

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Keeping Water at Bay

By Bob Beaumont and John Wooley—DPW

We seldom take notice of the systems and infrastructure that make our daily lives possible. We take for granted the “little things” like utilities, roads, and shelter. But the staggering fury of Hurricane Katrina, with devastation to land, property, social order, and people’s lives, brings about a greater awareness and appreciation for what we have. The possibility of a levee breaking and finding our home under a few feet of water is not part of the world for most of us. There are, however, a number of people at the county for whom that possibility is not only an occupation but also a passion. ■
The Marin County Flood Control

District, a division of the Public Works Department (DPW), forms the heart of that passion. Comprised of engineers, scientists, planners, and technicians, it is responsible for 15 miles of levees located in Novato, Santa Venetia, lower Ross Valley, and Tam Valley. It also maintains and manages 16 storm water pumping stations, 30 miles of creek channel, and over 1,500 acres of seasonal and tidal wetlands. Facilities on that scale demand not only a lot of attention, but also provide ample opportunity for things to go wrong. “Our job is to ensure that everything goes right and to be there if it doesn’t,” says **Tracy Clay**, a senior civil engineer

Continued on page 11



Photo by Ben Willis

L to R: Reuel Brady, Kallie Kull, Liz Lewis, and Tracy Clay inspect the flood control tide gate behind Pump Station #1 draining into Las Gallinas Creek.

Katrina: A Personal Story

By Shelly Grant—DPW

Within hours of Katrina devastating parts of the southern U.S., **Jimmie Hudson**, a technician with DPW’s Radio Shop, got distressing news concerning members of his family in Louisiana. ■ Even before he began receiving phone calls about his family, he was extremely worried about his 11-year-old twin daughters who lived

near New Orleans. His first phone call informed him that his mother’s house was under water and that she was in the hospital. The second call was even more disturbing—his sister had been critically injured and her two-year-old son was missing. There was no news at all of his daughters. ■ Deeply concerned, Jimmie asked for time off to try to find his daughters and check on the rest of his family. That was when the help started to pour in. Within hours, his coworkers handed him a plane ticket to Shreveport and more than enough money to manage the trip. They threw in a Marin County Urban Search and Rescue (USAR) hat and coat. He picked up the rental car that his fellow employees had

reserved for him in Shreveport and stocked it with food, water, and blankets. He set out on a search for his family, liberally sharing his supplies with Katrina victims he met along the way. ■ He headed for the last known location of his daughters, a small town south of New Orleans. With a little help from his USAR paraphernalia, he talked his way through two road blocks. He found the town evacuated and drove on until he reached a point where the road was closed due to flooding. About 100 yards distant, he could make out a small group of tents on a hill rising up out of the floodwaters. In the midst of that flooding and devastation, he found his children. Can anyone even begin to imagine what goes through a parent’s mind, or the minds of his children, in such a moment? ■ In the end there was good news and bad. Jimmie’s daughters and their mother found new housing and are thriving. His mother recovered and is living with relatives. His sister recovered and recently left the hospital. Tragically, his little nephew was found dead. ■ Jimmie is back at work and dealing with his experiences on a daily basis. We are deeply proud of him and his efforts to help his own family as well as the strangers he met along the way. He maintains his customary sense of humor. And certainly, he maintains a deeper perspective on life. ■

Photo by passerby



Jimmie Hudson with his daughters Kasie and Masie

FRANKLY SPEAKING

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Reporter of the Quarter: Jody Timms

Schedule

Articles Due	Publication Date
Tuesday, March 7	Friday, May 12
Tuesday, June 6	Friday, August 4
Tuesday, Sept 5	Friday, October 27
Tuesday, Nov 21	Friday, February 2, 2007

Reporters Wanted

Enjoy writing? Enjoy brainstorming? Welcome the opportunity to get to know employees in other departments? Contact **Joan Brown** at 499-7167 or jbrown@co.marin.ca.us to learn about becoming a *Frankly Speaking* reporter. You'll invest minimal time for exceptional satisfaction.

Correction — In the photo titled "The Iron Horse Commute," published in the Third Quarter 2005 edition of *Frankly Speaking*, we had them backwards. **Ed Castleman** was identified as **Joe Oncina**, and Joe was identified as Ed. We regret the mix-up.

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.

Dear Marin County Employees,

As the incoming president of the Board of Supervisors, it is with great enthusiasm and pleasure that I share some words of thanks and encouragement for all who are working toward making Marin County the best place to live, work, create, and recreate. We can be proud of our many accomplishments, including:



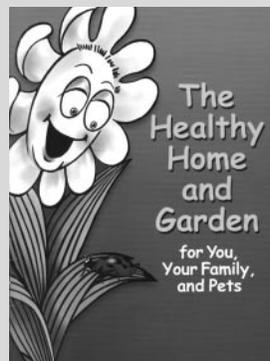
Susan Adams

Photo by Rick Fraites

- Passage of Measure A, providing new funds for our public works and transportation projects, and the acquisition of \$25 million for non-motorized transportation from the federal government.
- Support for our agricultural heritage, which recently caught the attention of Prince Charles and the Duchess of Cornwall, Lady Camilla.
- Creation of a mental health court, which diverts non-violent, mentally ill people into treatment rather than jail.
- Creation of a public/private partnership for the Children's Health Initiative, so that all children can have health care in our county.
- Development of green, clean energy programs.
- Improvements in disaster preparedness at all levels of our county and community.
- Protection and enhancement of our open spaces.
- Web-casting of public meetings and creating more E-government options.
- Building showers for employees who choose to bike to work or exercise during lunch.

This list is by no means complete. As we work toward our Strategic Plan's vision of continuous organizational improvement, I have faith that with the help of all of you, the amazing people who are part of our county family, we can achieve whatever we put our minds, hearts, and spirits behind. The Board of Supervisors looks forward to working with you in 2006. Thank you!

