

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Photo by Jerry Channel



Jimmie Hudson and Tom Buell high atop the Radio Shop tower

It's a MERA-CALL

By Shelly Grant and Bob Beaumont—DPW

The Communications Division of Public Works is better known by its folksier moniker as simply the “radio shop.” Located in the General Services building on the Civic Center campus, here is where staff maintains the countywide radio communications network and equipment. When you walk into their technical services room, you can just feel the electrons bouncing off you like phaser rays off a force field. Every nook and cranny is filled with electronic components and gadgets, gauges and dials, cables and wires, widgets, gizmos, and doodads. Right next door are the installation bays where the radio technicians work their magic in

installing radios and related equipment in vehicles. Part of the greater magic happening in the radio shop these days is providing maintenance and installation services for the Marin Emergency Radio Authority (MERA). ■ MERA came about in the 1990s when forward thinkers throughout the county formed a central organization to develop and implement a unified public safety radio communications system. The idea was to use leading-edge technology to provide the most effective emergency communication system possible for public safety agencies. One of the individuals spearheading that movement was Public Works Director **Farhad**

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Fostering Success

By Tom Vasgird—Auditor-Controller's Office

Maria Campos (H&HS) was separated from her mother at the age of 8 and remained in the foster care system until turning 18. She took the hand she was dealt, but refused to let it determine her life. She wasn't blessed with wild cards or aces, but is on her way to showing the world a royal flush. Today, at the age of 24, Maria is backed by a loving and supportive husband. They have two daughters, ages 5 years and 20 months. ■ If a convention of the world's most upbeat and optimistic people were to take place, we could expect to find Maria, a Support Service Worker with Women's Health Services, leading the gathering in a chorus of “giving up is not an option.” Her professional goal is to become a Nurse Practitioner. ■ Maria has an absolute work ethic and is committed to making the world a better place through perseverance and shooting for the stars. But this steadfast determination is tempered by compassion that is a result of years of painful detours and challenges. ■ When asked what makes her different from other foster care cases, Maria responded that she is not content with just accepting life at face value. She said she must keep thinking bigger. She acknowledges and sincerely thanks those who were, and still are, there for her. This includes a therapist



Foster dad Cesar Lagleva and Maria Campos

who worked with her as a child, her husband, and her former foster father, **Cesar Lagleva** (H&HS), a Juvenile Health Practitioner with Community Health Services. ■ Cesar is a standout guy whose contributions cannot be overstated. He went the extra mile for Maria through eventual guardianship, and let her live in his home for over a year after she turned 18. He helped her buy her first car, and today continues to support her emotionally. There are other heroes in Maria's life, but her husband and Cesar are at the top of the list. ■ What makes Cesar exceptional? According to Maria, it has to do with listening without judgment, always trying to understand, keeping an open heart, being there no matter what,

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Maria's message to other foster kids is one of hope and encouragement, suggesting they find out what the world has to offer and go for it.

Photo by Joan Brown

FRANKLY SPEAKING

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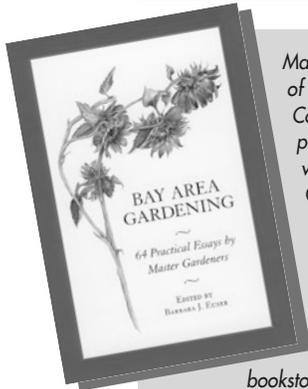
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Reporter of the Quarter: Jennifer Walter

Schedule

Articles Due	Publication Date
Tuesday, June 6	Friday, August 4
Tuesday, Sept 5	Friday, October 27
Tuesday, Nov 21	Friday, February 2, 2007



Marin Master Gardeners, a chapter of the University of California Continuing Education program, has published a revised edition of their very informative book, Bay Area Gardening. The Marin Master Gardeners are 200 dedicated, trained volunteers. The book contains 64 essays about landscaping, garden design, controlling pests and disease, and other topics. It's available at local bookstores for \$18.95. Or, send a check or money order for \$20.00 (shipping and handling) to "UC Regents" to Marin Master Gardeners, 1682 Novato Blvd., Suite 150B, Novato, 94947.

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.

Court Names Kim

By Norma Johnson—Courts

After serving as assistant court executive officer for six years and interim court executive officer for one year, **Kim Turner** was appointed Court Executive Officer for Marin Superior Court. ■ "I am thrilled to have the opportunity to put years of public service experience into this institution," Kim says. As acting court executive officer, she says she has focused on rebuilding relationships. "I am committed to opening doors and reaching out to the community, as the court is a public institution that should reflect the values of the people we serve and meet their needs." ■ Kim has been instrumental in helping establish the Legal Self-Help Center of Marin, which provides legal assistance to individuals who are not represented by attorneys. She serves on the Board of Directors for the Center. ■ Born in San Rafael, she



Kim Turner (Courts)

Kim has been instrumental in helping establish the Legal Self Help Center of Marin which provides legal assistance to individuals who are not represented by attorneys.

received her bachelor's degree in Business Administration from Sonoma State University. She is a fellow of the Institute for Court Management through the National Center for State Courts, founded by former Supreme Court Chief Justice Warren Burger. She received the 1999 award for best research project from the National Center for State Courts for her analysis of administrative implementation of the changes to the California superior courts after the enactment of the 1998 Trial Court Funding Act. ■ Prior to joining the court, Kim worked for the City of San Rafael for two years and the Department of Health and Human Services for nearly seventeen years. Kim lives in Petaluma with her two daughters, Erin and Paige. She loves gardening, walking, exercising, and reading. ■

Photo by Puleen Tempamni



Marin County Superior Court employees discussed their roles in trial court performance on February 13. Sara Matlin, from Marin Abused Women's Services, also spoke to employees to raise consciousness of issues of domestic violence. Jan Starnes, an education specialist from the Administrative Office of the Courts, gave a refresher course on customer service. L to R: Barbara Jones, Frances Kennedy, Sheyenne Byrd, Penney Wentland, Jeanine Miro, Annette Garcia, Mario Charifa, Yvonne Aguilar

Make it Official

Are you considering adopting your stepchild? The first week in June is Stepparents' Week, and the Civil Division of the Superior Court has a packet for you, *How to Adopt a Child in California*. This provides step-by-step instructions along with the documents needed for court. This packet also can be used for agency, international, and independent adoptions.



