

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

No More Butts

Tom Vasgird—Auditor-Controller's Office

Many of us can remember the clouds of cigarette smoke creeping over our cubicle walls like late afternoon fog sloping over Mt. Tam, 15 and more years ago. Or the oral board member with his cigarette-in-mouth mumble. We probably attended staff meetings with chain-smoking colleagues. In those days we all were part of the smoking culture.

■ We've come a long way. The torrid relationship with smoking has certainly seen its rise and fall. The fall, or the beginning of the smoke-free culture, began incrementally in the workplace. First, smoking was banned in Juvenile Hall; not only were kids not allowed to smoke anymore, but staff had to go outside to do so. The jail followed suit. Then smoking was prohibited in the Civic Center cafeteria, except for the back four rows of tables (as if smoke

Under the new ordinance you MAY NOT SMOKE in places of employment, to include construction sites, taxis, and warehouses; in public areas, including outdoor dining areas, parks, playgrounds, bus stations, and farmers' markets; in ATM lines and ticket windows; in most hotels and all bed-and-breakfasts; and within 20 feet of any entrance to a place where smoking is banned.

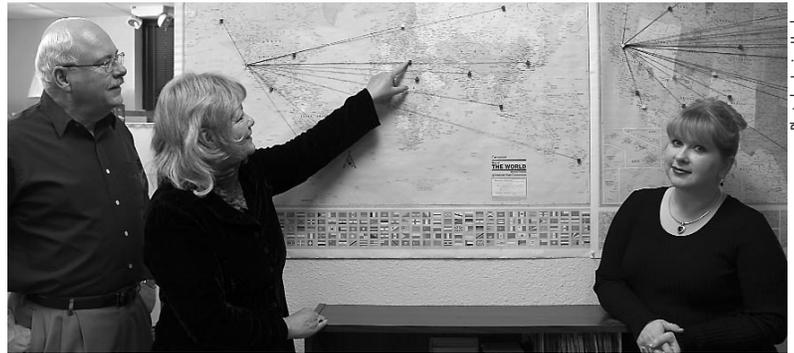


Photo by Janice Hughes

L to R: Bob Curry, Elizabeth Emerson, and Shae Ladnier are shown with maps of states and countries that have requested the county's HHS-ADT Tobacco Related Disease Control Program's educational materials, training, and guides.

restricted itself to that area). Then, in 1990, following the passage of Proposition 99, Marin County began receiving funds which led to the hiring of **Elizabeth Emerson** (H&HS) as head of the Alcohol, Drug and Tobacco Division, and the creation of the Tobacco Related Disease Control Program (TRDCP), which funds smoke-free education campaigns. ■

Initially, Elizabeth's job was to promote smoke-free education and assist with Proposition 99 compliance. She went on to develop a highly successful county-wide tobacco control program and organized a coalition of residents and voluntary health agencies to oversee the program. The coalition became the Smoke Free Marin Coalition (SFMC), which includes the American Cancer

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Photo by Janice Hughes



Carol Kerr, Outstanding Supervisor of Volunteers of the Year



Art Marthinsen, Outstanding Volunteer of the Year

Sweetest Job and Good Stuff

By Shirley Trimble and Megan Numair—HR

"I have the sweetest job in the system," boasts Dr. **Carol Kerr** (Community Mental Health Services, H&HS), the Outstanding Supervisor of Volunteers for 2006–2007. **Art Marthinsen** (Environmental Health Services, CDA), the Outstanding Volunteer of 2006–2007, says he likes volunteering "for all of the 'good stuff'—the camaraderie, the people, and the satisfaction of doing something really well." ■ Carol and Art were honored by the Board of Supervisors on April 10 for their outstanding contributions to county programs. ■ A former high school English teacher, Carol started working for CMHS in 1986 as a

member of the Crisis Unit. Today, Carol supervises graduate psychology interns, facilitates case conferences and a practicum, and leads trainings and a weekly clinical topics seminar. Her passion and dedication are evident in her glowing expression, "I love what I do. Supervising is morale building—you are mentoring the next generation," says Carol. ■ Carol's colleague and co-trainer, **Marisol Munoz-Kiehne** (H&HS) remarked, "Three words come to mind: brilliance, dedication, and kindness. Carol makes each and every intern feel special, supported, and competent." ■ Fresh out of UC Berkeley's School of Public

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FRANKLY SPEAKING

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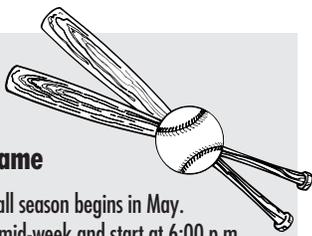
Reporter of the Quarter: Deborah Lewis

Schedule

Articles Due	Publication Date
Tuesday, June 5	Friday, August 17
Tuesday, Sept. 11	Friday, Nov. 7
Tuesday, Dec. 4	Friday, Feb. 1, 2008

Take Me Out to the Ball Game

County co-ed softball season begins in May. Games are played mid-week and start at 6:00 p.m. at McInnis Park, San Rafael. If you are interested in joining a team, or forming one of your own, please contact Rich Estrada at 415-897-3827 or email estradasix@verizon.net.



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.



Photo by Cindy Brown

L to R: Keevan Hesus of the Navajo Nation and David Escobar (BOS) of the Lenca-Poton Nation sing an honor song for all native people in the Cesar Chavez movement who worked in the fields alongside Mexican and Filipino workers. David's daughter Wakinyela-ska, who is half Lakota, helped hold the drum.

The event was organized by the Marin County Latino employees' group Olé. Supervisor Judy Arnold praised the importance of the work of great non-violent leaders including Mahatma Gandhi, Martin Luther King, Bobby Kennedy, and Cesar Chavez. The PBS film of Chicano singer/composer Lalo Guerrero's life was introduced by his son, Mark, who sang to employees and Marin middle school students on March 29.