Susan Adams



The Healthy Home and Garden, edited by Marin County Stormwater Pollution Prevention Program (MCSTOPPP) Manager Gina Purin, is available. The booklet describes healthy, safe ways to "bug" pests, such as aphids, ants, and cockroaches, by using non-toxic techniques. Two workshops, on March 4 and March 11, will be held by MCSTOPPP at the College of Marin to teach the techniques.

To obtain a copy of the booklet or information about workshops, please contact the Marin County Stormwater Pollution Prevention Program, 499-6528, or mcstoppp@co.marin.ca.us.

Photo by Joan Brown



L to R: Pat Maguire, Pat Warren, Jim Evans, and Rick Tolentino review the Five-Year Diversity Plan. Not Pictured: Khanh Huynh

New Name, Same Purpose

By Jim Evans—HR

On August 16, the Marin County Board of Supervisors unanimously approved the County of Marin 2005–2010 Five-Year Equal Employment Plan that reaffirms the county's commitment to the principles and goals of equal employment opportunity and a diverse and inclusive workplace. ■ The County of Marin has made progress in providing equal employment opportunity as evidenced by the overall county workforce which mirrors the gender and ethnic composition of the available civilian labor force of the county's recruitment area. ■ The new Five-Year Equal Employment Plan compares

the ethnic and gender composition of the County of Marin's workforce with the demographics of the available civilian labor force based upon the 2000 census, but includes goals only for women as prescribed in the 1980 Consent Decree agreed to by the county and the National Organization for Women. ■ The Affirmative Action Advisory Committee has been re-named the Equal Employment Advisory Committee, consistent with the evolution of case law subsequent to the passage of Proposition 209, as has the job title of the Affirmative Action/Diversity Officer to the Equal Employment Officer. ■

Walking Distance Justice

By Norma Johnson—Courts

A sense of excitement was in the air on September 15 at the open house celebration of the Marin Justice Center, located at 30 North San Pedro Road in San Rafael.

■ Dr. **Tom Peters**, president and chief executive officer of the Marin County Foundation, said "The building and the collaboration of resources represent a concept that needs a tremendous amount of emphasis—the worth and dignity of everyone in this society." ■ The center has 12 agencies providing legal services to the community. Its purpose is to allow "access for everybody to our justice system," Judge **Verna Adams** said. "There is no wrong



Guests at Marin Justice Center celebration

door. A client will be directed to the proper service provider." ■ "This is a tremendous opportunity to share resources," Charlie Mead, director of Marin Advocates for Children, added. "It is one point of entry into the system, located in a place where the courts, Health and Human Services, and Child Protective Services are all within walking distance." ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

Marin has always been a popular location for the arts, and the motion picture industry is no exception. Starting with silent movies in the 1920's and continuing through current times, Marin has served as a backdrop for several high-profile films. In many cases, employees from the County of Marin have been directly or indirectly involved in these movies. The list below highlights just a few.

Car Wars (R)—Commuters on Highway 101 are terrorized by Dark Vapor, a mysterious man weaving between lanes in a black BMW. Dark Vapor is ultimately overpowered by To-Yoda, who recognizes Marin's environmental sensitivity, drives a white Prius, and is firmly grounded in the hybrid force.

West Marin Side Story (PG)—

This musical is based loosely on a Shakespearean theme and revolves around two cows from rival dairy ranches near Tomales Bay in West Marin. The music, written by the famous Leonard Bernstein, culminates with the haunting song, "Moo-ria."

Pie Another Day (PG-13)—Agent James Flan discovers a plot to destroy desserts at the Civic Center cafeteria and other local restaurants. Employing the latest in high-tech cooking paraphernalia, Mr. Flan is able to thwart the efforts of two evil chefs bent on world-wide dessert domination.

Seabasket (PG-13)—*Seabasket* is a story of courage and determination which takes place in Marin during the Depression. This film tells the tale of a small Sausalito restaurant that is unable to compete with its more famous competitors until it develops an unusual seafood platter. *Seabasket* is a winner in every sense of the word! ■

Illustration by Phoenicia Thomas

Internet Safety for Kids

By Helen Donahey—DA's Office



Photo by Ken Wiener

Roy Olson investigates online crime.

Young people are increasingly vulnerable to sexual exploitation and victimization on the Internet. Parents, law enforcement, and society as a whole must now confront a multifaceted problem. Children and teens often are exposed to sexually explicit material when they surf the net or inadvertently type in an incorrect Web address. Other youth actively seek out sex-related sites or hang out in Internet chat rooms, divulging personal information. Kids sometimes meet secretly with chat room contacts and are sexually exploited. Child pornography is rampant. ■ The District Attorney's Office (DA) has partnered with law enforcement agencies from 13 counties to form the Northern California Computer Crimes Task Force (NC³TF). Established in 2000, the task force collaborates with state and local agencies

What can I do?

"T.A.L.K.S." with your children help!

Talk to your children early and often about Internet safety.

Ask questions about their Internet use.

Listen openly when difficult situations arise.

Know what sites your children are viewing and exploring.

Spend time together on- and offline.

in the investigation and prosecution of crimes involving computer technology and the Internet. Partners also include the Department of Justice (DOJ), the Secret Service, the U.S. Postal Service, and the FBI. District Attorney **Ed Berberian** oversees the project, and DA Inspector **Roy "Mic" Olson** is an investigator at the task force operations center in Napa. ■ NC³TF investigators frequently work on child pornography cases and assist in so-called "traveler cases." In one success story, investigators teamed with the FBI, the DOJ, and other agents to apprehend a Bay Area man who had sent a 14-year-old female chat room "friend" an airplane ticket to San Francisco. ■ The most common incidents experienced by kids under 17 involve:

- sexual solicitations—requests for sexual activity or sexual talk.
- aggressive solicitations—requests for personal meetings and contact by mail or phone.
- unwanted exposure to nudity or sexually explicit images.
- harassment—threats or offensive messages that are sent or posted online.