Alex McIntyre

Alex, Ace Administrator

By Brenda Frechette—H&HS

After **Matthew Hymel** was promoted last year to County Administrator, the search was on to find the right fit for the Chief Assistant Administrator position he was vacating. **Alex McIntyre** possesses the skills and experience required and joined the Marin county administrator team on April 3. ■ Alex served as Tiburon's town manager for over five years. Prior to that,

he was the town manager for Portola Valley, a community near Stanford. Although Alex was born in San Francisco and now lives there, he grew up in Pasadena, where his father was the city manager. You might say it is a family tradition! Alex earned his BA in psychology and political science at UC Irvine and his MPA at USC. ■ When asked about his decision to work with the county, Alex says, "I'd like to test my 'management mettle' and do something new and different. It is intriguing to shift into a far more complex environment." Under his leadership, Tiburon developed a secure financial position. Alex brought an "open door" policy to the town, encouraging staff to get to know what each other does in order to improve communication. "I don't believe in secret agendas," he says. But perhaps one of the real tests of what someone might be like to work with is to ask the person who answers the phone. When I called Alex to set up an interview before he started, the Tiburon receptionist said, "Oh, you are so lucky to get him! He's the best!" ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I picked up the phone and made the call. I got voice mail. I wasn't nervous when I asked her to return my call at "415-499-639forward," but then I panicked. I abruptly stopped speaking. And if she didn't notice my misspoken words, she would surely notice the long, awkward pause. How could I recover? My mind raced through the possibilities. I could laugh and say I was just joking. I could provide a lengthy explanation that my brain was working too fast and that I was planning to say "Please call me at 415-499-6394. I look forward to your return call" and I skipped a few words. I could cough and pretend I was choking. I decided to hang up. It seemed like the right thing to do under the circumstances. ■ In my defense, I had been distracted by her voice message. "Hi, this is Jane Doe. (Garbled noises in the background.) Darn! (Pause.) This is like the fifth time! (Beep.) Hi, this is Jane Doe. Please leave me a message and I'll call you back." Didn't she listen to her recording? So I just left my number as 415-499-639forward and then hung up. ■ Should I call back and take the chance of leaving another message? "Oops! I just called and left a message and I meant to say that my number was 415-499-6394, not 415-499-639forward. And, by the way, you really need to check your outgoing message." I felt uncomfortable with that. I was starting to sweat. If I knew Jane Doe, this would be something that we could laugh about together over coffee. ■ But I didn't know her and that simple fact became key in the solution to my dilemma. Jane worked for a big firm with many other people, so I just called somebody else in the office and got the information I needed. No sense stressing. ■ It's not like she would have called me back anyway. There's no "forward" key on a telephone. ■

PD R&R

By Colleen Weems—HR

The Public Defender's Work/Life Balance Committee offers a number of outlets to PD employees to help them bring a little balance to their busy and intense days. The committee, whose members are **Glenda Brewer, Pedro Oliveros, and Rose Spikes-Anderson**, has sponsored noontime brown bag sessions in the department's law library. Speakers have included a feng shui expert who also gave individual consultations to staffers, a dietician from Marin General Hospital, a meditation and yoga expert, and a gardener who provided gardening tips. The committee also organizes an annual department outing to an evening Giants game, and a book club that included



Photo by Jonathan Dagg

Dylan Schaffer, author of Misdemeanor Man, talks with PD staff during one of its popular noontime brown-bag sessions.

a well-attended talk by a local attorney and author. Another successful endeavor was a noontime presentation by department shutterbugs who shared their photographs with co-workers. ■ "We've got a very congenial and cohesive office," says Glenda, "and when you talk about things other than work, especially when you work in a stressful environment, it's a good way to relate to each other." ■

RISING TO THE

Staff who rose to the challenge

Alva Ackley · Martin Acosta · Caroline Albee · Ron Alves · Dave Anderson · Audrey Andrus · Dana Ansari · Laura Armor · Sue Atkinson · Manny Avila · Hugh Baker · Pat Balderama · Chip Banks · Cynthia Barnard · Dale Barrett · Justin Barrow · Rick Bates · Bob Beaumont · Jeff Bedoya · Larry Belveal · Michelle Bendzick · John Berg · Lewis Berry · Ben Berto · Ted Bertolini · Ellie Bloch · Christopher Boden · Jim Boggeri · Kathleen Booth · Marion Boyd · Jim Bozzard · Chris Bramham · George Brewster · Danny Briones · Matt Bronson · Rich Brothers · Adam Brown · Mark Brown · Bob Brunner · Breanna Buchanan · Brian Burkhard · Jamie Byrnes · Nicole Calmels · Chris Camilleri · Ed Campigli · Dawn Carlson · Chris Carlton · Dave Carr · Ross Cascio · Chris Chamberlain · Joanna Charlton · Laurie Childers · Wendy Chipps · Cindy Churchfield · Nathan Clark · Tracy Clay · David Clemmer · Dave Codiroli · Todd Coleman · Peter Coles · Cyno Connolly · Will Corbett · Chuck Corbin · Karen Cornett · Stewart Cowan · Frank Cox · Alex Craig · Brian Crawford · Andrew Cross · Liza Crosse · Pat Cunningham · Jack Curley · Martha Cushman · Bene DaSilva · Berenice Davidson · Dean Davis · Glenn Davis · Nancy Davis · Eva De Negri · Chris Deibel · Dave Dell'era · Daniel Derby · Kerrie Desbiens · Carlo Dimesio · Dave Dolcini · Kristin Drumm · Rick Ebert · Chris Edwards · Chuck Edwards · Dan Eilerman · Jenny Ellis · Douglas Endy · Eric Engelbart · Randy Engler · David Escobar · Joyce Evans · Patrick Faulkner · Jake Feickert · John Ferrari · Dennis Farrell · Phil Ffita · Marianne Figen · Maria Figueroa · Marilyn Filbrun · Ken Finn · Dave Fish · Steve Fleak · Travis Fleetwood · Ron Ford · Steven Fracoli · Rick Fraites · Darrell Galli · Gabriel Garcia · Erin Garibaldi · Jessica Gerber · Frank Giammona · Rich Gibson · Josh Gilmore · Renee Glazier · Pricilla Godfrey · Frank Godino · Chris Godley · Ari Golan · Jose Gonzales · Larry Grace · Don Grate · Nate Gray · Phyllis Green · Maggie Guiotti · Amanuel Haile · Carla Halyard · Tim Hampton · Steve Hancock · Ursula Hanks · Kathy Harrington · Patricia Hartigan-Bloom · Ethel Havens · Vincent Hawkins · Mike Hawks · Bryan Hayworth · Dennis Healey · Steven Heaslip · Robert Heilman · Dan Hess · Damon Hill · Glenn Hinchee · Edward Hofeditz · Martin Hollis · Jim Huber · Ed Hulme · Matthew Hymel · David Hunn ·



Photo by Janice Hughes

The DPW Roads crew was honored at a special ceremony on March 14 for their outstanding on-the-ground efforts during the December floods. **Front Row, seated, L to R:** Richard Mache, Farhad Mansourian, Dave Anderson, Chuck Edwards **Middle Row, kneeling, L to R:** Pete Maendle, Rick Ebert, Dave Fish, George Petracosopoulos, Larry Kay, Steve Pollock, Adam Kerch, Paul Machado, Steve Mitchell **Back Row, standing, L to R:** Glenn Davis, Ted Bertolini, Scott Joubert, Travis Fleetwood, Jim Bozzard, Scott Nygard, Dale Patterson, Dan Hunter, Jim Marino, Dave Dolcini, Steve Soldavini, Dave Codiroli, Steve Fleak **Not Pictured:** Larry Lewis, Ken Zepponi, Jon Roberts

Marin experienced the wettest December in 50 years with flooding causing more than \$100 million in damage, with about 300 county staff working to save lives and property. What follows is a chronology of events, with highlights, attesting to the efforts of our staff rising to the challenge as disaster workers in an emergency.

