheriff **Bob Doyle**, who partnered with **Stephen Petterle** (Parks) on February

24 at Indian Valley Golf Club, where, much to his delight, he hit a hole-in-one—his first ever! Bob and Steve also won the match, which was no easy feat as they played against real golf pros. ■

Congratulations to **Janell Hampton** (CAO), who was awarded the Service Award by the Municipal Management Association of Northern California for her outstanding contributions throughout the year. Janell's organizational skills benefitted the association. ■

John Wilson (IST/CDA) recently produced and recorded a CD of his original songs using Garage Band for the iPad. John is a longtime member of the county's own County Crows and until recently was a part of Dead Set, a duo specializing in Grateful Dead tunes. You can get more information at www.cdbaby.com/cd/johnwilsonandthecrashing. ■

Patti Baseheart (Co. Counsel) spent a month in Venice, Italy experiencing the city and surrounding islands as the locals do. Buon viaggio! ■

Susan White (BOS) and her son celebrated his bar mitzvah with a visit to family in Scottsdale, AZ and Giants' spring training. ■



Roy Bateman

Roy Bateman (CDA) spent October 2012 in Japan, including three days at the Kansai Queer Film Festival in Kyoto and shopping for pottery in Kyushu. Above, Roy visits a former copper refinery on the island of Inujima, now the site of an art installation. ■

Attorney **Otis Bruce** (DA) was a guest speaker at Xavier University's Youth Motivation Task Force/Black Executive Exchange Program career symposium in New Orleans. The event was sponsored by the National Urban League and the Marine Corps. "I'm here on my own dime and time," he reported, adding that he felt "honored to have been invited to participate at such a distinguished university." ■

Just before retiring from DPW in March, **Jeri Stewart** won a Health Charities Award for her role as the department's rep for the Combined Charities program, which benefits a wide range of local charities. She invited speakers from local charities to pizza gatherings and breakfast meetings, inspiring a big boost in personal giving. **Sharon DeMartini** is DPW's new Combined Charities leader. Pizza, anyone? ■

Photo by Leedia Fougereousse



Renee and Daniel

Photo by Janice Hughes

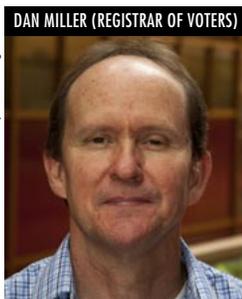


Janice Hughes snapped this photo of a red-shouldered hawk near the pine trees on the east side of the Hall of Justice.

EMPLOYEES OF THE MONTH



Photos by Janice Hughes



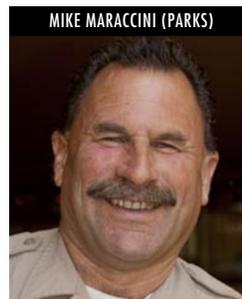
DAN MILLER (REGISTRAR OF VOTERS)

JANUARY



ANITA SAUBER (AG./WTS&MEAS.)

FEBRUARY



MIKE MARACCINI (PARKS)

MARCH



LEON TAM (DCSS)

APRIL

Department Collects Child Support —And All Top State Honors



Photo by Louise Britton

The DCSS team is No. 1 in California! L to R, Front: Tray-Yun Kuo, Keith Pepper, Maureen O'Connell, Greg Deluna. L to R, Second Row: Nancy Zaharin, Margaret Bandel. L to R, Third Row: Crista Doty, Raquel Pasion, VaDonna Danesi, Dennis Bradley, Theresa Mahoney. L to R, Back: Michelle Moniz, Jill Francis, Marcella Caramucci, Sarah Dietz, Kathryn Brown.

By Margaret Bandel—DCSS

In its very own version of the Academy Awards, the Marin County Department of Child Support Services (DCSS) swept top honors at the annual California Department of Child Support Services Statewide Director's meeting. The department establishes paternity, and develops, modifies, and enforces child support and medical

support orders. The department is funded by state and federal sources; there is a local child support office in every California county. ■ Marin was awarded top state honors as the highest-performing county based on caseload size, the most improved county based on caseload size, the highest-ranked county statewide for overall performance regardless of

size, the recipient of the Director's Excellence Award for exceeding all performance goals set by the state for 2012, and for the highest increase in overall child support collections. This was the first time any county has won every category in one year.