Although some youths are able to brush off unsavory Internet experiences, others suffer distress or significant psychological effects. Dr. Michael Grogan of the Jeannette Prandi Children's Center and the DA's Child Abuse

Treatment Program, advises that kids may show signs of stress or depression after experiencing solicitations, threats, or exposure to heavy-duty imagery. There may be sleep problems, unusual irritability, withdrawal from the family, or a lack of concentration. The FBI's *A Parent's Guide to Internet Safety* describes other signs that a youth may be in trouble: spending large amounts of time online alone, particularly in chat rooms; receiving calls, mail, or gifts from unknown persons; changing the screen when someone comes near; using another person's online account; or having pornographic images on the computer. ■ Talking about the potential dangers of cyberspace, especially uploading photos and revealing identifying information, is important. Young people of all ages should be encouraged to confide in adults if they encounter a problem. Sexually exploitive behavior can be reported to cybertipline.com. Adults can implement parental controls provided by Internet service providers, and software is available to block sites, limit e-mail, or check for computer images. Protecting our youth without squelching curiosity and interests, unduly restricting Internet usage, or violating family privacy norms requires careful consideration. For information, visit the National Center for Missing and Exploited Children at www.missingkids.com. Other useful sites are www.fbi.gov, safeteens.com, PollyKlaas.org, and safekids.com. ■

1-0-8, What is Your Emergency?

By Bill McMurray—Sheriff's Dept.

Last August, Sheriff's Office communications center manager **Bill McMurray** participated, along with other officials from the U.S., in the inauguration ceremonies for a new emergency call center in Hyderabad, Andhra Pradesh, India. Bill was invited as the outgoing president of the National Emergency Number Association (NENA). ■ Since the numbers "9" and "1" are part of the country calling code for their telephone system, Indian authorities established "1-0-8" as the

emergency telephone number (just like "9-1-1" in the USA and Canada.) ■ Although the visit to Hyderabad was short, Bill was able to tour the city. "I was amazed at the diversity of people: Christian, Hindu, Buddhist, and Muslim," he said. ■ Bill helped draft the formal alliance between NENA and the Emergency Management and Research Institute to provide a means for information sharing and developing best practices for emergency telephone services. ■



Dr. "Maha" Mahadevan from the Stanford University Hospital Trauma Center and Bill McMurray, in India

Photo by Sanjay Indukuri

Cyberlibrarian Squad 24/7

By Nancy Davis—Library

Let's say you are a student, laboring to finish a paper late at night. You need one last piece of information, but the libraries are closed. What to do? Help is here in the form of AskNow, a live,

online "chat" reference service available 24 hours a day, 7 days a week. Librarians from all over the nation staff the service, including four from the Marin County Free Library. Working together in real time, librarians can guide the patron to useful websites, library catalogs, and online databases. ■ "People have reacted enthusiastically to this service—they love the fact that they can connect to a librarian immediately, and quickly obtain the information they need," says **Tom McGibney**, librarian at the Civic Center branch. ■ **Bonny White** of the Fairfax branch recalls one chat with a caller requesting information about ghosts and poltergeists. She found lots of reliable information online. She asked, "Is there anything more I can help you with?" The answer came back, "But...are they real?" ■ Other AskNow librarians are **Vivian Jaquette** and **Sarah Houghton**. ■ Marin County librarians currently offer two forms of virtual reference service in addition to AskNow. **Livia Lewin, Elmer Jan, Nancy Davis, Chris Prusiner,** and

Sarah Houghton provide answers to questions via e-mail. E-mail reference is designed to provide brief answers to simple questions and information about library services. The librarians strive to answer every e-mail question within two days. ■ Instant Messaging (IM) is available through the library's website Mondays through Thursdays from 3 to 5 p.m. Librarians **Livia Lewin, Tom McGibney, Elmer Jan, Sylvia Harris, Julie Magnus, Bonnie Gosliner, Shereen Ash,** and **Sarah Houghton** are available at their computer work stations during these times to provide IM. **Julie** (Corte Madera branch) appreciates the online collaboration possible with IM. She says, "Recently I've had some math queries that I was able to help students answer. There is a wonderful website called the Math Forum that I directed students to by placing a link to the site into the text of the IM." ■ It is no longer necessary to visit a library in order to take advantage of its information services. The answers you need are a few keystrokes away! ■

AskNow is a live online "chat" reference service available 24 hours a day, 7 days a week.

Photo by Nancy Davis



L to R: Librarians Julie Magnus (front) and Bonnie Gosliner provide information to the public through Instant Messaging.

New Director for Parks and Open Space

By Steve Petterle—P&OS

There's a new face in Open Space—and Parks, too! It belongs to **Sharon McNamee** who started her position as Director of Parks and Open Space on January 31. With a degree in Recreation Administration from Chico

Sharon is excited about leading the department into the future, and brings with her some unique skills and experience for ensuring its success.

State University, Sharon is well-versed in the management of parks and open space lands. She served as General Manager for Strawberry Recreation District before moving on to the position of Parks and Recreation Director for the City of San Rafael. While at

San Rafael, she was instrumental in developing master plans for Shoreline, Alberts, and Pickleweed Parks. For the past seven years, Sharon was a senior project manager with MIG (Moore Iacofano Goltsman), a landscape architectural firm in Berkeley. During her tenure at MIG, she played a key role in the Open Space District's Policy Review Initiative. ■ Sharon is a long-time Marin resident. In fact, one of her first exposures to parks came as she participated in local day camps at Fort Cronkhite. ■ In her spare time she loves hiking, biking, tennis, and spending time with her "huge family." Sharon is the oldest of eight kids and jokes that's where she first learned her organizing and collaborating skills! Sharon already has some first-hand experience with the county family

Photo by Joan Brown



Sharon McNamee

through her mom, Alice, who retired about ten years ago as the Assistant County Librarian. ■ Sharon is excited about leading the department into the future, and brings with her some unique skills and experience for ensuring its success. "I'm really looking forward to working with staff and the Board of Supervisors to help create the department vision for the next 10 to 15 years." ■