Clean Water, Safe Pets

By Gina Purin—DPW

OWOW stands for Our Water—Our World. It's a campaign to prevent pesticide pollution of local creeks and the bay. Marin County Stormwater Pollution Prevention Program (MCSTOPPP) works with 15 local nurseries and hardware stores to educate the public about alternatives to using toxic pesticides in their homes and gardens. It does this through various mechanisms, the main one being the use of "shelf-talkers,"

Photo by Gina Purin



Safe products on display

that identify products that are safer for people and pets. Information also can be obtained through fact sheets available at participating stores. ■ Three fact sheets address issues that are pertinent to pets. Metaldehyde is an ingredient that is very toxic to pets and is found in many snail bait formulas. A preferable alternative is iron phosphate, which is not harmful to pets. It is discussed in the Snail and Slug fact sheet that is part of the program. Another fact sheet is on lawn care. Lawn weed killers and insecticides are rarely, if ever, needed. They are linked to canine cancers. ■ For more information, check out the OWOW website at www.ourwaterourworld.org, or call **Gina Purin** at 415-499-3202. ■

Big Winner Again 2007

By Steve Petterle—P&OS

The Marin County Fair is the fair that rocks. And the Western Fairs Association agrees. That's why they recognized the Marin County Fair with a ton of awards (22, to be exact). But Fair Manager **Jim Farley** and the Healthy Marin Partnership are most proud of awards for "Healthy Food Choices" and the "Healthy Marin Partnership Prevention Pavilion."

Linda Armstrong (H&HS), Lillie Kocher (American Cancer Society), and Janet Franklin (Kaiser) helped move the message of health along to the community. They're absolutely "fai-rastic!" It's stuff like this that keeps the Marin County Fair on the cutting edge. ■ Building on the success of the past four years, the Fifth Annual Prevention Pavilion at the 2007 Marin County Fair will be even bigger and better, featuring interactive exhibits, games, prizes, and information encouraging fairgoers to make healthy choices while at the fair and after. ■ Over the past three years the Prevention Pavilion has garnered great attention, both locally and as a model to fairs across the region, for innovative approaches to encourage people of all ages to make

healthy choices. In 2006 the innovation of Play Fair and the Prevention Pavilion were responsible for three of the Achievement Awards bestowed on the Marin County Fair by the Western Fairs Association. The fair and pavilion were acknowledged for "moving beyond alcohol" with Play Fair and title sponsorship of the fair, efforts to partner with the fair's food vendors for increasing availability and promotion of healthful menu options, and the incredible community outreach done (in English and Spanish) in the Prevention Pavilion. ■ The Prevention Pavilion is a collaborative effort involving 41 community agencies that work with families and youth. This coalition includes many divisions of the Department of Health and Human Services, including Alcohol and Other Drug Prevention, Children's Health Disability Program, Childhood Lead Poisoning, Dental Services, Nutrition & Wellness, Public Health Nursing, Women's Health Services, and the Women's, Infants', and Children's Program. ■ This year's fair, *Aquatic Adventures*, runs from June 30 to July 4. Be there and be healthy! ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I read an interesting article yesterday about a study from a reputable university. The study found that people recognized written words based on the first and last letters in the word, the word length, and the letters in between the first and last letters. That's nothing new. But the really amazing thing was that the order of letters in between the first and last letters made little difference in an individual's ability to comprehend the word! ■ So, I tried it and it's true! Then, I began thinking of all the time and effort I'd put into making sure that my memos, letters and reports didn't have any typographical errors in them. What a waste! Why had I worried so much? Even if it wasn't spelled right, even if it wasn't perfect, people would have still understood what was being said as long as the first and last letters were right! (There's some coming from the auto-correct on my computer right now!) ■ Of course, there are problems with words like "from" and "form" or "three" and "there," but the human mind is capable of understanding context pretty easily. For example, if someone asked for a "tax from," they would almost certainly get a "tax from" and not a "tax form." That person could even ask for there from so they would have extras in case of a mistake. ■ Still, none of us would want someone to think that we don't know how to spell so that we're into paying attention. The sloutin here is obvious—mis-spell so many words as possible. A reader might notice one or two errors, but if everything is misspelled, the subconscious mind will take over. (Isn't it interesting that in order of deliriousness misspell a word, one has a first to know how to spell it?) ■ Anyway, it's something to think about the next time you're confronted with preparing a written document. ■

Illustration by Phoenicia Thomas

Photo by Janice Hughes



The Honorable Paul Haakenson (Courts) hands his jacket to his daughter before donning his new judicial robe. Judge Haakenson, formerly a Deputy District Attorney, was sworn in on March 1. Judge Lynn Duryee and Commissioner Randolph Heubach (Courts) look on.

Marin County Leads Novel Research Program

By Kathleen Koblick—H&HS

One woman drinks two glasses of wine a day and has her first baby at 40. Her next door neighbor drinks the same amount and has her first baby at the same age. All of their other breast cancer risks are the same. Only one is diagnosed with breast cancer. Why? ■

Photo by Judy Williams



Marin Women's Study Community Epidemiology Work Team, wearing Marin Women's Study baseball hats L to R: Rochelle Ereman, MS, MPH; Kathy Koblick, MPH; Cicily Emerson, MSW; Julie Van Winkle, MPH; Mark Powell, MD, MPH; Jennifer Welle, MPH

Concerned about the pervasiveness of breast cancer in Marin, in 2006 the Marin County Department of Health and Human Services (H&HS) Community Epidemiology Program launched the Marin Women's Study, a major breast cancer research effort in Marin County. This novel program, designed and led by Marin County, is a collaborative effort involving the Buck Institute, the Fred Hutchinson Cancer Research Center, Kaiser Permanente, Marin General Hospital, and UCSF. The development and implementation of the study has been

guided by a Community Involvement Group (CIG) comprised of members of 15 community-based organizations in Marin County. "A critical component in the development of the Marin Women's Study has been gathering input from the community," says Project Coordinator **Kathy Koblick**