■ Director **Keith Pepper** saluted his staff, saying, "I have the honor to lead an exceptional group of dedicated employees." Marin has a department staff of 24 and a caseload of about 3,000. The department distributed \$11.8 million in court-ordered child support to families last year. "Our increase in performance means more dollars are getting to Marin families, and is a positive testament to the commitment of the parents in our caseload to support their children," said Keith. ■

For information about services offered by DCSS, which is located at 88 Rowland Way in Novato, contact Outreach Coordinator **VaDonna Danesi** at 415-473-6512. ■



Photo by Louise Britton

DCSS Director Keith Pepper shows off a "golden broom" presented by staff after the department swept state awards. Margaret Bandel (DCSS) crafted the keepsake using a whisk broom, gold decorations, and gold paint.

County Gathers Guns, Dispenses Cash

By Janice Hughes—DA

In response to the recent Sandy Hook massacre, District Attorney **Ed Berberian** partnered with law enforcement and school officials to initiate a Marin County gun buyback program to reduce the number of guns that may become available to someone distraught, devious, or unstable. This campaign bought back guns from Marin residents and people from neighboring counties. Many people got rid of their guns without caring about the money. ■ Chief Inspector **Rob Guidi** (DA) and his staff helped orchestrate logistics at three police departments and two Sheriff's substations. **Jacalyn Mah** (CAO) assisted in creating flyers to post countywide and on the Internet. On the first surrender date, January 15, some 827 operable

firearms were turned in and \$43,000 was distributed within an hour and a half, totally exceeding expectations. Vouchers amounting to an additional \$68,000 were distributed, and a new campaign was begun to get funds to honor these vouchers. The District Attorney's Office achieved that goal in one month's time. Funding came from the Board of Supervisors, the Marin Community Foundation, cities and towns in Marin, law-enforcement associations, and many individuals who wrote checks. One check came in the amount of \$26.00, honoring the 26 victims at Sandy Hook School. ■ **Ann-Marie Lelek** (Sheriff), evidence clerk, was invaluable in helping to coordinate the destruction of all the firearms. **Marion Boyd** (CS) arranged

the room at the Exhibit Hall for voucher payback day. ■ There were, of course, some naysayers to this effort. But on February 15 when the vouchers were being redeemed, one mother donated \$1,000 in memory of her teen-aged son who had taken his life several years earlier with a rifle. The purpose of the buyback was poignantly reaffirmed. ■



Photo by Jennifer Tong

Guns collected at the Marin DA Office's buy-back event

Beyond the Blue Roof — THIRD IN A SERIES

By Susannah Clark—BOS

Do you really get a gallon of gas when you pay for it? You do in Marin, thanks to the Department of Agriculture, Weights and Measures. Working out of an office in Novato, staff members promote and protect agriculture, the environment, and Marin residents. Programs include integrated pest management, organic-certified agriculture, livestock protection, and

the weights and measures program, which among other things verifies that gas pumps are accurate. Inspector **Scott Wise** said, "Our director, **Stacy Carlsen**, believes in cross-training, so our inspectors do everything. That keeps our jobs interesting. Some days we do a lot of shopping, checking scanners and scales; other days we're working through checklists on a ranch seeking organic certification." ■ The department works with industry to identify problems and find solutions by sharing information on

resources and strategies. Deputy Commissioner **Stefan Parnay** said, "One could think of this department as protecting the pocketbook," as staff ensures the integrity of transactions at businesses with pumps, scales, and scanners. ■ In the office, the department's eight inspectors review applications, write reports, and assist with audits. In the field, they inspect and interview. Organic crop inspections take about 15 hours; dairy inspections 25 to 30 hours. Stacy admires the "professional relationships inspectors have with the community they serve. These inspectors are shining stars, independent thinkers, and very personable," he said. ■ Office Assistant **Mary Wahlberg** said daily life includes "visits from ranchers seeking information on livestock protection, pesticide applicators inquiring about recommended methods, and gardeners who bring in insects to be identified." ■ **Anita Sauber** heads Marin Organic Certified Agriculture for the department. She and four inspectors ensure that ranchers seeking organic certification comply with national standards. The department also verifies vendor documentation at farmers markets. ■ For more about department services, visit www.co.marin.ca.us/g-channel ■

Photo by Pat Balderama



Agriculture, Weights & Measures staff members are pictured during a rare visit to the Civic Center. L to R, Back: Stacy Carlsen, Scott Wise, Laurel Thomassin, Susan Ventura, Jeff Stiles, Anita Sauber, Stefan Parnay, Hugo Abaurre. L to R, Front: Johanna Good, Al Powell. Not pictured: Joanne Vancleave, Mary Wahlberg, Eric Richardson, Lisa Laplace.