Love is in the air... **Laney Davidson** and **Julia Tomlinson** (DPW) are sporting gorgeous solitaire diamond engagement rings! Laney is betrothed to Jason Morgado, aiming for an October wedding. Julia said "yes" to Brent Barnes and they are planning a wedding in June. ■

Photo by Tia Gavin



Jim Farley and Danielle Machotka

Jim Farley (CS) of Marin County Fair fame and **Danielle Machotka** were married on October 7 at the Marin Art and Garden Center, former home of the Marin County Fair from 1946-1971. They honeymooned in Thailand and Cambodia. ■

Those who also made the commitment recently include **Nancy Joe** (Assessor), who married Sam French on October 10 in Kihei, Maui, at sunset on the beach—dreamy. And, **Mark Pioli** (Assessor) married Linda Sari on October 24. Mark notes, "We had an Islamic wedding at the Islamic Society of San Francisco Mosque. Linda comes from Jakarta, Indonesia." ■

Photo by Dean Hall



Mark and Linda Pioli

World Wide Weddings: Maria, the daughter of **Kallie Bechler-LaFleche** (P&OS), was featured in the East Coast version of *Modern Bride Magazine*. ■

Children and grandchildren abound! Brian Kettman, son of **Sue Kettman** (H&HS), and his wife Megan welcomed their second son, Kieran, on September 28 in South Carolina. Sue, start saving up those frequent flier miles! **Martha Grigsby** (Probation) celebrated grandson Hayden Foxx Montgomery's arrival on October 12 to her daughter, Amber, son-in-law John, and Hayden's new big brother, Hunter. We have another grandbaby in DPW. **Tho Do's** daughter, Dee, gave birth to little Matthew Christopher MacKay on November 1. Dee and husband Andrew are ecstatic with their first child, and Tho's grin is from ear to ear over his first grandchild. Experienced at the grandparent thing is **Pam Carter** (Coroner) who welcomed her third grandchild, Kaiya Law, on October 5. Kaiya joins her brothers Ryan (5) and Tyler (3). Pam's daughter

Terra and son-in-law Robert really have their hands full now. ■

Always doing things in her own style is **Heather Burton** (Aud-Cont.), who announced that she adopted a seven-month-old bouncing baby boy, Nathan, from Guatemala, in December. When asked why she was adopting, Heather said that for the past three years she wanted to give a home to a homeless child. ■

Photo by Colleen Weems



In December, **Bob Beaumont**, Chief Assistant Public Works Director, received the award for Outstanding Engineering Service from the County Engineers Association of California. He was one of four county engineers honored statewide for excellence in their field, and was recognized for innovation and distinction in providing county public works projects and services. ■

Photo by Joann Brown



Human Resources Director **Laura Armor** was presented with the 2005 Moving Forward Award by the California Public Employers' Labor Relations Association on November 16 for developing and implementing the county's Personnel Management Regulations Manual that went into effect January 1, 2005. ■

Camilla (Cam) Norton was elected the employee of the quarter in the Assessor's Office. Cam exemplifies the epitome of great customer service. ■



Photo by Laurel Aid

Back, L to R: **Kathy Harrington** with daughter **Audrey**, **Jessica Eckdich**, **Brooke Rorick**, **Maria Eckdich** (IST), **Sandy Mausner**, **Judy Friedman**, **Mel Huth**, and **Barbara Layton** (IST) Front, L to R: **Barbara Leale** (IST) with dog, **Swazie**, and **Jessica Layton** with dog, **Nemo** Not Pictured: **Natalie Raphael** and **Laurel Aid**. This team raised \$505 and plans to repeat the walk again next year for the **Susan G. Komen Race For The Cure**. Anyone interested in joining, contact **Barbara Layton** at 499-7060.

Child Welfare Workers are winners many times over: **Jennifer Atkin** won a trip to Disneyland from a contest on radio station 101.3; **Kim Grace** won an all-expense-paid 7 days and nights in Puerto Vallarta from a contest on the same radio station; and **Paula Glodowski-Valla** completed the Iron Man Triathlon in Florida in 13 hours and 20 minutes, well below her anticipated time. Congratulations to these winners! ■

Deputy District Attorneys **Howard Skebe**, **Geoff Iida**, **Tom Brown**, **Tom McCallister**, **Sarah Brubaker**, and **Chris Shea** completed the U.S. Half Marathon (13.1 miles) in San Francisco in November. ■

Across the ocean, on December 3, **Steve Marthinsen** (IST) spent the day marching across a snow-covered battlefield in the Czech Republic, reenacting the battle of Austerlitz for the 200th anniversary of Napoleon's greatest victory. ■

Last, but definitely not least, special thanks goes to **Linda Dobra** (H&HS) who assisted in coordinating the display of a portion of the AIDS Memorial Quilt in Marin at San Rafael High School's library. One measure of success was that many students were positively impacted by this presentation. A reception was held on the evening of December 1, in recognition of World AIDS Day. ■

Editor's note...

Congrats to **Ian Roth**, who was elected in November to a four-year term on the **San Anselmo Town Council**.

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.

Operation Fallen Lark

By Brenda Frechette—H&HS

In the aftermath of this year's Indonesian tsunami, Pakistani earthquake, and Hurricane Katrina, it is natural to think, "What if it happened here? Who would help? How would I respond?" Staff at the Marin County Sheriff's Office of Emergency Services (OES), **Chris Godley**, **Steven Hancock**, **Bruce Stahley**, **Eva DeNegri**, **Ursula Hanks**, **Len Woolard**, and volunteers **Don Morosi** and **Ralph Lunan** are thinking these thoughts and providing the leadership, ongoing training, and procedural planning to ensure our community's emergency system is ready for activation at any time. ■ The only way to make sure a response system works is to test it. On November 17, Marin OES, teaming with other agencies, hosted exercise "Operation Fallen Lark," based on a radiological "dirty bomb" incident with many injuries at Larkspur Landing. The Marin County Emergency Operations Center (EOC) was activated immediately, with 120 people in two shifts (AM and PM) reporting. Exercise Director Steven Hancock (OES) presented the scenario and said three hospital emergency rooms (Marin General, Novato Community, and Kaiser Terra Linda) would be involved, testing their capability to decontaminate persons exposed to radioactivity. Over 200 participants were involved throughout the day. ■ Leadership