(H&HS). Epidemiologists Chris Corniola, Mark Powell, and **Lee Ann Prebil** (H&HS) run the research, while Kathy coordinates community outreach. **Rochelle Ereman** (H&HS) is the study's Principal Investigator. ■

The study is aimed at gathering risk factor, biological, and breast health data to allow us to examine the links among Marin women's histories, biological

factors such as genetics and hormone levels, and their breast health. Marin women 40 and over are encouraged to enroll in the study when they go for a routine mammogram. High-risk women under 40, receiving routine mammograms, are also included. Some women will also be asked to provide blood and/or saliva samples for research. All of this information will then be linked with the outcomes of women's mammograms. According to H&HS Director Dr. **Larry Meredith**, "...the Marin Women's Study will bring together our community to enable researchers ... to

explore and unlock the mysteries hidden in the development and progression of breast cancer. This has great potential to unravel the mysteries and to begin more effective measures in the prevention of breast cancer." ■
Congresswoman Lynn Woolsey and Senator **Barbara Boxer** lobbied to obtain federal funding to study the elevated rates of breast cancer in Marin. Congresswoman Woolsey said, "The Marin County Department of Health & Human Services has taken a remarkable leadership role in coordinating the Marin Women's Study. I am proud to be a partner with the Marin Women's Study and will continue to work to secure further federal funding for these vital research efforts." With congressional, academic, medical, and advocacy powerhouses backing the study, and an incredibly involved community of women in Marin participating in the study, we are sure to make the study a great success! ■
All of Marin's mammography sites are participating in the study. It is hoped that 20,000 women will be enrolled. Community Epidemiology Program Chief Rochelle Ereman says, "We are asking Marin women to take the time to fill out the Marin Women's Study questionnaire at their next mammogram. A small amount of your time will benefit generations." For comprehensive information call 415-507-4077 or go to www.marinwomensstudy.org. ■
Women in need without health insurance may call 507-2578 for a referral for a low- or no-cost mammogram. ■

Employees Showered with a Gift

By Megan Numair—HR

Despite the bonus hours so graciously offered by daylight savings, do you continue to find it tough to fit exercise into your day during the work week? For many of us, the juggling act of work, family, and personal time is enough to make us think our life's theme song would be more appropriately heard under a circus tent! For anyone who might not be aware, perhaps this FYI will inspire an alternative to giving

up on your fitness plan altogether; the Civic Center has showers available to employees. On the second floor of the Administration building is a women's shower in room 201, and a men's shower is in room 231, near the cafeteria. If you work at the Civic Center, a mid-day run or bike ride is possible now that showers are accessible. A shower key is needed—see your department's CAO for details. ■

Black History Winners

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

Who knew that Ann M. Fudge is the CEO of a global network or that Madam C. J. Walker was the first known African-American female self-made millionaire? Who knew that Ida B. Wells was dragged from a railway coach for refusing to give up her seat to a white man 71 years before Rosa Parks' arrest? Who knew that Arthur Ashe is celebrated as a role model for all athletes on how to use fame as a platform to address inequities? The winners of the Black History Month Quiz, that's who. This quiz was presented online on the MINE during February. **Teresa Taylor-King** (H&HS), **Nancy Joe French** (Assessor), **Tammy Taylor** (CDA), **Garland Murphy** (H&HS), **Crandon Losee** (DCCS), and **Peter Cerutti** (PD) all scored 100% and took home the prizes, which were awarded by lot, while **Joan Brown** (HR), **Pamela Cringle** (Treas/Tax), **Mirta Cuevas** (H&HS), **Maya Gladstern**

Photo by Connie Siebler



L to R: Quiz winners Crandon Losee, Garland Murphy, Nancy Joe French, Tammy Taylor, Teresa Taylor-King, and Supervisor Steve Kinsey (behind) Not Pictured: Peter Cerutti

(IST), **Leelee Thomas** (CDA), **Gail Wiemann** (Library), and **Susan McDonald**, **Sage Oliva**, and **Wendy Patterson** (all from Assessor) also scored 100% on the Black History Month Quiz prepared by **Jim Evans**, **Patricia Maguire**, and **Pat Warren** (all of HR). ■

Saving the World—and Money—One Department at a Time

By **Omar Peña**—CDA

Do you find yourself turning off unnecessary lights at work and at home? Doing laundry after 7 p.m.? Recommending compact fluorescents to your family and friends? If so, you're not alone. In fact, employees from many county departments were busy in the last year getting down to the business of sustainability. Here are just a few of the highlights. ■ Marin County's libraries are at the forefront of innovation when it comes to reducing solid waste. Although most of us might not know what an image filer is, several departments, including our libraries, have been using the technology to scan master hard copies into electronic versions. This can dramatically cut down on paper use. "I am so proud of the library staff for assiduously collecting email addresses from our customers, so that we can notify them through email with overdue notices, reserve materials, and even a courtesy notice giving a two-day warning before library material is due. Over half our notices are sent via e-mail, which saves a lot of paper and postage costs," says **Carol Starr**, Director of County Library Services. ■ In addition to decreasing solid waste and increasing recycling, saving energy

is no foreign task to the Department of Public Works. Last year the Building and Maintenance Division tested and installed new energy-saving lighting controls and cooling/heating systems. In the process, the department received thousands of dollars in rebates. ■ The Farm Advisor/U.C. Cooperative Extension got into the swing of things by providing homeowners, farmers, and ranchers with information about non-toxic gardening and farming techniques. "Our Grown in Marin Program has helped our farms and ranches diversify their operations with new products like farmstead cheeses, grass-fed beef and poultry, and organic crops, while our Master Gardener volunteers provide sustainable landscape tips and tools to over 5,000 Marin residents at clinics in our local libraries and farmers markets," said **Ellie Rilla**, Farm Advisor. ■ Equally involved, Parks and Open Space uses a chipper when clearing debris to produce mulch on-site. This allows carbon and other nutrients to return to the soil and avoids the fuel consumption and emissions that would otherwise be generated by hauling green waste away. The mulch also helps control weed growth and evaporation, limiting the need for mowing