Wed., Dec. 28 The National Weather Service forecasts two major winter storms. County Office of Emergency Services (OES) and other departments begin preparations, including calls to local jurisdictions.

Fri., Dec. 30 County DPW Department Operations Center (DOC) activated. Three Swift Water Rescue Teams activated and deployed. Urban Search and Rescue Teams mobilized.

5:00 p.m. Heavy rains start.

10:00 p.m. Ross activates Marin Emergency Automatic Notification System (MEANS) to advise residents and businesses along San Anselmo Creek. First responders monitor creek levels.

Sat., Dec. 31 Heavy rains continue with widespread local flooding.

4:00 a.m. Ross Valley floods, with 48" to 54" of water down San Anselmo Avenue. San Anselmo Emergency Operations Center (EOC) activated. Mill Valley conducts door-to-door voluntary evacuations in Sycamore neighborhood. Novato Creek floods.

4:45 a.m. Asst. Director of Emergency Services approves partial activation of County/Operational Area EOC.

5:00 a.m. Red Cross emergency shelter opens at West Marin School. Rescues made in San Anselmo, Ross, and Kentfield.

5:30 a.m. Mill Valley Evacuation Center opens.

6:00 a.m. County Operational Area EOC activated.

6:30 a.m. Local Emergency proclaimed by Asst. Director of Emergency Services. Novato EOC activated.

10:00 a.m. Levee failure near Novato Hospital. Novato evacuates neighborhood. 10,000 county residents without power.

2:00 p.m. EOCs closing in Novato, San Rafael, Mill Valley. County EOC de-activated.

New Year's Day 2006 County staff begins Initial Damage Estimate (IDE) resulting in an estimated \$118 million of damage countywide.

Mon., Jan. 2 Governor declares a state of emergency for seven initial counties—Marin not included.

Tues., Jan. 3 Marin County/Operational Area Recovery Operation Center (ROC) activated to coordinate recovery efforts, handle media inquiries, and open Public Information Hotline. Governor declares a state of emergency for 10 counties including Marin, and requests Presidential Declaration of Disaster.

Thurs., Jan. 5 Cities/towns, Municipal Water District, and county officials conduct field damage survey/assessments with numerous county staff, including road crews, firefighters, and building inspectors. ROC staff begins collecting and analyzing damage assessment data.

Recovery Assistance Center (ROC)

The ROC served two purposes. County staff operating the Public Information Hotline answered questions and referred callers to available resources. ROC staff also prepared damage estimates necessary to secure a federal declaration of emergency which would make federal funds available for recovery efforts.

CHALLENGE

By Ian Roth—CDA

Photo by Dan Morasi



The Local Assistance Center in San Anselmo

- Jan. 6–9** Board of Supervisors, in a special session, ratifies Emergency Proclamation. Marin OES, state OES, and FEMA representatives tour significant damage sites, using information compiled and prepared by county staff.
- Jan. 13** ROC de-activated. Hotline calls transferred to OES.
- Feb. 3** Received federal declaration of a major disaster area, allowing significant assistance from FEMA and SBA.
- Feb. 9–12** Local Assistance Center (LAC) activated in San Anselmo. 345 clients served.
- Feb. 13–Apr. 4** LAC transitioned to Disaster Recovery Center (DRC) in San Anselmo.

Recovery Success—The county's receipt of a federal declaration was the result of an immense amount of training, coordination of efforts, and communication and collaboration among county departments and local agencies. The professionalism and gallant efforts of the hundreds of county employees and municipal staff in Marin raised the bar with regard to state expectations of what we are capable. We should be very proud of our endeavors, and build upon this unparalleled foundation. Job well done! ■

Local Assistance Center (LAC)

The LAC served as a one-stop-shop for flood victims. It was staffed by San Anselmo, Fairfax, Ross, and the county, and had resources available through building, planning, and public works departments, the county Health Department, Assessor's Office, Health & Human Services, the Red Cross, SBA, and FEMA.

Rising to the Challenge...

Medaled for Mettle

By Colleen Weems—HR

In the dark early morning hours of December 31, several motorists found themselves in fast moving water, causing their cars to float at Platform Bridge along the Petaluma Pt. Reyes Road. One woman was trapped.

In the dark early morning hours of December 31, several motorists found themselves in fast moving water...

David Anderson (DPW), a quick-thinking Senior Roads Maintenance Worker who was in the area in his loader, calling on his years of experience and knowledge of the area, navigated the loader to the woman's vehicle and pulled her from her car to safety in his vehicle. ■ Fire Captain **Randy Engler** (Fire), a member of a water rescue team

working in San Anselmo, was involved in more than 10 rescues that included helping a woman stranded in her vehicle with water chest-high, and rescuing a person from the top of a newspaper stand. He also led the rescue of a man stuck on the roof of his truck surrounded by fast-moving water, then helped evacuate an elderly couple, and a family with young children from their homes. ■ David Anderson and Randy Engler earned rarely awarded Medals of Valor for saving lives. In addition, **Ed Mestre** (Fire), and **Farhad Mansourian** (DPW) were awarded for their outstanding efforts by the Board of Supervisors on



L to R: Randy Engler (Fire) and David Anderson (DPW) with their Medals of Valor; Ed Mestre (Fire) and Farhad Mansourian (DPW) with their special award for their USAR leadership

March 14. Ed was the Fire Incident Commander and Urban Search and Rescue (USAR) task force leader managing 18 water rescue operations with calmness and utmost professionalism. Farhad was recognized for excellent strategic advance planning and command in his role as Commander, USAR Regional Task Force, having two teams in place at 4 a.m. when Corte Madera Creek flooded. ■