On November 17, Marin OES, teaming with other agencies, hosted exercise "Operation Fallen Lark," based on a radiological "dirty bomb" incident with many injuries at Larkspur Landing.

and section chiefs reporting to the operation center for the AM shift included: EOC Director **Matthew Hymel** (CAO); EOC Coordinator **Chris Godley** (OES); Operations Chief **Mike Ridgway** (MCSO); Planning & Intelligence Chief **Ian Roth** (CDA); Logistics Chief **Marion Boyd** (CVS); Finance/Admin. Chief **Jim Engelman** (MCSO); and Public Information Officers **Katie Gaier** and **Jim Evans** (HR). Reporting for the PM shift were: EOC Director **Don Hunter** (CAO); Operations Chief **Bob Beaumont** (DPW); Planning & Intelligence Chief **Ben Berto** (CDA); Logistics Chief **Ron Ravani** (DA); and Public Information Officers **Carol Starr** and **Gail Haar** (Library). ■ Reports from the field and needs from care providers and the public began to come by way of a simulation team



Photo by E. Raymond Dwell

L to R: Deputy Chief Rich Lopez, Captain Ron Alves, Battalion Chief Tim Thompson, and Bob Beaumont (DPW). With his back to the camera is Battalion Chief Ed Mestre.

headed by Bruce Stahley. This team included **Debra Barry** and **Karen Cornett** (MCSO), **Tim Thompson** (Fire), **Troy Peterson** (H&HS), and **Fredi Bloom** (Probation). The AM and PM Medical Health Branch Coordinators **Diane Claytor** and **Randy Saxe** (H&HS) headed teams to investigate the radiological agent—how could it be spread, what treatments might work, and where appropriate medications could be obtained. Meanwhile, others responded to questions and requests from fire, police, and city emergency operation centers. Incoming reports on injuries, road closures, expanding radiation exposure, and placement of response and staging areas were displayed and updated throughout the day by EOC staff. The Public Information Office was bombarded with requests from the "press." ■ Debriefing occurred late that afternoon, with section chiefs of the AM team and the entire PM shift. Public Health Officer **Fred Schwartz** (H&HS) and Doug Sandy (San Francisco OES) acted as evaluators. Those who had participated in previous mock events noted much improvement in response. Capt. Mike Ridgway stated, "The right people were talking to the right people." He also noted that this is due to OES' efforts in pre-event trainings which helped EOC staff to develop a reliable communication network. **Cynthia Murray** (BOS) said it best as she addressed the EOC staff, "The most important job in government is to protect people and their property. I want you to know how happy I am that you've got our backs!" ■ How can you help? Do you know where you should report as a disaster service worker if a disaster would occur? Are your home and family prepared to be self-sufficient for at least three days? The Marin Sheriff's OES provides training in how to prepare. Call if you have questions or if you would like to join the EOC staff (499-6584). Call 499-6000 to find out where you should report as a county employee in the event of an actual emergency. ■

The Marin Sheriff's OES provides training in how to prepare. Call if you have questions or if you would like to join the EOC staff (499-6584).

Editor's note...

The December 31 flooding in multiple Marin communities resulted in the one-day activation of the EOC, with Matthew Hymel (CAO) at the helm and 25 EOC staffers. The EOC then transitioned to a Recovery Operations Center for two weeks to manage damage assessment and recovery efforts. The EOC staff continues to coordinate long-term recovery efforts.



Photo by E. Raymond Dwell

Marin EOC staff at work

Team of the Quarter

By Jennifer Walter—Treas/Tax

The specialty court was created in 1999 to help adolescents with drug and alcohol problems involved in the court system.

The Team of the Quarter is the Juvenile Drug Court team. This dynamic group is composed of Judge **Lynn Duryee**, Deputy Public Defender **John Sklut**, Deputy District Attorney **Ron Ravani**, Juvenile Probation Officer **Jay Shaw**, Case Manager **Emily Peairs**, and Case Aide **Charlene Brown**, Phoenix Academy Representative Amy Kriebel, and Senior Clerk Typist/Probation Representative **Kristen Scheider**. The team was nominated "because they are extremely dedicated and caring, and work diligently to counsel, supervise, and guide each participant toward becoming part of a healthier community of teens in Marin." ■ The Drug Court was created in 1999 to help



Photo by Janet Lirette

The Juvenile Drug Court Team. Standing, L to R: Wardell Anderson, Jay Shaw, Judge Lynn Duryee, La Dell Dangerfield III, Ron Ravani Seated, L to R: Amy Kriebel, Charlene Brown, Kristen Scheider, Carmen Bier Not Shown: John Sklut, Emily Peairs, Doug Smith

adolescents with drug and alcohol problems involved in the court system. The team meets weekly to review each participant's progress and to discuss whether rewards or sanctions are warranted. ■ The team works diligently with the participants to build a strong sense of community. "Our teens learn from their own experiences and from talking with each other," says Judge Duryee. "One reason they use drugs is

that they find acceptance and support among their peers in that culture. We create peer pressure to stay sober by encouraging these teens to form support groups among themselves and to be accountable to each other." ■ As part of the effort of peer support, the participants wrote a book called *Dear America*, a collection of letters from teens to their younger siblings about the hazards of using drugs. ■

Organic Farming Leader Honored

Long-time Marin County Agriculture Commissioner **Stacy Carlsen** was honored at the 13th Annual Fall Organic Harvest Benefit Reception and Dinner for the Organic Farming Research Foundation (OFRF) on September 27. Among the reasons he was honored include his participation in the drafting and implementation of the California Organic Food Protection Act, a model for subsequent national legislation, and developing the Marin Organic Certified Association (MOCA), the nation's first local governmental organic certification agency. This event raised more than \$100,000 for organic farming research and information programs.