Photo by Chuck Bates



Ira Shaw, turning debris into mulch

and watering. "Our staff are leaders in conserving resources in our parks and preserves as well as teaching it to the next generation through our volunteer stewardship programs with families and school children," said **Sharon McNamee**, Director of Parks and Open Space. ■ Linking our health to the environment, Health and Human Services has been playing a vital role in promoting healthy foods, walking, and biking. ■ Also helping in the promotion of healthy communities and a healthy environment, the Agricultural Weights and Measures Department supports and promotes organic food production while managing seven farmers' markets. ■ These examples show that sustainability is all around us. This year, why not try out rechargeable batteries, recycled printer cartridges, or even riding a bike to work? If we do our part, we may even save a buck or two! ■



Photos by Rich Leahy



Edie doin' her job

Edie Lawrence (Sheriff), the Sheriff's parking enforcement officer at the Civic Center, had a busy month! When she found the pickup parked in the fountain at the Civic Center, she took care to mark the tire, "just in case." In her 31 years at the Civic Center, Edie thought she had seen just about everything

"alive" left in parked cars; there have been dogs, cats, sheep, a goat, an iguana, and birds, but thankfully this mountain lion wasn't moving when she did a double take. The four legs were securely attached to a piece of plywood. The old taxidermy

trick. Do you suppose it makes the driver eligible to use the carpool lane? ■



Photo by Edie Lawrence

A mountain lion?



Photo by TNT team member

Jim Selmi (IST-DPW/CDA/FIRE), diagnosed with non-Hodgkin's lymphoma in 2005, pedaled his way into history last September, completing a century (100-mile) bicycle trek on Oahu as a member of the Redwood/Wine Country branch of the Leukemia and Lymphoma Society's "Team In Training" (TNT). In early 2006, he joined TNT to rebuild his stamina, following

chemotherapy. He raised \$2,885 to support research to find a cure for leukemia, lymphoma, Hodgkin's disease, and myeloma. Jim and his sister, **Cathy** (IST) lost their older brother, Bob, to non-Hodgkin's lymphoma when he was only 28. ■

Families who run together have fun together. **Roy Asprer** (H&HS) ran the November 2006 Big Sur Half Marathon and the January 2007 Carlsbad Half Marathon. His foster son Joey, 13, ran the Carlsbad Half Marathon too, while foster daughter Yakaline, 10, and children Angela, 6, and Xavier, 3, ran the Keebler Kids Marathon Mile through Legoland in San Diego the same weekend. ■

In more sports news, in December 2006 **Matt Bronson** (CAO) and his wife Samantha completed their first marathon ever. A fascinating group registered for the 26.2-mile run on Oahu. Many of the 25,000 runners wore costumes (shades of Bay to Breakers) and half of the registrants were from countries other than the U.S. Matt placed in the top 1,000 overall and the top 100 for mainland runners! ■



Photo by Ayako English

Bruce, Cam, and Gerry in front of the great library of Ephesus

Gerry Norton (HR), **Bruce Abbott** (Assessor), and **Cam Norton** (Assessor) took a recent trip to Turkey, where the group rode a hot air balloon over Cappadocia while watching the dawn break, and experienced a sense of wonder walking through the emperor's door in Hagia Sophia, seeing marble in the doorjamb worn down from over 1,000 years of use, and beholding the massive dome supported without columns. ■

Cio Hernandez (H&HS) was one of 100 women honored by the "Search for the Cause" on March 28. This event recognized women from our community who inspire our community. ■

Deanna Giammona (HR) and husband, Frank, recently celebrated their 40th anniversary in Washington, D.C. and marked the occasion by having a U.S. flag flown over the capital in their honor. The Giammonas discovered that any U.S. citizen can request to have a flag flown over the Capitol on a chosen day. If you are interested, visit the web site of your state senator or congressperson. When the Giammonas received their flag, there was a certificate signed by Senator Feinstein commemorating the occasion. ■

Jasmin, the Dancer, a sonnet by **Anita Erola** (HR), was published in the *Second Annual Poetry Farmers' Almanac*, which came out in late 2006. Anita is a member of the Novato Poetry Farm, a group of writers that meets monthly to develop their talents. ■



Photo by Alisha Branning

Kellie Moore and Ed Harris

Kellie Moore (Fire) recently had the chance to meet actor Ed Harris, who was filming an independent film in the area. ■



Photo by Hong Nguyen

Long and Thi Truong

Long Truong (Courts) and his wife, Thi, are pictured here on Hai Long Bay during a recent trip to Vietnam. ■

Please e-mail the information from your department to the Odds & Ends columnist, Rick Fraitas, at rfraitas@co.marin.ca.us.

Exotic Pets and Their People

Photo by Patricia Michel



Jody Timms with pet corn snake

By Jeri Stewart—DPW

ex·ot·ic (ig-zot'ik) Intriguingly unusual or different; excitingly strange.

"I have been studying the traits and dispositions of the "lower animals" (so called) and contrasting them with the traits and dispositions of man. I find the result humiliating to me."