Photo by Janice Hughes

Dan Hunter · Linda Jamieson · Jon Janzen · Aaron Jarvis · Bill Johnson · Rebecca Johnson · Scott Joubert · Larry Kay · Judy Kendall · Adam Kerch · Don Keylon · Karen Killan · Joseph King · Doug Kirchgessner · Robert Klein · Ernest Klock · Chris Knight · Barbara Kob · Alan Kristal · Jim Krogman · Kallie Kull · Larry Laino · James Lane · Connie Lazzaretto · Rich Leahy · Rebecca Leonard · Bryan Lewis · Larry Lewis · Liz Lewis · Dennis Linney · Rich Lopez · Jim Lynch · John Machado · Paul Machado · Richard Mache · Pete Maendle · Paul Makinson · Farhad Mansourian · Daniel Maples · Mike Maraccini · Jim Marino · Roy Martin · Chris Martinelli · Ken Massucco · John McConneloug · Robert McDaniel · Kevin McGowan · Joanne Merjano · Larry Meisereau · Ed Mestre · Susy Miller · Greg Miller · Ryan Miner · Ron Miska · Steve Mitchell · Mike Moline · Kellie Moore · Courtney Morehen · Leslie Moss · Margaret Moser · Gerson Navarrete · Gabe Ngarangad · Dave Nicholson · Mike Norton · Scott Nygard · Brendan O'Hagan · Leonard Page · Keith Parker · Dale Patterson · Florence Pattison · Susan Paul · John Payne · Ryan Petersen · George Petracopoulos · Augustine Pham · Tom Phillips · Steve Pollock · Irina Popova · Mikhail Posykin · Dan Powers · Todd Pressley · Cherie Raffaini · Ron Ravani · Michelle Reed · Greg Reza · Katie Rice · Leslie Richardson · Mike Ridgway · Ken Robbins · Jon Roberts · Josh Roenfeld · Kurtis Romley · Jake Rosebrock · Ian Roth · Edmund Rudolph · Dustin Ruiz · Robert Ruiz · Brian Sanford · Dan Sauter · Bruce Schomaker · Eric Scovel · Mike Seybold · Sandy Shartzer · Ira Shaw · Sharon Silver · Janet Sinnicks · Chris Skye · James Slack · David Smail · Philip Smith · Jon Snyder · Steve Soldavini · Bruce Stahley · Carol Starr · Eric Steger · David Steinke · Matt Swalberg · Jason Swift · Carl Szawarzenski · Craig Tackabery · Alysanne Taylor · Jeffrey Taylor · Patty Taylor · Robert Taylor · Joshua Thaller · Roxann Jo Thelin · Phoenicia Thomas · Elizabeth Thompson · John Thompson · Michael Thompson · Pat Thompson · Harry Thorgerson · Kevin Tinsley · Ken Tisdale · Julia Tomlinson · Robert Turner · Bridget Ujeh · Bill Vieira · Fred Vogler · Adam Vollmer · Keith Wallace · Rich Wallace · Tim Walsh · Laurie Weiland · Marissa Wertheimer · Matt White · Sue Wilson · Len Woolard · John Wooley · Jon Wright · Domenick Yazzolino · Gary Zappa · Ken Zepponi

During that one week of sunshine in the middle of the rains this past winter, spring truly was in the air. On February 24, over an intimate dinner in Laguna Beach's Studio at Montage Resort, **Inge Lundegaard** (CDA) received a ring and a proposal of marriage from Rohan Adarius. They will walk down the aisle August 12 in Golden Gate Park. ■

Photo by Carl Spears



Chris Cameron and her daughter Whitney

Whitney Cameron and Eduardo Silva took a walk down the path of matrimony on February 18 at her family's home in Novato. Proud mother **Chris Cameron** (IST) was teary-eyed with joy to see her daughter married after a four-year courtship. ■

Diane Sauer (BOS) danced down this path on the beaches of Hawaii with Scott Patterson. On their vacation, at sunset, at a lounge right on the beach of Waikiki, the proposal on bended knee was accepted instantly. They were married on the Island of Hawaii, at Anaeoomalo Bay, on October 6. ■

Further down the path of marriage, for many, is kids. Such is the joyful fate for **Shanea Thompson** (IST), dad Michael, and big brother Nik (2). Hailey Marie Thompson was born January 9, and made grandpa **Paul Makinson** (DPW) very happy. ■

And for those who have turned the path into an extended hike... **Gary Tindel** (Coroner) and his wife, Irene, became grandparents for the first time. Zachary was born to Gary's daughter Michelle and her husband, Jason Tallon, on November 19. A little further down the trail, **Joyce Evans** (CDA) became a grandmother for the third time with the birth of Maya Cara Evans, born February 23. Maya's mother, Prina, couldn't be happier. This bundle of joy's middle name is after Scott's (dad) blind tandem cycling partner who passed away two years ago. ■

What's fair is Fair; the Marin County Fair celebrated its 60th anniversary by winning 31 awards at the Annual

Western Fairs Association (representing 150 fairs), for the second year in a row, including 16 First Place awards. The executive director of the association proclaimed that, "The Marin County Fair raises the bar on innovation in the fair industry year after year." Great work, team! ■

Also doing a repeat for incredible performances is the county's Child Support Services Department (DCSS), ranking among the top ten counties statewide in overall performance for the second year in a row. **Keith Pepper** (DCSS) stated that, "Thanks to the dedication and hard work of our exceptional staff, I am very proud of our ability to obtain financial support for the children we serve." ■

H&HS honored Marin's Public Health heroes in a celebration on April 4. **Sue Severin**, a retired county employee, and volunteer Car Seat Technician for H&HS, earned the Volunteer of the Year award. Six local organizations were also honored for their innovative programs. ■

Transportation has been transported. On March 13, with space a scarcity in the Civic Center, the Transportation Division of DPW, along with Transit District employees, and the Transportation Authority of Marin (TAM), relocated to 70 San Pablo Avenue, across the street from the Civic Center. So, the next time you're getting a sandwich from the Santa Venetia Market, stop in for a tour and say "hi" to DPW staff: **Art Brook, Tho Do, Amy Van Doren, Lauren Bernheim, Carey Lando, Nannette Brown, Bill Whitney**, and Dianne Steinhauser (TAM). ■

We have a jewel of a story that ended with lots of love. On Valentine's Day, **Meloni Page** (HR) lost her diamond and gold bracelet at work. She and staff looked high and low for it, but with no luck. Meloni had written it off, but her co-worker didn't. Someone from the Library found it by the elevator, took it home, and put an ad in the *Marin Independent Journal's* lost and found column. **Carole Turner** (HR) who works side by side with Meloni, spotted the



Photo by Colleen Weems

Carole Turner (HR), Meloni Page (HR), and Jocelyn Moss (Library)

ad. The person who found the bracelet, and went above and beyond the call of duty by advertising in the *IJ*, was none other than **Jocelyn Moss** (Library), who works in the California Room. What an incredible example of honesty at work! ■



Photo by David Kosmatko

L to R: Jessica Mills, Brooke Brewer, Jennifer Vuillemet, Jack Govi, Jeanine Michaels, Renee Brewer, Bennett Brewer

Team County Counsel (above) was on a roll as they participated in *Bowl for Kids Sake* on March 20, benefiting Big Brothers/Big Sisters. ■

Crisis does tend to bring people together. **Carey** (DPW) and **Todd Lando** (Fire) moved to a San Anselmo neighborhood just before the New Year's Eve flood. Unfortunately, they and 30 of their closest neighbors had a taste of Mother Nature's wrath. However, there is a silver lining. Carey and Todd are thrilled to now be part of an extremely friendly, cohesive neighborhood, that all pulled together to survive the 4- and 5-foot water levels rushing through their homes and streets. ■

For the next issue, please e-mail information on the people in your dept. to Odds & Ends columnist Ian Roth, iroth@co.marin.ca.us.