Photo by russeddy.com

Because of their deep interest in organic farming, the British Royal Couple, Prince Charles and Camilla, Duchess of Cornwall, visited West Marin. On the far left is Stacy Carlsen (Ag/Wts. & Meas.) and immediately behind the Duchess is Ellie Rilla (Farm Advisor).

Swingin' for the Stars

By Joe Spaeth—Public Defender

On September 22, the resolute golfers of the Marin Civic Center Golf League capped a summer of stellar play with an 18-hole tournament and awards banquet at the Indian Valley Golf Club. Players in the league represent over a dozen county departments. Twenty two-person teams compete in 9-hole matches every Tuesday evening throughout the summer for team and individual prizes. ■ The teams of Tim Ahrens and **Ed Stewart** (retired CDA), and **Jim Flageollet** (Co. Counsel) and **Pat Balderama** (DPW) tied for top honors in the *Win/Loss* competition. **Ken Frey** and **Dave Osaki** (Sheriff) won the team *Net Low Total* competition. Individual Flight winners were Tim Ahrens, Buz Johanson, **David Brunhofer** (CDA), **Robert Turner** (CDA), **Jose Varela** (PD), Judy Schroder, **Cynthia Barnard** (CDA), and Charyl Cooper. **Bette Bohman** (H&HS) won the *Women's Net Eagle* competition; **Gregory Fearon** (H&HS) was the men's winner. A highlight this year was a hole-in-one scored by Dave Osaki on hole number 4 at Indian Valley. ■ The team of **Ed Henry** (retired CDA), **Ron Chin** (H&HS), **Mike Brierley** (IST), and Linda Little won the year-end tournament. Men's individual low gross score honors went to **Stacy Carlsen** (Ag/ Wts. & Meas.), with a score of 72; Mike Brierley shot the low net score of 70. **Annika Wilkes** (retired Aud-Cont.) carded the women's low gross of 90, and Bette Bohman shot the low net score of 71. ■ Anyone interested in playing next year should contact Public Defender **Joe Spaeth** by e-mail or at 499-7511 in March. ■

EMPLOYEES OF THE MONTH

Photos by Janice Hughes

Laurie Thompson



OCTOBER

Since 2001, **Laurie Thompson** has served the past, present, and future of the County of Marin as the librarian in the California Room for the County Library. She provides leadership in preservation, dissemination, and creative display of materials. Her contribution to the future includes adding documents to the Digital Archive located at <http://co.marin.ca.us/library/crm/kentmain.html>. ■ Laurie served on the coordinating committee for the visiting Frank Lloyd Wright Building Conservancy to the Marin County Civic Center in 2003. This led to the development of exhibits for the 2004 Marin County Fair with the theme "The Legacy of Frank Lloyd Wright in Marin County." She also arranged the current "Wright in Marin" exhibits on the second floor of the Civic Center. ■ Laurie's outstanding performance is with meager resources and creative use of dedicated volunteers. Her welcoming demeanor, work ethic, and extensive knowledge exemplify the excellence of Marin County. ■

By **Damon Hill**—Library

Sandy Laird



NOVEMBER

Sandy Laird is a deputy clerk for the Board of Supervisors (BOS). From her position behind the front reception desk, Sandy is on the "front line" every day. She is a key member of the Clerk of the Board of Supervisors' staff. People who encounter her routinely find comfort and guidance. ■ Sandy's calming presence gently assists members of the public who have turned to the board office because they have exhausted other options. Sandy greets everyone she encounters with warmth, patience, and a positive attitude. She works hard to find a productive answer to each inquiry. ■ Whatever reasons people have for visiting the BOS office, Sandy is always ready to provide a warm welcome and sound guidance. She is the "public face" of the board, and represents the county in the very best way. Her dedication to providing excellence in public service to Marin County is exemplary. ■

By **Diane Sauer Patterson**—BOS

Charlie Barboni



DECEMBER

Charlie Barboni is an extraordinary exhibits supervisor who coordinates the competitive exhibits program for the annual award-winning Marin County Fair of the Department of Cultural and Visitor Services. He puts in long hours for months before the fair opens, designing the *Exhibitor's Guide* and publications for more than 800 entry categories. Marinites entered a record 11,120 exhibits for the 2005 county fair, from quilts to pies to fine arts to farm animals. ■ Charlie recruits and organizes 150 judges, more than 400 volunteers, and 45 support staff who make the competitive exhibits program happen. Charlie excels in customer service with fair entrants, answering a myriad of questions with his calm, cheerful, knowledgeable, and professional manner. ■ A fourth-generation dairy rancher from Hicks Valley in West Marin, Charlie's leadership and expertise have garnered many awards for the Marin County Fair's exhibits and contests from the Western Fairs Association. ■

By **Jim Farley**—Marin Center



Photo by Janice Hughes



Employee of the Year 2005

Mischon Martin's (P&OS) outstanding contributions have earned her the distinction of being named Marin County's Employee of the Year for 2005. Mischon, the Open Space District's resource ecologist, is responsible for developing and implementing habitat and resource enhancement projects on district lands. Utilizing her integrity, energy and collaborative spirit, her prescriptions for controlling erosion and the spread of non-native plants have improved and reclaimed habitat for the native flora and fauna. The honor brings Mischon a \$1,200 award, engraved clock, flowers, and recognition by the Board of Supervisors. Previous winners are **Catherine Condon**, H&HS, **Ron Johnny**, H&HS, **Liz Lewis**, DPW, **Phoenicia Thomas**, Fire, **Claudia Asprer**, H&HS, and **Marilyn Cannon** of the Auditor/Controller's Office.