Volunteer & Student Intern Program's Top Honorees

Photo by Anne Stair



One staff member, two volunteers, and a student intern were commended for exceptional service by the Board of Supervisors during National Volunteer Week in April. Exhibits Supervisor **Charlie Barboni** (Cultural Services), far left, is the 2012-13 Supervisor of Volunteers of the Year. He coordinates more than 700 volunteers who help

with a wide range of Marin County Fair assignments, including receiving thousands of competitive exhibits submitted for judging and display. Charlie's friendly demeanor, organizational skills, and ability to create meaningful opportunities for volunteers benefit his role as staff liaison. Student Intern of the Year **Casey Whiting**, third from left, does an exemplary job helping with office projects in the Public Defender's Office as he learns about the legal system. Volunteers of the Year **Roberta Robinson** and **Oak Dowling** contribute their professional expertise in banking and the law, respectively, to HHS's Financial Abuse Specialist Team. As outreach speakers, they inform community groups about fraud prevention. Congratulations, all!

Roving Reporter

By Rick Fraites—BOS

Plant a Seed of Greatness Month is held each February to encourage us to strive to make a difference for self, family, and community. Who made a difference for you—or how do you plan to make a difference?

Mary Kennelly (DPW) "I volunteer to help a friend's local nonprofit, Una Vida, with year-round goals by providing clothing and household goods to families in need in the Bay Area and the Dominican Republic. I also watch Oprah for inspiration!"



Photos by Rick Fraites

Miriam Martinez (BOS) "I remember my childhood home being filled with love and compassion as my parents demonstrated love to each other and to those around them. Their hospitality planted seeds of caring, volunteering, and mentoring others. When I help at a RotaCare clinic or at the Human Race, I feel like I am carrying on the tradition of my family and giving back to my community."

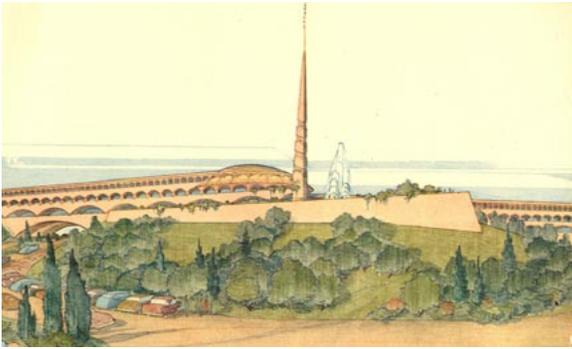


Clarence 'Clay' Page III (HHS) "My children inspire me every day. My parents were always supportive and my dad has always been there for me. He instilled in me the idea that you can do almost anything in life if you just put your mind to it."



Janet Boddington (CS) "I find inspiration in everyday life. My family, work, church, community, and Marin County's natural beauty sustain me. As a foster parent, giving kids a second chance at a happy childhood really inspires me."





Cover of a booklet published for the opening of the Marin Civic Center 50 years ago. Can you see the ship in the design of the building?

Wright's Civic Center an Organic Inspiration

By **Steve Petterle**—Parks

The 140-acre Scettrini Ranch property was nothing special—a typical grass-covered Marin County hillside, near Highway 101 and north of downtown San Rafael. But it became a stage for the most significant building in Marin County, and a site for one of the most unique structures in the world. ■ On

approach, the facility towers above visitors, subtly announcing its importance. The walls that contain an outdoor garden are the prow of a massive ship, and a spire becomes the mast. But the real immensity of the structure is concealed by clever architectural sleight of hand—one wing is lower by 26 feet from the other, and rotated 42° along its axis, with a large dome—the heart of the structure—serving as the hub. The long, linear expression of the building, reminiscent of “prairie style” architecture, further distracts from its height. This is Frank Lloyd Wright’s Marin County Civic Center, which is now celebrating its fiftieth year. ■ With Mr. Wright’s guidance, the Civic Center grows “organically” from the land, connecting three hills. Auto traffic is directed through the structure in three large archways, creating a curvilinear theme that is repeated throughout the building. Pedestrian entryways are obscure—they are not now and never were intended to be a focus of the building. Nonetheless, wayfinding into the facility is intuitive. At entry points, transition from outdoors to indoors, indoors to out, is seamless. Gardens are scattered throughout the building, hallways are skylighted and thousands of windows allow the outdoors into the building, creating a government center that is truly unique and timeless. ■ Look for more information about the Marin County Civic Center in future issues of *Frankly Speaking*. ■

With Mr. Wright's guidance, the Civic Center grows 'organically' from the land, connecting three hills.