—Mark Twain, *Letters from the Earth*, 1907

Why did **Jody Timms** (H&HS) choose a corn snake as a pet, which can grow to be 5 feet long? Interestingly, Jody grew up around snakes without an innate admiration for them. Her brothers coveted them, and terrorized her by sticking them in her face. Determined, Jody overcame her fear of snakes by owning them. Jody was born in the Year of the Serpent



John and Marlia Berg with horses Dixie and Charger, and their two dogs

Photo by Jim McDermott

(Chinese calendar) and views the snake as her power animal. Two outstanding characteristics of humans born in the Year of the Serpent are passion and determination. Is there a coincidence here? ■ A picture is worth a thousand words ... exemplified well by **John** (DPW) and **Marlia Berg**. Dixie, the chestnut mare, and Charger, the Appaloosa gelding (a breed of saddle horse with the spotted rump as a chief characteristic) have to put up with the dogs in the family, as they all go for a hike on the MMWD watershed. Picture the dogs pulling happily on their humans, while the more elegant mare and gelding are delighted just to amble through the green banquet laid out for their benefit. ■ The Italian language just seems to have a romantic appeal. Even an Italian name, such as Draco (Italian

for dragon) is intriguing. Draco is **John Aliotti's** (DA) pet Australian Bearded Dragon. This diurnal lizard dines well, delighting over salads, crickets, and approximately 10 mealworms daily. When Draco is exceptionally excited or cranky, he turns all of the scales under his chin black and puffs them out; hence, the name "Bearded Dragon." ■



Draco the Dragon

Photo by John Aliotti

Big Hearts

By Connie Siebler—Assessor's Office

On January 16, one of our newly hired employees, **Bridget Fricke** (Assessor), was seriously injured in a car accident in Petaluma. She had just started her benefits, and didn't have much sick time or vacation accrued. Because she had been on the job only a few weeks she wasn't eligible for catastrophic leave. The Assessor's Office held a fund-raising pizza luncheon for Bridget in March, asking attendees to contribute whatever amount they wished to help cover her health benefits. Along with additional individual donations, a total of \$3,239 was raised. ■ County Assessor **Joan Thayer** remarked, "I am very proud of my fantastic staff." ■

From Potpourri to Odds & Ends

By Megan Numair—HR

Did you know that *Frankly Speaking's* wide-ranging *Odds & Ends* column had its beginnings as a small feature entitled *Potpourri*? In the 1996 summer edition of the employee newsletter, this little-known piece was revamped by **Carolyn Crabtree**, who at the time was a legal secretary in the District Attorney's Office. For the two years that followed, Carolyn gathered interesting morsels of news from county employees, skillfully weaving them into the column we now know as *Odds & Ends*—the treasured compilation of tidbits that gives employees insight into what their coworkers do outside of the office. Following in Carolyn's footsteps was **Margaret Ryan Bohan** (DPW), who took on *Odds & Ends* for the next four years. ■ We are sorry to learn of Carolyn's recent passing and want to recognize her contributions to the development of *Frankly Speaking* as a true voice of the Marin County employee. Margaret retired in March and we thank her for her dedication to the newsletter and the column from 1998 to 2003. ■ Thanks to Carolyn and Margaret, we are all reminded to have fun, honor what means the most to us, and live life fully. ■

Team of the Quarter

By Jennifer Walter—Treasurer/Tax Collector's Office

Congratulations to the Case Management Team of Marin Maternity Services (H&HS), which has been chosen Team of the Quarter! Members of this dynamic team include department supervisor **Leighann Jorin** and perinatal service providers (case managers) **Carolyn McGrath**, **Carmen Rios-Ramirez**, **Leticia Alcantar**, **Duyen Suzanne Kauffman**, **Isabel Hernandez**, **Monica Mazzini**, and **Cleo Deras**. The program, which is part of Women's Health Services, was created in 1991 in response to a growing need for community-based maternity care for low-income, high-risk women, and provides a variety of services to a diverse group of pregnant women in Marin County. ■ These eight women, who work under the guidelines of the California Comprehensive Perinatal Service Program, handle a case load of 50–75 patients each, with at least 60 infant deliveries a month. The team works closely with Certified



L to R: Monica Mazzini, Leticia Alcantar, Leighann Jorin, Carmen Rios Ramirez, Duyen Kauffman, Isabel Hernandez, Carolyn McGrath, and Cleo Deras

Nurse Midwives, obstetricians, therapists, and a variety of other providers. Their services include pre- and postnatal care, postpartum support, evaluation and assistance for psychosocial and mental health issues, classes in childbirth, breast-feeding, and other maternity related topics, as well as assistance with affordable housing. Members of the group are also involved in the *Companeras Project*, a labor-coaching program. ■

Says Leighann, "Marin Maternity Services is a really huge part of the community and provides incredible services to a wide range of patients within the county, from young teens to adult women, serving both those who pay for the quality maternity services and those who cannot." ■ Marin Maternity Services is located in San Rafael's Montecito Shopping Center and provides services in English, Spanish, and Vietnamese. ■

Relaxing with Words

By Nancy Davis—Library

After surviving a day at work and fighting with traffic on the way home, most of us find some way of relaxing: a brisk walk or run, a hot bath, a bit of television, or catching up on family news. **Regina Schneider** (Retirement) relaxes by writing novels. She has committed herself to writing at least 1,000

words a day, and 5,000 to 10,000 words on weekends. One result of her relaxation is her new book, *Spell Across Time: The Pentacle*, which has just been published by Whiskey Creek Press. ■ Using the pen name Regan

Taylor, Regina intends to write and publish seven more books in the *Spell Across Time* series, which she describes as "romantic suspense with a touch of the paranormal—mystical things." The main character is Kelly McKenna, a reporter for a San Francisco newspaper who is being stalked. Each title in the series will feature a "witch's tool." In *The Pentacle*, the tool is a five-pointed spiritual symbol. In book two it will be a crystal ball. The first draft of book two is almost complete and could be published in the next year or two. ■ Regina reports that sales of *The Pentacle* are good. It has been reviewed by several online sites, receiving ratings of four or five stars,

which is considered great in the industry. Reviews and links to interviews are on her website, www.ReganTaylor.com, along with some excerpts. ■ Regina has written several other books, both fiction and non-fiction, some of which have been published or are in the process of being published. She also has written reviews for four years and edited for three. ■ Of course she is an avid reader, saying that she likes to read "anything and everything. I'll read the toothpaste tube if nothing else is around." She owns over 10,000 print books and about 2,000 e-books. ■ And what does she enjoy about writing? "I get to travel to anywhere I want, any time I want"—the perfect way for her to relax and escape! ■