Photo by Rick Fraites



L to R: Steve Morse, Peter Coles, Siamak Motehari, John Wilson, Tho Do, Ron Ford, Nancy Gorton, Sandra Pelkey

Friday Hootenanny: County Employees Strum at Noon

By Rick Fraites—BOS

For the past three years, a growing group of guitar aficionados has gathered in secluded parts of the Civic Center each Friday at noon to strum and sing many of the traditional folk tunes that have become a part of America's musical heritage. ■ The mini-hootenanny began when guitarists **Steve Morse** and **John Wilson** entertained their fellow IST employees during a holiday party three years ago. After that event, Steve and John decided to meet on Fridays in the Civic Center drought garden and jam over their lunch hour. County employees strolled by and enjoyed the beautiful sounds, and others have since joined in. On special occasions, **Ron Ford** (BOS) hooks up his harmonica-holding neck

device and produces the special harmony that only the mouth organ can add. ■ John, who also plays professionally as the second half of a duo called *Dead Set*, is the founder and concert master for the Friday jam session. "If other county employees who are proficient in playing the guitar are interested in joining us on Fridays, please contact me and I will e-mail you the location of the next guitar get-together," John said. The group, self-named *The Music Committee*, attempts to find places to play that will not disturb those who may be working during the noon hour. ■ As you walk the halls of the Civic Center on Fridays and you hear someone "strumming you softly" with their sounds, follow the music and enjoy. ■

Photo by Lila Erkkila



Lucia Iglesias (H&HS) offers information at CanalFest, a collaborative project of the County of Marin Health and Human Services, Canal Alliance, and a myriad of local non-profit and community-based organizations. In celebration of the second annual Binational Health Week, health screenings were provided to a large number of people in San Rafael's Canal area. Its success was proven by the high number of referrals for treatment of identified medical conditions.

Roving Reporter

By Connie Siebler—Assessor's Office

If you could make up your own holiday, what would you name it? Why?

Diana Alonzo-Valderram

(H&HS): "I'm proud of my culture, so it would be a Mexican holiday with lots of food and artwork. Everyone could learn about the Mexican culture. I'd call it 'El Dia de la Raza'."



Photos by Connie Siebler

Jeff Sherman

(Coroner): "'National Mental Health Day.' Everyone needs one at some point—why not just make it official? Otherwise known as 'National Floating Holiday.'"



Carla Halyard

(IST): "'Happy Day!' Everybody must be happy that day. No grouches and no complaining!"



John Rader (aka Cowboy Jack)

(Assessor): "'Wild West Day' would remember/commemorate/honor the old wild west, including the mustangs, the buffalo, the tall grass, the blue skies, the buttes, the space, and so forth."



Haiku

By Bob Beaumont—DPW

So wrapped up in life
It's so easy to forget
It's temporary.

Water cont'd

From front cover

and head of the division. Tracy gives credit to her excellent staff, while emphasizing that Flood Control also has capable partners. They work hand in hand with DPW's divisions of Building Maintenance and Road Maintenance to ensure that all facilities are kept in good condition. ■ **Jim Huber** (DPW), a Stationary Engineer, has about six months a year for maintenance of pump stations. He then spends the rainy season tending the stations to keep them running. Failure, which could mean flooded homes, is not an option. "When you look homeowners in the eye and tell them their neighborhood pump station is ready for the season, you have to mean it," he says. ■ Road Maintenance staff performs most levee maintenance work, and maintains drainage systems, culverts, tide gates, and other improvements. After 35 years with Road Maintenance, **John Machado** now coordinates maintenance for Flood Control. John was on duty during the devastating winter of 1982. He recalls helping to clean up sites where there was actual loss of life. That experience provides a clear perspective and remains a powerful motivation to excellence, even more than 20 years later. ■ Working with waterways requires intrusion into fragile eco-systems. The Flood Control District is on the cutting edge of environmentally sensitive flood control. **Liz Lewis**, the district's creek naturalist, proudly

Photo by Liz Lewis



L to R: Tracy Clay, Kallie Kull, Reuel Brady, and Ben Willits inspect the PGE meter at PS #1.

notes, "We've been extremely progressive in incorporating habitat restoration into flood control projects." Active in stream and watershed restoration efforts, the district also administers a comprehensive program to reduce pollutants in stormwater runoff, and implements the county's Fish Passage Program that removes barriers for spawning salmon so they can reach Marin's watersheds. ■ Despite ongoing challenges, these people protect lives and property, preserve the environment, and promote a quality of life that the rest of us can enjoy without fear of natural catastrophe. They genuinely make a difference. ■

Photo by Liz Lewis



L to R: Ross Cascio reviews pump station electrical system with Tim Hampton, Ben Willets, and Jack Curley.

And then the rains came . . .

The December 31 storm that raged through Marin dropped seven inches of rain in 24 hours. County staff had been monitoring the approaching storm and sounded the alert. County agencies responded immediately. Word went out to the press. The Fire Department and Public Works went into a 24-hour special staffing pattern. The Urban Search and Rescue (USAR) team was activated. In the small hours of the morning when the worst of the storm hit, they were ready and on the job. With a strategic pre-deployment of resources and seamless teamwork, Fire and DPW worked together throughout the event to protect lives and property.

Despite these extraordinary measures, damage was inevitable. There were levee breaks at Hamilton and Bel Marin Keys, road closures countywide and major flooding in Ross Valley. The USAR team performed 18 water rescues. Public Works immediately mobilized to repair the levees and reopen roads. The county worked to have Marin declared a disaster area by the state and federal governments, opening the way for funds to repair infrastructure and assist individuals with losses.

Our job is to serve the public. We were there when it counted. And we're still there. It is not in our power to control nature, but we can temper its worst and take charge of recovery. Our coworkers saved lives, protected property, and continue their repairs.

Katherine "Kay" Flink, Lab Director and highly skilled microbiologist in H&HS, passed away November 8 after a massive heart attack. Kay joined the county 25 years ago, and recently served as president of the California Association of Public Health Laboratory Directors. **Lynn Murrin**, a co-worker for 23 years, said that Kay "was the best—she worked extremely hard, and did everything right." Kay is survived by her husband, mother, three children, three siblings, and six grandchildren.