Marin's Strong ATOMIC Bond

By **Tim Flanagan**—IST

As the county prepares to acquire a new software system to handle administrative functions including payroll, an in-house team is collecting vital information from employees. The goal is to reduce administrative costs and to make sure the new system will help us be a more modern, efficient, and effective organization. Representatives of the Administrative Technologies of Marin (ATOM) project have spent significant time over the past year meeting with staff to understand how departments do business now and to anticipate the future needs of those who will use the new system in their daily work. ■

The current ATOM team members come from five departments that provide internal support to the whole organization: the Department of Finance, Information Services and Technology, Human Resources, Public Works, and the County Administrator's Office. ATOM is sponsored by County Administrator **Matthew Hymel** with steering committee support from Chief Assistant County Administrator **Mona Miyasato**, IST Director **Charlie Haase**, HR Director **Joanne Peterson**, Finance Director **Roy Given**, and DPW Director **Bob Beaumont**. Employee feedback has been essential to the business-documentation process. ATOM members recognize the exceptional response and participation of staff members who have attended meetings and contributed subject-matter knowledge. ■ The county expects to select the new software and begin implementing it in the spring of 2014. ■ If you want to know more about the ATOM Project, see <http://atom> or e-mail ATOM@marincounty.org. ■

Photo by Joanne Peterson



Team members who coordinated the first stage of the effort to acquire a new software system for the county's daily business consisted of, L to R: Larry Daniel (HR), Cristine Alilovich (DOF), Tim Flanagan (IST), Angie Hisanaga (IST), and Lisa De Carlo (CAO). Not pictured: Michael Frost (DPW). The team led a cross-departmental kickoff meeting last winter at the Fire Department's Throckmorton station on Mt. Tamalpais, thus the fire-engine setting.



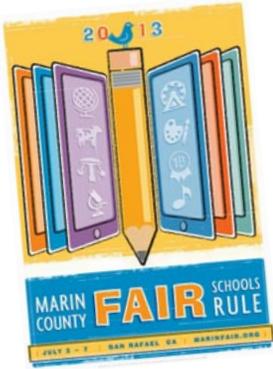
Haiku

By **Bob Beaumont**—DPW

Searching for meaning
The earth holds close its secrets
(But sometimes whispers)

Schools Rule 2013 Fair

By Phyllis Gray—Assessor-Recorder-County Clerk



You might think summer is cut short when you attend the 2013 Marin County Fair with the theme *Schools Rule*, in partnership with the Marin County Office of Education and Schools Rule Foundation. Entertaining spelling bees, geography bees, and Are You Smarter Than a Marin County Fifth Grader? competitions may fool you into thinking school is back in session. Fear not, the glorious Fourth of July will still be celebrated with eye-popping fireworks that night and every night of the fair, and special fair food will be in abundance, including all the veggie dogs and fruit salad you would want. An eclectic mix of technology and traditional arts, the fair will offer visitors a chance to pet goats, watch robots fight, admire tiny stitches in a prize-winning quilt, post images on Instagram, rock out to the Pointer Sisters, and more. The fair runs July 3 through 7. Visit www.marinfair.org for details. ■ Our county fair historically wins accolades at the Western Fairs Association Annual Achievement Awards and 2012 was no exception with 33 individual achievement awards, a whopping 23 of them First Place. ■ If your own competitive juices are flowing, there are over 800 categories in which to exhibit your creative talents in the 2013 fair. With *Schools Rule*, the Marin County Fair will once again prove a winner as students and teachers are honored and celebrated! ■

In Memoriam

Portrait by Alex Levin



Alex Levin, a principal systems analyst for the Marin County Employees' Retirement Association (MCERA), passed away in April from injuries he received after being hit by a car while visiting his native Russia. Alex joined MCERA in 2009 and was a valued

team member. Coworkers remember him as an honest and sincere leader with a great sense of humor. Alex was a talented artist, poet, and a friend to many who looked up to him. His true passions were his family and dancing tango with his wife, **Karina Levin** (IST). He will be deeply missed.