Wright On!

Expect changes at the Civic Center campus over the next four years. The Marin Center Renaissance Partnership is leading the planning for facility upgrades outlined in a new Marin Center Master Plan. Another initiative is the feasibility study underway for a much-needed, state-of-the-art Emergency Operation Center/Public Safety Building. With these two big strategic efforts, it is essential to have an integrated approach when considering how these facilities' designs will integrate with our world-renowned Civic Center building. ■ The entire Civic Center site was originally master-planned by the distinguished architect Frank Lloyd Wright who, at the age of 90, received the commission from the Marin County Board of Supervisors in 1957. The Civic Center building was Wright's last major work and is his largest constructed project. In 1991 the historic 81-acre site, including the building and the post office area, was granted status as a National Historic Landmark. ■ In August 2004 the County of Marin retained the services of Royston Hanamoto Alley & Abey, landscape architects and environmental planners from Mill Valley, to lead the process of creating master design guidelines. **Lisa DeCarlo** (CAO) led the effort on this project. She coordinated the public meeting and comments, organized the county staff needed to work with the consultants, and formed

By **David Speer**—County Administrator's Office

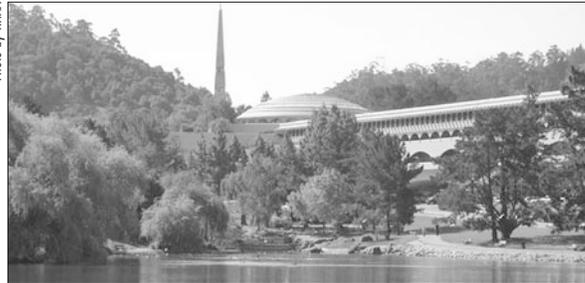
a technical advisory committee. That committee, which provided valuable expertise and guidance to the consultants' work, consisted of **Bob Beaumont** (DPW), **Jim Farley** (CS), **Dennis Finnegan** (Sheriff), **Tom Lai** (CDA), and **Steve Petterle** (P&OS). In addition, **Tim Haddad** (CDA) provided guidance on environmental law compliance. ■ Last December 20 the Board of Supervisors adopted master design guidelines for the entire 160-acre Civic Center campus. This occurred after many months of planning and work, including review by the Frank Lloyd Wright Civic Center Conservancy. The guidelines ensure that future projects will meet the Secretary of the Interior standards for the treatment of historic properties and follow the design principles set out by Frank Lloyd Wright. ■ The guidelines apply to all projects, ranging from small maintenance and repair to construction of new buildings. For example, one guideline directs

"existing sidewalks should be made as consistent as possible in terms of design, material, color, and finish" and goes on to recommend appropriate colors and finish. Another guideline specifies that "new buildings should be integrated with the campus site by working with the topography to create an environment that allows the campus to be seen as a composite whole." ■ The guidelines are intended to provide a standard for future development and the criteria necessary to protect the architectural character of the site, preserve historic structures, and reduce adverse visual effects. These guidelines also suggest that all future development be designed in accordance with green building practices. ■ The final report and guidelines can be viewed on the county's website at www.co.marin.ca.us/depts/AD/Main/MasterPG.cfm, or search the MINE using "master design guidelines." For additional information, telephone **David Speer** (CAO) at 499-6016. ■

Last December 20 the Board of Supervisors adopted master design guidelines for the entire 160-acre Civic Center campus.

M A R I N C O U N T Y C I V I C C E N T E R

Photo by RHAA



M A S T E R D E S I G N G U I D E L I N E S

Grandmas Gab

By **Sue Kettmann**—H&HS

In line with the multitude of births announced in Odds & Ends in each *Frankly Speaking* issue, it stands to reason that the ranks of county grandmothers is growing, too. A Grandmas Lunch Bunch met for the first time in February to celebrate their grandkids and carry out excessive bragging over lunch at the Health and Human Services administration site at 20 N. San Pedro Road. The Lunch Bunch decided to dine out together quarterly to celebrate just how special their grandkids are. ■



Photo by Judy Williams

Front: **Dori McGee-Lundy**
Middle L to R: **Denise Martinez,**
Roberta Boyer Top L to R: **Sue Kettmann,** **Lynn Victorino**

Shining Stars

By **Racy Ming**—H&HS

Two Employment Development Counselors, **Lea Del Pomo** and **Anita Horton** (H&HS), were honored by Marin Services for Women (MSW) on December 13, 2005, at their annual Shining Star Awards Presentation. ■ Lea works with the Marin Employment Connection and has become a huge voice for MSW clients receiving services from her agency. Anita has enormous energy and a ferocious determination to provide quality services to women in recovery from alcohol and drug addiction. ■



Photo by Racy Ming

Dr. Larry Meredith (center) congratulates **Lea Del Pomo** (left) and **Anita Horton** (right) on their awards.

Team of the Quarter

By Jennifer Walter—Treas/Tax

The outstanding Team of the Quarter is the Marin Employment Connection (MEC) Team. This remarkable team includes **Les Aaronson, Eric Petersen, Teresa Taylor-King, Racy Ming, Annabelle Travis, Gill Smith, Marian Esver, Lea Del Pomo, Tim McClain, Janis Reynolds, Cynthia Gunselman,** and **Deborah Deibel.** ■ The MEC is a public and private partnership of non-profit and governmental agencies operated by the Marin County Department of Health & Human Services. Its focus is to provide employment and training services to both job seekers and employers through workshops, such as resume writing, interviewing, and labor market research, as well as one-on-one counseling sessions. The MEC's youth program helps those between the ages of 14 and 21 become work-ready



L to R: Eric Petersen, Racy Ming, Deborah Deibel, Marian Esver, Gill Smith, Cynthia Gunselman, Les Aaronson, Teresa Taylor-King, Tim McClain, Lea Del Pomo, Annabelle Travis, Janis Reynolds

Photo by Janet Lirette

through mentoring, leadership development, internships, and other opportunities. Through state and federal grants, MEC also provides services for people with disabilities and provides occupational training in health care. ■ The team was nominated both for the extensive services it provides and its dedication to serving the public. Says Program Manager Racy Ming, "The

team embodies the spirit of the county's mission to support healthy, safe, and sustainable communities." In addition, she is very proud of the way the team works together and supports each other. "All bases are covered and no one falls through the cracks. Everyone chips in when needed, which is what you have to do when you have a small team like ours." ■