In Memoriam

On January 3, **Bruce Corbin** (51) lost a long battle with cancer. As a utility worker at the Marin Center for 4½ years, Bruce will be remembered as the consummate people's person, friendly and outgoing. "You could always tell Bruce was in the room with his huge laughter and contagious love for life," recalled his supervisor **Larry Elliot**. Bruce leaves behind many family members, including his wife, two children and three stepchildren, both parents, as well as grand children and siblings.

Ed Farrell, (53) attorney in the Public Defender's Office, passed away January 15th. Hired in 1989, Ed was instrumental in several high profile cases. He was assigned to felony court, and also served in Adult Drug Court and Mental Health Court, always with a caring touch and compassion. An avid gardener, hiker, backpacker, reader, and *Frankly Speaking* reporter, Ed leaves behind his wife, two daughters, and his mother. Co-worker **David Brown** says "Ed will be remembered by friends, colleagues, and even adversaries as one of the kindest and finest men around."

WELCOME & FAREWELL!

Welcome to New Employees! Listed in order of hire date from September to November 2005

Name Title & Department

Graham Groneman Fire Fighter I, Fire
Anthony Moroso Fire Fighter/Paramedic I, Fire
Victoria Loufakis Organizational Development & Training Mgr., HR
Chris Knight Building Maintenance Wkr. II, DPW
David Steinke Building Maintenance Wkr. II, DPW
Joseph Meesey Deputy Sheriff, Sheriff
Edmund Rudolph Deputy Sheriff, Sheriff
Daniel Derby Deputy Sheriff, Sheriff
Justin Zebb Deputy Sheriff Trainee, Sheriff
Erik Rohrs Deputy Sheriff Trainee, Sheriff
Carol Lindemann Mental Health Nurse Practitioner, H&HS
Liza Cruz Deputy Public Guardian /Conservator, H&HS
Brennan Collins Deputy Sheriff Trainee, Sheriff
Sarah Colton Child Welfare Wkr. II, H&HS
M. Kathari Herrmann Library Asst. I, Library
Janet Oelklaus Legal Process Asst. I, DA
Peggy Toth District Attorney Administrator, DA
Christophe Carlton Sr. System Support Analyst, IST
Jerilynn Caskey Board Aide, BOS
Marina Raskin System Support Analyst II, IST
Colleen Beck Personnel Analyst II, HR
Jennifer Caramucci Legal Process Supervisor, Sheriff
Victoria Martinez Personnel Analyst II, HR
Karen O'Grady Library Asst. I, Library
Dana Armanino Assistant Planner, CDA
Pricilla Godfrey Environmental Health Spec. I, CDA
Amauel Haile Asst. Engineer, DPW
Gwen Rose Asst. Planner, DPW
Shannon Mong Mental Health Unit Supervisor, H&HS
Timotheus Hampton Asst. Engineer, DPW
Elissa Cutten Employee Benefits Supervisor, HR

Corey Ford
Nancy Giovannini
James Innes
Jor-Jean Maples
Felix Meneau
Charlene Reid
Tyrone Williams
Renata Hansen
Sage Oliva
Maria Campos
Regina Del Mundo
Andrew Horvath
Rachel Johnson
Tamara Taylor
Adrian Acosta
Amelia Benitez
Nathalie Bera
Carolyn Cooper
Celia Golden
Suzanne Kauffman
Lauren Bernheim
Cristina Ruiz

Sheriff's Service Asst., Sheriff
 Resource Development Administrator, H&HS
 Deputy Sheriff, Sheriff
 Sheriff's Service Asst., Sheriff
 Engineering Technician II, DPW
 Asst. Director, H&HS
 Deputy Sheriff, Sheriff
 Sr. System Support Analyst, IST
 Assessment/Record Tech. I, Assessor
 Support Service Wkr. II Bi-ling., H&HS
 Legal Process Asst. I, DA
 Epidemiologist, H&HS
 Personnel Analyst I, HR
 Planning Aide, CDA
 Sr. Clerk/Typist Bi-ling., H&HS
 Sr. Clerk/Typist Bi-ling., H&H
 Deputy Public Health Officer, H&HS
 Mental Health Practitioner, H&HS
 Deputy Public Health Officer, H&HS
 Support Service Wkr. II, H&HS
 Sr. Transportation Planner, DPW
 Collections Manager, Treas/Tax

Farewell to Retirees! From September to November 2005

Jose Fernandez
John Arciniega
Jay Shaw
Barbara Phillips
Matthew Comach

Custodian, DPW
 Probation Supervisor, Probation
 Deputy Probation Officer IV, Probation
 Sr. Systems Support Analyst, IST
 Road Maintenance Worker II, DPW

Photo by Senior Faire Volunteer



L to R: H&HS Aging Program staff Pat Wall and Annette Gent enjoy feathered friends who were part of the Faire theme, "Tell Me a Story."

Senior Faire Baton-Passing

By Susan Kettmann—H&HS

To the casual observer, October's annual Marin Senior Information Faire had the same look of success that it has shown for the last 20 years. There were the expected throngs of eager seniors, plenty of costumes, fun with the "Tell Me a Story" oral history theme, mountains of valuable information, flu shots, and enjoyable entertainment. ■

The Health and Human Services (H&HS) Division of Aging, which began the event 20 years ago, turned it over to the community this year. The nonprofit Senior Information Faire Committee recently incorporated to take over the task, and the results were spectacular! ■ H&HS Division of Aging staff participated on the committee and attended the Faire in a support capacity. Nearly 3,000 people visited the affair, with crowds steady throughout the day. Many county employees came for flu shots and information for themselves and their parents about local senior services. ■

Photo by Kellie Moore



Employees gather information at the Combined Charities Campaign kickoff event, co-chaired by Fire Chief Ken Massucco and Director of Cultural and Visitor Services Jim Farley. Designate the non-profit charity of your choice and give a check, cash, or deduction from your paycheck each pay period. This year we hope to exceed last year's combined total of \$54,000. Don't worry if you missed it. You can still enroll any time by contacting Phoenicia Thomas at 507-2631.