Regina Schneider with her latest novel

EMPLOYEES OF THE MONTH

Photos by Janice Hughes



JANUARY

During her 12-year career as an attorney with County Counsel, **Renee Giacomini Brewer** has excelled both as a litigator and a leader in providing outstanding customer service to the many county departments she has served. As a litigator, she exhibits skill, dedication, and tenacity in federal and state courts, and in numerous administrative courts and forums. She has achieved exceptional results for the County of Marin in endeavors which have included employment proceedings, civil rights litigation, roadway cases, and a myriad of personal injury matters. Moreover, Renee provides superb service to her many clients. These clients consistently cite her timeliness, competency, energy, passion, and warmth. She also exhibits these wonderful characteristics among her co-workers at County Counsel where she fosters teamwork, readily volunteers for difficult assignments, and helps to maintain a high level of morale. Renee truly raises the bar on county service and is a splendid role model for all employees. ■

By **Jack Govi**—County Counsel's Office



FEBRUARY

Freddy Dubon-Romero (PD) has worked for the County of Marin since November 2002. As an Administrative Assistant in the Public Defender's Office he is the calm eye in the middle of the daily storm of quickly changing calendars, demanding staff attorneys, and clients in need of prompt attention. He is knowledgeable about his own desk and also proficient in others. He volunteers whenever there is a need. His organizational skills are second to none. Because he is so conversant with his job's requirements, he knows what is needed before being asked. He has improved systems so that work runs more smoothly. Freddy is quietly effective and a great teammate. His work ethic and his ready smile help keep office morale high. ■ Freddy is the office's Assembly Area Coordinator for the Building Evacuation Team and proudly wears the orange hard hat. He coaches his ten-year-old son's soccer team, with the cheerleading assistance of his four-year-old daughter. ■

By **Marta Osterloh**
—Public Defender's Office



MARCH

During most of the last year, **Helen Stepler**, Employee Programs Coordinator (HR), picked up a considerable extra workload due to staff reassignments to MERIT. She did so without hesitation, in a true spirit of cooperation. Her work ethic and commitment to excellence represent the best in a Marin County employee. ■ Helen is one of the first faces new employees see when she facilitates the monthly New Employee Orientation Program. If they miss her there, they might see her as an instructor when they attend The 7 Habits of Highly Effective People training. Or, they may see her early in the morning, rushing to the county's training room, to ensure that all arrangements are in place for the day's event. ■ A county employee since 1991, Helen is well-loved and respected by her co-workers. She sets those around her at ease with her positive energy, humor, and reassuring presence. To each task, she brings energy, enthusiasm, and a sense of joy. ■

By **Misha Miki-Ladner and Vikki Loufakis**—Human Resources



Scholarships for MCREA Kids and Grandkids

By **Ann Gregory**—MCREA

Marin County Retired Employees Association (MCREA) started a scholarship program last year under the guidance of **Mary Ann Gallardo**, now president of that organization. As chair of the scholarship program she worked with **Tom Hendricks**, former Marin County Counsel, to set up the program. It provides three scholarships of \$1,500 each to children or grandchildren of

MCREA members. The awards are named after MCREA contributors **Agnes Nathanson**, **Robert Roumiguere**, and **Joe Coffrini**, and are for a high school senior, an undergraduate, and a graduate student. The web site is www.mcrea.info where scholarship applications for MCREA may be downloaded. Keep this in mind for your grandkids when you retire and join MCREA. ■

Mock Trial

By Deborah Lewis—Public Defender's Office

"It was an incredible experience working with these bright and dedicated students," said **Sean Kensinger**, Deputy District Attorney. ■ Each year, the Marin County Office of Education coordinates the High School Mock Trial Competition. This year, seven local

high schools participated over the course of two days. The Branson School, Marin Catholic, Redwood, San Rafael, Sir Francis Drake, Tamalpais, and Terra Linda

competed for the chance to be the county's representative in the regional competition. Tamalpais High School won for the twelfth consecutive year. ■ Many county employees volunteer their time to coach and support the participating teams. This year, I was privileged to coach the Redwood High School team for the second year in a row. I was assisted by Sean and Deputy Public Defenders **Michael Schroettner** and **Camille Bosworth**. Deputy District Attorney **Teresa Leon**

Varela coached the San Rafael High School team. ■ **Camille** stated, "I was very excited when asked to help coach Redwood High School." After working with the students two nights a week, two hours a night for over two months, **Camille** said that she was "amazed by how bright the students were and what a strong understanding they had of the legal system and the way trials work." She concluded that "overall, it was a great experience." ■ **Michael** said, "The opportunity to influence young people and hopefully inspire them to join the legal profession was a very gratifying experience." He hopes the students all will choose to become public defenders one day! ■ Judges **Adams, Boren, Haakenson, Ritchie, Smith** (recently retired), and **Sutro**, and commissioners **Chernus** and **Hochman** presided over the competition. ■ Deputy District Attorney **Karen Lamb**, Deputy Public Defender **Colleen Sonneborn**, and Assistant Public Defender **Jose Varela** scored the students' performances. Marin County Sheriff's Deputies **Steve Shawler** and **Shirley Garner** opened up the courthouse over the two weekends for the Mock Trial participants. ■ Everyone who volunteered their time to mentor these young students found the experience to be deeply rewarding, and most will do it all again next year. ■

Photo by Kathy Kira



L to R: Student participants **Becky Cannon**, **Madison Sink**, and **Zoey Meill**

Roving Reporter

By Connie Siebler—Assessor's Office

What's the best advice you've ever gotten, and from whom?

Cleo Deras (H&HS):

"After I delivered my first child, my pediatrician told me a baby needs three things: to love him; to feed him; to hold him. It's worked out pretty well."



Photos by Connie Siebler

Edmond Dea (Aud-Cont.):

"Our pastor told us 'From this point on, whatever decisions you make, you will never make alone. You will share the decision and the responsibility for it will be equal.'"