Three Winners in Six-word Contest

By Susannah Clark—BOS

Thanks to all who participated in the challenge to describe life's meaning in six words. The *Frankly Speaking* judges were impressed with contestants' creativity. These are the top three:

- Have without needing, give without thinking. **Debbie Meyer** (HHS)
- Wasted time can never be recycled. **Francie Hubert** (IST)
- Fall, get up, fall, get up. **Nancy Davis** (Library)

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from November 1, 2012 to February 28, 2013

Gil Kenneth Advincula	Coroner's Investigator, Sheriff
Rachael Tishner	Dep. Sheriff Trainee, Sheriff
Charles Haase	Chief Information Officer, IST
Corin Priest	Dep. Sheriff Trainee, Sheriff
Cher Lor	Accounting Asst., HHS
Matthew Willis	County Public Health Officer, HHS
Scott Wallace	Dep. Sheriff, Sheriff
Deirdre Faherty	Dep. Sheriff, Sheriff
Bertha Vasquez	Legal Process Asst. II-Biling., PD
Bevin Gardner	Auditor II, DOF
Jordan Fachko	Eligibility Wkr. I, HHS
Kathleen Preston	Mental Health Nurse Pract., HHS
Sean Moore	Accounting Asst., CS
Edgar Garcia	Asst. Engineer, DPW
Namita Bhatt	Dep. District Attorney I, DA
William Morehead	Dep. District Attorney I, DA
Robert Reinhard	HHS Planner/Evaluator, HHS
Amy Dietz	HHS Projects Coord., HHS
Egda Haro	Office Asst. III-Biling., HHS
Paul Mushrush	Shipping & Receiving Clerk, DPW
Deborah Moss	Social Svc. Program Mgr. I, HHS
Richard Simonitch	Associate Civil Engineer, DPW
Carly Williams	Environmental Health Spec. II, CDA
Stan Moody	Road Maint. Wkr. I, DPW
Jeremy McKenna	Road Maint. Wkr. I, DPW
Mitchell Neve	Road Maint. Wkr. I, DPW
Joshua Davis	Dep. Probation Officer II, Probation
Omar Padilla	Group Counselor I, Probation
Jason Wong	Jr. Engineer, DPW
Ko Ho	Techlgy. Systems Spec. II, Sheriff
Michael Beard	Group Counselor I, Probation
Oscar Guardado	Health Educator-Biling., HHS
Monica Vu	Social Svc. Worker II, HHS
Janice Wells	Mental Health Unit Supr., HHS
Josias Gottschalk	Social Svc. Worker II, HHS
Kelly Burnett	Social Svc. Worker II, HHS
Jane Ireland	Social Svc. Worker II, HHS
Sarah Dietz	Legal Process Asst. II, DCSS
Kathryn Brown	Legal Process Asst. II, DCSS
Anthony Raitano	Dep. Probation Officer I, Probation
Lourdes Duran	Dep. Probation Officer I, Probation
Monique Vasquez	Office Asst. III, HHS
Meredith Burrell	Social Svc. Worker I, HHS

Farewell to Retirees!

Hutton Taylor	Mental Health Program Mgr. I, HHS
Doreen McBirney	Legal Process Asst. II, DCSS
Timothy Baseheart	Medical Records Supr., HHS
Melanie Haag	Court Processing Spec. III, Courts
Angelo Sacheli	Social Svc. Program Mgr. I, HHS
Lynda Triplett	Admin. Svcs. Tech., Probation
Mirta Cuevas	Sr. Public Health Nurse-Biling., HHS
Danaya Wilson	Legal Process Asst. II, DA
Dori Krystal-Smalridge	Office Asst. III-Biling., HHS
Nancy Barnard	Microbiologist III, HHS
Peter Vaughney	Staff Psychiatrist, HHS
Ursula Hoffman	Office Asst. III-Biling., HHS
Marietta Neyland	Office Asst. III, HHS
Nancy Wiley	Admin. Svcs. Officer, HHS
Diane Wishnak	Assessment/Record Tech. II, ARC
Wendellyn Burger	Office Asst. III, HHS

Compiled by Bonita Shannon—CDA