Teens' Angel and Mr. Demeanor

By Shirley Trimble—HR, Civic Center Volunteer

This year's outstanding examples of the impact of volunteer participation on county business are a vivacious bilingual licensed mental health practitioner and a seasoned and dedicated attorney. On April 18, the Board of Supervisors honored **Cio Hernandez** (H&HS) as Outstanding Supervisor of Volunteers for 2005-2006, and **Stephen Arian** (PD) as the Outstanding Volunteer of the Year. ■ Noted for her seemingly limitless energy and warmth, Cio Hernandez, MFT, for eight years has been a youth champion and guide for teens at the Health and Human Services' Teen Clinic at Montecito. ■ **Jan Johanson**, Supervising Nurse Practitioner at Women's Health Services, calls Cio an "innovative thinker who taps into the strengths of her volunteers. She teaches them life skills of confidence, presentation skills, planning and organizational skills in a unique way—through volunteer experience on community projects." ■ The members of "Cio's Angels," a teen leadership group, do volunteer health education work among their peers in high schools and at major community health events throughout the year, such as the Prevention Pavilion at the Marin County Fair, and the recent successful CanalFest. "Teens are wonderful. I learn so much from them every day," says Cio. ■ "She is affecting how agencies, police, clinics, parents, and educators relate to each other and to youth,"

said **Sparkie Spaeth**, Community Health and Prevention Service Manager for H&HS. ■ Since June 2003, Stephen Arian has volunteered about 1,000 hours annually as an attorney for the Public Defender's Office, and has covered hundreds of cases on the department's misdemeanor team. ■ "It's hard to think of Steve as a volunteer because he devotes an enormous amount of time to our department," says **Jose Varela**, Assistant Public Defender. "His efforts allow us to cover a burgeoning misdemeanor caseload and his help is extremely appreciated. He is well-liked by all who know him, in large part because of his patient and easygoing personality which fits in beautifully with our often hectic schedule." ■ Steve's first assignment after graduating from Hastings Law School in 1966 was with the San Francisco Neighborhood Legal Assistance Foundation, where he provided assistance to those who couldn't afford it. Throughout his long and varied career in civil and criminal law and business, he carried the same sensibilities and dedication to his clients. "I enjoy the work at the PD which has put me in a position to help people. You do the best you can for the client and the system works. The staff at the PD office is extraordinary and very supportive," he says. ■



Stephen Arian

Photo by Janice Hughes

Photo by Janice Hughes



Cio Hernandez

EMPLOYEES OF THE MONTH

Photos by Janice Hughes

PAT CUNNINGHAM



JANUARY

Pat Cunningham's got gusto, something that always comes in handy in his work as a senior member of the county's Building Maintenance staff. Pat has primary responsibility for the plumbing system at the Civic Center, which quite literally includes several *miles* of pipe. His 11 years' experience in maintaining and improving the system has been enhanced by his infectious enthusiasm and sense of humor. In appreciation of his positive approach to work and his natural motivational style, some of his co-workers have commented that "Tom Sawyer could take a few lessons from this guy in making work fun!" ■ Pat never fails to produce outstanding quality work, usually under a tight deadline, usually in a tight space, and always considering the safety and needs of others. He is a natural leader with an eternally positive attitude. ■ When not at work, Pat can be found tearing up the golf links as a valuable member of Public Works' golf team. ■

By Bob Beaumont—DPW

STEVE MARTHINSEN



FEBRUARY

Steve Marthinsen works at the Information Services Helpdesk as a System Support Analyst where he has been the embodiment of ultimate customer service. Steve enables county employees to use their computing hardware and software to the maximum benefit. He restores these tools when they go down. By doing so, Steve helps keep the county running efficiently. Steve's customer service and technical expertise are surpassed only by his strong work ethic. He often is seen sweeping through county departments in the Civic Center and at other sites, cheerfully supporting county staff.

■ Steve is a stellar member of the Helpdesk team and has become an ambassador of IST. His even temperament makes everyone who works with him feel at ease using computers and helps to calm stress that occurs when computers malfunction. Steve has become an "honorary member" of many of the departments he serves. ■

By Alan Kristal (IST) & Jose Varela—PD

CHRIS PERINE



MARCH

Chris Perine is a person of large stature, soft voice, and an immense heart. He has been with the Probation Department for 15 years. Starting as a group counselor at Juvenile Hall in 1991, he has been in the adult division since 2000, and currently is assigned to the county parole program. ■ Chris is a caring, supportive co-worker who influences others in positive ways. He has a ready smile, sheer good will, and a great sense of humor, qualities that make him a joy to work with. Chris is consistently calm and even-handed in his approach to his clients. He brings to his job both compassion and a clear understanding of his role as a probation officer. Despite the difficult challenges in this work, his professionalism, fairness, and kindness always prevail. ■ To have Chris around is a blessing not only to his co-workers and clients, but also to anyone who crosses his path. ■

By Ivonne van Buuren & Melissa Davis—Probation



Photo by Janice Hughes



Dedicated Service

2,690 years of dedicated service to the County of Marin were celebrated at the Employee Length of Service ceremony on February 28. More than 80 of the 109 employees celebrating 20, 25, 30, 35, and 40 years of service were individually honored at the ceremony. Pictured here are the 30-, 35-, and 40-year honorees in attendance.

L to R: Ken Froberg (Sheriff, 40 years), Elaine Weston (H&HS, 30), Timothy Underwood (DPW, 35), Roxann Jo Thelin (Sheriff, 30), David Carr (Fire, 30), Cleveland Cutler (Probation, 40), Dorothy Jones (Co. Counsel, 30), Frima Stewart (H&HS, 30), Lydia Tuveson (H&HS, 30), Pamela Kroner (Library, 30), Ken Holmes (Coroner, 30), Terry Bastida (Sheriff, 30), Elizabeth MacQuarrie (H&HS, 30), Skip Richardson (Sheriff, 30), Edie Lawrence (Sheriff, 30), Timothy Swan (P&OS, 35), Sandra Lamke (H&HS, 30), Ron Paolini (P&OS, 35), Adrian Fried (H&HS, 30)

Keep On Movin'!

By Judith Jaslow—H&HS

No time to exercise? Too tired to work out at the end of the day? Do it at work! ■ In keeping with its mission to promote health and well-being, the Department of Health and Human Services formed a community partnership of organizations and individuals, called *Marin on the Move*. Its mission is to promote physical activity and healthy nutritional choices for all in Marin and to make it easy for people to be physically active. Marinonthemove.org is the

official web site that provides a list of physical activities as well as links to general information. ■ In March, *Marin on the Move* and H&HS kicked off a program to generate employee-initiated ideas for ways to increase physical activity at work and to find ways to blend work and physical activity. The only guidelines were that the programs had to involve physical activity at or near an H&HS worksite and serve a minimum of 10 people.

