

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

"I have been impressed by the ability to replace the traditional adversarial court model for a team approach that brings all components of the criminal courts together in a very constructive way."

Team Justice

By **Norma Johnson**—Courts

Forget about Team USA, the Dream Team, or your hometown team; Marin County has a Family Violence Court (FVC) Team that troubled individuals can count on. This squad—a judicial officer, a deputy probation officer, a deputy district attorney, a deputy public defender, and sometimes treatment providers—goes into action for qualified defendants in domestic violence, elder abuse, and child abuse cases. ■ When the court orders probation and assessment for the FVC, the probation officer determines whether the defendant would benefit from the team program. "Participants in the FVC receive the highest level of probation supervision," says **Melissa Davis** (Probation). "As a result of their close and continuous relationship with the court, defendants increase the likelihood that they address



Photo by Janice Hughes

L to R: Deputy District Attorney Charles Cacciatore, Deputy Probation Officer Melissa Davis, Judge Verna Adams, and Deputy Public Defender George Shea

their issues and make positive changes." Once accepted into the program, participants are required to attend court sessions weekly for the first month. ■ The team meets before each court session to discuss each participant's progress. "The collaboration of these agencies means resources are more readily available for these defendants and sanctions for noncompliance are immediate," Melissa says. The participants are required to complete a

batterer's program or child abuse counseling, perform community service work, and submit to chemical testing. After the first month, they might be required to return to court less frequently. The minimum period of participation is 12 months. ■ The team wants participants to succeed. Judge **Verna Adams** (Courts) offers words of encouragement. "I missed you last week," she says to one. "You're going

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A Whole Lotto Luck

By **Danny Maples**—Sheriff's Department

What does the number combination 9, 16, 24, 40, 43, and 35 mean? To pretty much everybody reading this article it means absolutely nothing, but to Deputy **Brian Cabaud** (Sheriff) and his girlfriend Deputy **Anneliese "Liese" Hansen** (Sheriff) it means a measly \$75 million before taxes on their winnings. That's right! On May 1, they beat the odds of one in 176 million and struck it rich in the California Lottery's Mega Millions, splitting a \$225-million jackpot with two other winning ticket holders. Brian purchased their winning ticket at the Strawberry Chevron station and jokingly told his car partner, Deputy **Erik Rohrs** (Sheriff), not to bother buying a ticket because Brian knew his was the winner. Against Brian's advice, Erik bought his ticket anyway, albeit just two picks too late. The day after the drawing, **Bill Hernandez** (Sheriff) received a call from the Chevron station owner who told him one of our deputies held the winning ticket, but it had yet to be claimed. Erik checked his ticket, but much to his dismay he matched only two numbers. Brian arrived shortly

Brian jokingly told his car partner, Deputy Erik Rohrs, not to bother buying a ticket because he knew his was the winner.



Photo from the Press Democrat

Brian and Liese hold a facsimile of the winning check.

thereafter and Erik read him the winning numbers with Brian answering, "Yeah," after each of the six numbers. Brian stood silent for a moment, then burst with excitement and ran out the door to his truck, screaming. Erik persuaded Brian to let him drive so he wouldn't get into an accident from all of the excitement. While they drove to the Chevron station,

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FRANKLY SPEAKING

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Design: **Rob Roehrick**, Roehrick Design
 Copy Editor: **Bill Pryor**, Civic Center Volunteers
 Photographer: **Janice Hughes**, DA's Office
 Proofreaders: **Leslie Miller and Christina Walcoff**, Civic Center Volunteers
 Printing: **Marin County Printing Services**

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Reporter of the Quarter: Danny Maples

Schedule

Articles Due	Publication Date
Friday, Sept. 4	Friday, Nov. 6
Tuesday, Nov. 24	Friday, Jan. 29, 2010
Friday, Feb. 26, 2010	Friday, May 7, 2010



Vacation Photos Wanted!

Only three weeks left to submit your photos for the 14th Annual Vacation Photo Contest. The deadline is September 4. Employees can either take or be in the picture. Photos taken any time since fall of 2008 qualify. Previous participants are welcome. Photos can be printed or digital (high-resolution) and should be submitted to **Janice Hughes**, c/o DA's Office, Room 130, or jhughes@co.marin.ca.us. Winning images will be published in the fourth-quarter *Frankly Speaking*, displayed in the Civic Center Cafeteria, and awarded prizes by Marin Film Works.

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.



Photos by Kathleen Roach

Hoarding Alliance of Marin team members L to R: Libby Pope, Marin County public health nurse; Sue Zee Poinsett, professional organizer; Shelter Plus Care Coordinator Gail Mosconi; Charles E. Smith, landlord; Joanne Merjano, Marin County public health nurse; Carol Lucchese, Marin County social worker; Cindy Machado, Marin Humane Society Director of Animal Services; San Rafael Police Officer Tom Sabido; and Catherine Kritzer

Hoarding

By Carol Lucchese—H&HS

The Hoarding Alliance of Marin is a diverse group of professionals and community members working to help solve problems that result from the practice of hoarding. The alliance includes public health nurses, social workers, public safety/peace officers, housing inspectors, environmental health and humane society personnel, mental health practitioners, landlords, professional organizers, housing authority employees, code enforcers and—probably most essential to the alliance—"consumers" (people who hoard). The diversity of membership is essential to the success of the developing protocol to address issues hoarders confront. ■ Hoarding can cause people to feel isolated and ashamed. It can impede the development of relationships, create major safety and health problems, and lead to eviction. Further, hoarders can incur substantial costs renting storage space and county agencies can incur substantial costs cleaning homes of hoarders so they can remain in their homes.