Will Payton

(Assessor): "There's a saying in the service, 'Loose lips sink ships.' It means to think about what you're going to say before you open your mouth."



Rosalind Tuthill

(H&HS): "I'm sort of a chronic worrier. So, when I feel myself worrying, I read a Swedish proverb: 'Worry often gives a small thing a big shadow.' It helps keep me in check."



Eva DeNegri

(Sheriff): "My mother, Clare, told me my whole life, 'When you feel sorry for yourself, do something charitable for someone who needs help and that will make you feel better!'"



Members of CDA are caught in action on the first day of the new weekly game of lunchtime bocce ball. Organized for the purposes of team building and having fun, this weekly gathering was commenced by **Fred Vogler** and the game balls are provided by **Kris Krasnove**. The group sport will be held on the cafeteria patio lawn (for the short game) or Civic Center lawn (for the long game) in accordance with the whims of the group.

Photo by Joan Brown



L to R: **Mary Kennelly**, **Don Allee**, **Sharon Silver**, **Janet Mullin**, **Geri Moreno**, **Kristin Drumm**, **Reid Thaler**, **Rebecca Johnson**, **Joyce Evans**, **Kris Krasnove** (behind Joyce), **Curtis Havel**, **Scott Callow**, and **Fred Vogler**

Haiku

By Bob Beaumont—DPW

Life's prime elixir
Golden mead that fills the heart
And binds us to all.

No Butts cont'd

From front cover

Society. ■ Elizabeth's life was dramatically changed by the tobacco related deaths of three close friends. She rebounded by developing public health policies. In the mid-90s, with Elizabeth at the helm, the TRDCP collaborated with the SFMC to develop a comprehensive smoke-free campaign. This led to new local smoke-free ordinances in Marin County jurisdictions. The Wall Street Journal wrote that these were the "most progressive tobacco control ordinances in the United States." ■ Recent efforts to update smoke-free laws received a powerful boost on June 27, 2006, with the release of the first U.S. Surgeon General's report since 1986 on second-hand smoke. The report stated that only comprehensive smoke-free laws can protect workers and the public from the serious, scientifically proven dangers of secondhand smoke. This set up the

county's new smoke-free ordinance, which became effective February 14. ■ Finding smokers was difficult, but **Rose Hall** (Aud-Cont.), a smoker, came forward to say that she thought her infant granddaughter would live to see a smoke-free society. But for now she said, "I'll obey, but I don't like it." Rose also questioned the enforceability of the ordinance. ■ Another smoker, **Nancy Zaharin** (DCSS), expressed conditional support for the ordinance, but was livid about the lack of accommodations for smokers. "Not enough ashtrays and smoking areas," she said. Nancy does carry a portable ashtray with her wherever she goes. ■ **Rob Guidi** (DA), a non-smoker, echoed Nancy's concern about the unfairness to smokers. He questioned where the lines should be drawn and thought that smokers and non-smokers should learn to be more adaptable toward each other. ■ Supervisor **Hal Brown** (BOS), a smoker, expressed some concern about constitu-

tional rights but said, "I'm all for it; overall, it's good!" He also hoped the ordinance could be enforced. ■ One smoker was found at the Civic Center, smoking in the rain. He identified himself only as a county employee. He said, "I'm fed up with the way smokers are now seen as second class citizens. But it's really the government I have a gripe with. Enforcing this ban, I don't see it as fair at all." ■ Elizabeth has been called the Tobacco Taliban, but she believes that smokers should not be treated as second-class citizens. "Smokers should be treated with non-judgmental compassion, since the cigarette companies got people hooked when they were young. In spite of the tobacco industry's recent extreme makeover campaign as a socially responsible industry, the fact is that their product still causes preventable disease and premature death." ■ For information about quitting smoking, dial 1-800-NOBUTTS or go online to www.SmokefreeMarin.com. ■



Good Stuff cont'd

From front cover

Health in 1956, Art began his combined 50-year paid and volunteer career with the county as one of four inspectors, who were then called "sanitarians." Fast forward 37 years to 1993, when just one week after retiring from his supervisory post, Art returned to his career department to volunteer as a Health Consultant. Now in his 15th year as a volunteer, Art prepares department records for scanning by categorizing and organizing the information for proper indexing. Once the records have been scanned, he reviews the documents, and enters the records into microfiche for easy viewing. For the extensive Water Well Program, Art closes out cases, processes the completions, and updates the logs. ■ **Phil Smith** (CDA), Deputy Director of EHS, says, "Art is our institutional memory, spanning 50 years. He has lasted through three directors. He has a great sense of humor and he's so punctual I set my watch by him. He's been a tremendous resource and a role model for our staff." ■



Photo by Marjorie Delgado

Back Row, L to R: Brittany Glass, Myel Jenkins, Maria Quintero, Annette Muller, Gemma Rodriguez, Martha Nelken (in back), Cio Hernandez, Elvia Benitez, and Jan Johanson Front Row, L to R: Daniel Solis, Veronica Garcia, Claudia Asprer, Xavier Asprer, and Susan Quigley

Hooray for Teen Tuesday

By **Jan Johanson**—H&HS

"Therefore, let it be resolved that the Teen Tuesday collaborative clinic has had a profound, positive, and enduring impact on the entire Marin community." Thus ended the February 6 Board of Supervisors' resolution congratulating and celebrating 10 years of the successful weekly afternoon reproductive health clinic for teens run jointly by Health and Human Services and Huckleberry Youth Programs at Montecito Plaza. **Jan Johanson, Martha Nelken, Claudia**

Asprer, and Cio Hernandez (all H&HS) were especially happy, as they have been involved with the clinic from the first day—Feb. 7, 1997. ■ Teen Tuesday staff received the County of Marin Board of Supervisors' Award for "Public Health Hero" in recognition of its model of public and private partnership. ■ More than 3,825 clients have received a total of 17,243 services in the ten years that the clinic has been in operation. ■