■ To gauge interest in on-site classes prior to the official kick-offs, a Tai Chi pilot program was started at 120 North Redwood by **Janis Reynolds**, a Youth Employment Development Counselor in the Employment and Training Branch. Interest was immediate and strong! Thirty participants enrolled in the on-site, one-hour, twice-a-week class that ran for 10 weeks. With a waiting list already forming for more Tai Chi classes, this turned out to be an idea that will be around for some time to come. ■ Let's hope that in the future it will be possible to replicate successful ideas at various Marin County worksites. ■

Photo by Judy Williams



Tai Chi Class at 120 Redwood L to R: Annabelle Travis, John Oakes, Teresa Taylor-King, Janis Reynolds, Susan Verhalen

Etiquette.com

By Jennifer Walter—Treas/Tax

May 21-27 is Etiquette Week and, for some, polishing up table manners would be a good celebration. However, there are other kinds of etiquette, and one that seems to need some attention these days has to do with e-mail messages. E-mail has become an important part of our daily lives, both at work and at home. While personal e-mail can be less formal, there are a few rules of etiquette that should be followed for business e-mail messages.

1. Don't put anything in an e-mail that you don't want made public.
2. Keep messages concise and to the point.
3. Use the Reply to All button with care. It can create a lot of unnecessary e-mails. If your reply is something only the sender needs to know, you don't have to send it to everyone else.
4. The use of upper case is the equivalent of shouting and should be used only to make a point.
5. Be careful with abbreviations and acronyms. Standard abbreviations such as FYI or ASAP may

be acceptable, but avoid those that may be confusing or not easily understood by the reader.

6. Make good use of the subject line. It should contain a succinct summary of what's in the message to help people assess the priority of your message. A blank subject line, or one that merely says "Hi", is of little help to persons who have 50 e-mails in their Inboxes.
7. IST reminds us that every Inbox has a size limitation. You can "clean house" and keep from exceeding this quota by deleting unneeded items from different Outlook folders. First, look at the Deleted Items folder. You can easily empty this folder by selecting tools → Empty "Deleted Items" folder. The second place to look is the Sent Items folder. If you don't want to delete everything in this folder, look for and delete those e-mails that have files attached to them, as these take up more file space.

The Personal Folders are the perfect location for e-mail messages you would like to save, as items stored here do not add to your quota limitations. Simply drag and drop e-mails

Roving Reporter

By Connie Siebler—Assessor's Office

What is your favorite work of art?

Charlie Barboni

(CS): "I would have to say the Statue of Liberty. I like her best for everything she stands for."



Photo by Janice Hughes

Martha Grigsby

(Probation): "I like Diego Rivera, all of his work, I couldn't pick just one. The color is so vibrant and defined. It's always about the working class. I like that."



Photo by Janice Hughes

Vicki Nightingale

(H&HS): "I like the movie *The Wizard of Oz*. I like the plot, the use of imagination. It's different than anything we do today."



Photo by Janice Hughes

Marina Stanford

(CDA): "If it doesn't have to be made by man—about two years ago, I saw a meteor shower. It's nature's fireworks and it was incredible!"



Photo by Colleen Weems

Haiku

By Bob Beaumont—DPW

It's vacation time!
Kids and cars and trips and then
Back to work for rest.

from the Inbox, Sent Items, and other folders to Personal Folders. ■ Remember, while e-mails are a convenient and expedient way to communicate with people, they are no substitute for live interaction; e-mails don't convey tones or body language. ■



Team members at the daily "pass down of info. meeting"
L to R: Erik Oyen, Arianna Carey, Dilbert, Ralph Medsger, Jimmie Hudson, Roger Strohmeyer, Tom Buell, Shelly Grant

MERA-CALL cont'd

From front cover

Mansourian. ■ After years of planning and coordination with the myriad affected agencies, a contract was awarded in September 1998 to construct a computer-controlled digital radio system. (Member agencies include all fire districts, law enforcement agencies, and emergency medical responders in the county. Also included are the public works departments for the county and several cities, the county transit district, Marin water districts, and a number of other entities.) The MERA system replaces the numerous separate and distinct systems maintained by these agencies. It unifies public safety response, making it possible for member agencies to communicate with each other more effectively.

■ Because member agencies share a common infrastructure, the system allows regional or wide area conversations between dispatch operators and mobile units operating throughout the county. The shared infrastructure lets participating agencies retain autonomous radio operations, while giving them the flexibility to expand their radio communications to include

other agencies when the need occurs, as during a natural disaster. The system has 14 mountaintop transmitter/receiver facilities, eight separate dispatch centers, and over 2,500 field radio units—a maintenance technician's dream.

■ Fortunately, the radio shop has a dream team consisting of 13 highly experienced and dedicated

individuals. **Shelly Grant** is the Communications Services Manager. Senior Communications Technicians **Tim Charlberg**, **Ralph Medsger**, and **Greg Miller** keep this highly complex system online. They maintain and monitor the mountaintop stations, which are linked together using microwave technology to provide centralized management and control. ■ No less vital are Communications Technicians **Jerry Channel**, **Jerry Glenn**, **Dan Hess**, and **Phillip Thomas**, who take care of everything from system preventative maintenance to ensuring that all dispatch centers and radio equipment are properly managed, maintained, and working at optimum performance levels. ■ Junior Communications Technicians **Tom Buell**, **Erik Oyen**, and **Jimmie Hudson** specialize in ensuring that all vehicle radio units, along with a myriad of other bells and whistles, are properly installed and fully functional—no small task in today's electronics maze. ■ But it's not all gadgets and dials. The mountaintop sites are vital facilities which require regular inspection and maintenance, no matter what. In November 2002 a major storm resulted in loss of PG&E power to four mountaintop sites. Three of the four

easily shifted to their backup generators. The generator at the system's most inaccessible site, however, at the summit of Big Rock Mountain in northern Marin, refused to function. **Greg Miller** and **Jerry Glenn** headed up the mountain's dirt road loaded with equipment, a portable generator, and fuel. They fought high winds and horizontal rain, and had to remove a fallen tree from the road before finally reaching the summit. Once there, they were able to splice in the portable generator. They spent the night and a better part of the next day baby-sitting and fueling the generator to ensure that the site stayed on the air.



Photo by Tom Buell

Greg Miller trains fellow technicians at the MERA prime site on preventative maintenance of the MERA backbone. L to R: Jerry Channel, Greg Miller, Phillip Thomas

■ Then there was the occasion at one of the remote sites when a local goat assaulted one of the technicians, for reasons known only to the goat. One of the goat's horns got stuck in the technician's belt, resulting in an enchanting dance duet with the goat clearly taking the lead. The technician remains the "butt" of jokes to this day. ■ These dedicated people combine a graceful blend of modern technological know-how with a rugged team spirit. They are some of the less visible players who, through constant attention, help keep the people on the front lines safe, prepared, and plugged in. ■

Fostering Success cont'd

From front cover

and never forgetting that love is what is needed more than anything else. **Marica**, not one to sugarcoat, added that foster parents should also know how to handle a foster child's anger, and to let the anger be expressed. ■ **Marica** appreciates how important her foster parents were in her life.