Gotcha Covered

By Bob Beaumont—DPW

It's blue. It's sculpted. It's longer than an aircraft carrier. You could fit four soccer fields on it, end to end, with plenty of room left over for bleachers. There's enough concrete up there to pave over Santa Venetia. From two miles up it looks like a big check mark (yup—we're right here). ■ The Civic Center roof. Many of us spend our days beneath it and seldom, if ever, stop to reflect on how unusual an accomplishment it is. Imagine being handed the job of not only designing a roof with an area in excess of three acres, but also (by the way) making it waterproof. No doubt they made a noble effort but, in the end, 'twas for naught. For many years, the leaks were legend. Maintenance staff had the wet weather bucket drill down to an art. ■ About five years ago though, the county received a \$2 million state grant to repair the roof. Space age technology finally caught up with Frank Lloyd Wright's original vision and the county's capital projects' staff finally solved the problem. ■ Wright's original vision for the Civic Center roof was to color it gold, using bronze flakes in a transparent membrane. In the midst of the design work, however, another project that Wright was doing in Milwaukee employed a blue tile roof that was very well received. In light of that success, the color of the Civic Center roof was changed to a deep blue. ■ Further, Wright's original concept for the roof contained no skylights. With his main offices in the Chicago area, perhaps his image of California didn't include rainy winters. Wright passed away before the Civic Center design was completed. His level of involvement in the final design details is not known, but somewhere along the way, skylights were added. Lucky for us. And almost 50 years later, the darned thing's even waterproof. Amazing. ■



Wright's original vision for the Civic Center roof was to color it gold, using bronze flakes in a transparent membrane.



WELCOME FAREWELL!

Welcome to New Employees!

Listed in order of hire date from November 19, 2006 to March 1, 2007

Catherine M. Medeiros	Accounting Asst., IST
Maryann Perrine	Sr. Public Health Nurse, H&HS
Gina M. Clark	Comm. Dispatch. I, Sheriff
Rebel L. Johnson-Mazar	Comm. Dispatch. I, Sheriff
Paul Simpson	Comm. Dispatch. I, Sheriff
Michael Aycock	Personnel Analyst I, HR
Reina Barone	Sr. Secretary, Aud-Cont.
Sharon Blakley	Assessment/Record Tech. I, Assessor
Linda Aldrich	Librarian I, Library
Malini Nijagal	Obstetrician/Gynecologist II, H&HS
Denise Clark	Assessment/Record Tech. I, Assessor
Bridget Fricke	Assessment/Record Tech. I, Assessor
Carolyn Shore	Clinic Physician—Biling., H&HS
Martha Kassin	Librarian I, Library
Rosaura Gonzalez-Alvarez	Deputy Probation Officer II, Probation
Antonio Ramirez	Marin Center Utility Wkr., CS
Irma Sanchez-Ledezma	Eligibility Wkr. I—Biling., H&HS
Mara Tobis	Public Defender Investigator, PD
Heather Willis	Assessment/Record Tech. I, Assessor
Marvin Urroz	Child Welfare Wkr. II—Biling., H&HS
Judy Arnold	County Supervisor, District 5, BOS
Scott Buer	Deputy Sheriff, Sheriff
Anne Crouse	Board Aide, BOS
Heather Damato	Deputy Probation Officer II, Probation
Tanya Maxwell	Board Aide, BOS
Christopher Corniola	Epidemiologist, H&HS
Felice McClenon	Sr. Secretary, H&HS
Matthew Sagues	Resource Spec. GIS, P&OS
Margaret Steppler	Sr. Clerk/Typist, Probation
Nancy Hillman	Intermediate Clerk/Typist, Probation
Anneliese Hansen	Deputy Sheriff Trainee, Sheriff
David Bernardi	Sr. Civil Engineer, DPW
Elizabeth Clark	Accounting Asst., Treas/Tax
Alisha Branning	Sr. Clerk/Typist, Fire
Amy Zhuang	Accounting Asst., P&OS
Carol Myers	Accountant II, Aud-Cont.
John Wanamaker	Sr. Comm. Tech., DPW
Anthony Taubert	Cultural & Visitor Svcs. Tech. Coord., CS
Edward Kirley, Jr.	Accounting Asst., H&HS
Lisa Sevilla	Assessment/Record Tech. I, Assessor
Michele Berrong	Deputy Public Defender II, PD
David Vaughan	Associate Architect, DPW
Cara Zichelli	Engineering Asst., DPW
Brandy Steier	Asst. Engineer, DPW
David Bernardi	Sr. Civil Engineer, DPW
Troy Bachich	Victim/Witness Advocate, DA
Delfin Medina, Jr.	Systems Support Analyst II, IST
Gabriel Ngarangad	Open Space Park Ranger, P&OS
Joseph Flannery	Open Space Park Ranger, P&OS
Neal Conaster	Asst. Engineer, DPW
Helen Long	Library Tech. Asst. I, Library
Timothy Miller	Deputy Sheriff Trainee, Sheriff
Gary Burroughs	Financial Analyst, Aud-Cont.
Victor Lemmon	Engineering Asst, DPW
Darryl Ferris	Tech. Support Analyst I, Sheriff
Brian Johnson	Deputy Sheriff Trainee, Sheriff

Farewell to Retirees!

Glenn Becker	Deputy Public Defender III, Public Defender
Sandra Jewell	Retirement Benefits Spec., Retirement
Claire Monfort	Child Support Officer II, H&HS
Nancy O'Leary	Assessment/Record Tech. II, Assessor
Richard Tipping	Stage Technician, Cultural Services
Mamie Walters	Family Mediator, Courts
Cynthia Murray	District 5 Supervisor, BOS
Janet Hayes	Deputy Sheriff, Sheriff
Maggie Johnston	Asst. Retire. Admin., Retirement
Jean Cochran	Legal Process Asst. II, Probation