She says, "They are the reason I am what I am." Her message to other foster kids is one of hope and encouragement, suggesting they find out what the world has to offer and go for it. ■ Information about becoming a foster or foster-adopt parent is available from FamilyFinders at 499-5028 or 507-4387, or on the web at: www.co.marin.ca.us/depts/HH/main/ss/children.cfm. ■

WELCOME & FAREWELL!

Welcome to New Employees! Listed in order of hire date from December 2005 to February 2006

Name

Stephen Baker
Wanda Macicik
Loretta Rogers
Juan Funes
Aude Foisy
Mark Wong
Alexander Soulard
Margaret Nicholls
Carlos Cam
Carrie Stockton
Curtis Wilridge
Stephen Evans
Channing Wong
Laurie Jamieson-Collier
Leanna Edwards
Rachel Warner
Martin Aceves
Gary Johnson
Kirk Mercereau
Michael Ertz
Stacey Laumann
Shelagh Stewart-Chung
Chris Gaffney
Brian Cabaud
Sigmund Okuri-Bido
Leslie Alden
Ron Matteson
Robert Pascaretta
Emily Moussamih
Veronica Herrera
Sue Mittiga
Sandy Shartzter
Marianne Hinchee
Arthur Honegger
Amy Harris

Title & Department

Asst. Engineer, DPW
Intermediate Clerk/Typist, Probation
Sr. Secretary, H&HS
Child Welfare Wkr. I – Biling., H&HS
Sr. Secretary, H&HS
Sr. Programmer Analyst, IST
Engineering Tech. I, DPW
Secretary, Aud-Cont.
Registered Dental Asst., H&HS
ERP Sr. System Analyst, Aud-Cont.
Custodian, DPW
Custodian, DPW
Technology Support Analyst I, Library
Legal Process Asst. I, DA
Sheriff's Svc. Asst., Sheriff
Planner, CDA
Child Welfare Wkr. II – Biling., H&HS
Assessment/Recording Tech. I, Assessor
Deputy Sheriff Trainee, Sheriff
Mental Health Pract., Probation
Asst. Planner, CDA
Sr. Secretary, H&HS
Assessment/Recording Tech. I, Assessor
Deputy Sheriff Trainee, Sheriff
Employment Devel. Counselor, H&HS
Board Aide, BOS
Principal Systems Analyst, IST
Engineering Tech. III, DPW
Patient Accounts Clerk, H&HS
Eligibility Asst. – Biling., H&HS
Secretary – Confidential, CAO
Mediation Case Developer, Probation
Legal Process Spec., Sheriff
Crisis Spec., H&HS
Licensed Crisis Spec., H&HS

Sarah Grossi
Terri Fashing
Sarah Colton
Sharon McNamee
Gregory Martin
Aaron Jarvis
Ken Mercer
Ponta Ghofrani
Dodie Goldberg
Olga Frid
Richard Bolmen
Monica Rosenbergo
Barbara Merino
Anna Forsher
Catharine Zane
Roy Asprer

Social Svc. Wkr. II, H&HS
Engineering Tech. III, DPW
Child Welfare Wkr. II, H&HS
Dir. of Parks & Open Space, P&OS
Deputy District Attorney I, DA
Firefighter/Paramedic I, Fire
Systems Support Analyst II, H&HS
Child Welfare Wkr. II, H&HS
Sr. Clerk/Typist, DPW
Systems Support Analyst II, IST
Safety Officer, CAO
Support Svc. Wkr. I – Biling., H&HS
Library Branch Aide II, Library
Library Branch Aide I, Library
Licensed Mental Health Pract., H&HS
Sr. Clerk/Typist, H&HS

Farewell to Retirees!

Janet Bosshard
Mary Psiol
Beverly Lucchesi
Christine Mehas
Evelyn Conroy
Rosemary Vindigni
Victoria Dubiel
Patricia McCormack
Claudia Celoni
Tim Underwood
Edmond Henry
Cynthia Roby
Roger Hollibaugh
John Maloney
Anne Wooliever
Frank Neer

Supervising Park Ranger, P&OS
Accounting Tech., Treas/Tax
Courtroom Clerk, Courts
Sr. Secretary, H&HS
Executive Secretary, Courts
Court Reporter, Courts
Court Reporter, Courts
Eligibility Supervisor, H&HS
Custodian, DPW
Supervising Hazardous Materials Spec., DPW
Asst. Chief Building Inspector, CDA
Board Aide, BOS
Fire Dispatcher, Fire
Supervising Comm. Tech., DPW
Chief Deputy Probation Officer, Probation
Sr. Fire Captain, Fire

Speaking the Same Language

By Sue Kettmann—H&HS

Photo by Janice Hughes



Front desk and medical records staff at Women's Health Services provide bilingual services to 50-100 patients daily. Front row L to R: Sonia Vera, Elizabeth Tellez, Monica Zavaleta, Laury Diaz Back row L to R: Roy Asprer, Christina Hernandez, Carmen Vazquez-Lind, Anna Bittner

As the local client base diversifies, bilingual skills become more critical for the provision of effective services in the community. In recognition of this growing need, the Cultural Competence Committee in the Health and Human Services Department held bilingual staff appreciation luncheons on January 18 at the Marin Art and Garden Center and on March 7 at Women's Health Services in

Montecito. Nearly 150 bilingual staff were invited to share lunch, talk about their best practices, and celebrate the differences they make in the community through language-appropriate services. Each received a certificate of appreciation from H&HS Director Dr. **Larry Meredith**, and had a chance to share views about the services they provide. ■

SAP Smart

By Elise Lenox—

Project MERIT

A representative team of county employees is conducting training for the new financial and purchasing system that is being implemented

at the County of Marin. The new system is called "SAP," named for the German company that developed it. We have dubbed it "Systems, Applications and Products for Data Processing." Trainers include **Cathy Boffi** (IST), **Noushin Farrokhnia** (IST), **Jules Fulgentes** (IST), **Margie Lazo** (Aud-Cont.), **Sandra Pelkey** (DPW), **Cathy Selmi** (IST), **Bonita Shannon** (H&HS), and **Magen Yambao** (Aud-Cont.). About 600 county employees (1 in 4) are currently being trained on the new system. ■ The County of Marin will "go live" with the first release of SAP on July 3. It provides access to integrated financial, human resources, and other operational information to improve county business processes. For more information on SAP, please call 499-7105. ■



L to R: Cathy Selmi, Noushin Farrokhnia, Jules Fulgentes, Bonita Shannon, Cathy Boffi, Magen Yambao Sitting: Margie Lazo and Sandra Pelkey

Photo by Vanessa Carey