■ One accepted definition of hoarding is "the acquisition of and failure to discard possessions that appear to be useless or of limited value, accompanied by living spaces sufficiently cluttered so as to preclude activities for which those spaces were designed, and significant distress or impairment in functioning caused by the hoarding." ■ The alliance was created in 2007 to

understand the complexities of compulsive hoarding and cluttering, provide resources for hoarders, and develop protocol to manage this growing problem. Gail Mosconi, Director of Shelter Plus Care, and staff members were confronting problems with clients who could not pass housing inspections. Clients were at risk of being evicted because of fire code violations, presence of pests, or because of other health and safety concerns, and as a result were reluctant to let people into their homes. (Shelter Plus, part of the Marin Housing Authority, provides rental assistance and support services to homeless individuals and families where the head of household has a serious mental illness.) Most important, the Hoarding Alliance was created to improve the quality of life for people with hoarding behaviors, to collaborate with other community groups, and to address the increasing caseload of hoarders. ■ The alliance meets



monthly and coordinates information among agencies that intervene in individual cases. ■ Meanwhile, consumers themselves have formed a monthly support group. Many feel they are the only ones with hoarding problems, but when they attend the support group run by other

hoarders, they find comfort knowing others have similar issues. ■ Alliance members work together to decrease the pain and isolation consumers feel and to increase the community's understanding of a social problem for which there are few definitive solutions. ■

A Change in Leadership

By Deborah Skaar—Farm Advisor's Office

For the first time in two decades, the University of California Cooperative Extension Office will have a change in leadership. Longtime Farm Advisor and Director **Ellie Rilla** is leaving to pursue new opportunities. The transition will be smooth though, as the new director, **David Lewis**, has worked on projects out of the Marin Farm Advisor's Office since 1999. ■ During her 21 years as Farm Advisor and Director, Ellie has overseen the development and expansion of the Master Gardener program, provided research-based assessments on a number of land issues, and assisted many community groups. She played a major role in the hard-won successes of Marin's farm and ranch families in the areas of diversification, marketing, promotion, and resource conservation. Marin is now a model for sustaining a strong, vibrant agricultural community. Ellie plans to continue her research on strategies for family farm success, and will publish the second edition of the *California Agritourism Handbook* for



Ellie Rilla and David Lewis

Photo by Deborah Skaar

Farmers and Ranchers. ■ David, who has lived in Novato since 1996, is enjoying a homecoming of sorts. As a Farm Advisor in Marin, Mendocino, and Sonoma counties, he partnered with federal, state, and county participants to improve agricultural water resource management and aid the recovery of the Coho salmon. He views his new role as an opportunity to strengthen old partnerships and build new ones. As he explains, "The Marin community is a leader for how Californians value and manage their resources. To contribute to that tradition of innovation and problem solving is an exciting privilege." ■

"The Marin community is a leader for how Californians value and manage their resources."

Special Tribute to JPCC Spanish-Speaking Associates



Photos by Janice Hughes

Heather Ravani, Director of Social Services and member of the Jeannette Prandi Children's Center Steering Committee, honors employees **Rose Hernandez**, **Laura Estrada-Shepherd**, and **Juan Funes** (not present) for their expertise in conducting forensic interviews with Spanish-speaking children. District Attorney **Ed Berberian** (far right), also presented an award to **Anna Macias**.

Anna Macias



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

On my way to lunch, I walk exactly 149 steps from my office to the cafeteria. Once inside the cafeteria, I walk another 47 steps reviewing my options and making payment. A round trip requires 345 steps, which at my stride of 41 steps per 100 feet, translates to a total distance of 841 feet. ■ My walking pace is one mile in 24 minutes. At that rate, based on my height, weight, and ZIP code, I will burn 14.34 calories commuting the 841 feet to the cafeteria and back for lunch. If I choose to be calorie-neutral today, I can eat no more than the calories that I burn. This translates to either 3/4 of a cup of celery or 46.98 grams of okra for lunch. Like everyone else, I choose the 46.98 grams of okra, because it sounds like more than 3/4 cup of celery. To my dismay, however, I learn that this option is not available to me in the cafeteria. ■ So, I go downstairs to the vending machine on the first floor. This adds another 14.63 feet, or 6 paces, and 26 stairs to my trip, burning an additional 0.99 calories. My total calorie expenditure is now 15.33. There's no okra in the vending machine, so I buy a package of Fritos and walk back upstairs. One package of Fritos contains 320 calories. Since I've elected to be calorie-neutral today, I must now walk back and forth from my office to the cafeteria 22 times. ■ Eating healthy really takes a lot of effort. ■

Illustration by Phoenixia Thomas

A DOC for the Flu

By Miles Julihn—H&HS

Prevent the spread of influenza by these simple measures:

Get an annual flu shot

Wash your hands frequently

Cover your mouth to cough or sneeze, preferably with your arm or elbow

Stay home if feeling ill

Public Domain Photo



Hand washing is a first step in preventing disease.

With acronyms flying left and right, the Department of Health and Human Services (H&HS) activated a Department Operations Center (DOC) for the first time ever on April 27 in response to H1N1, a new strain of influenza virus first reported in Mexico. Since mid-April, Public Health Officer **Fred Schwartz**, MD, (H&HS) and Deputy Public Health Officer **Anju Goel**, MD, (H&HS) had been tracking the alarming death rate among the “swine flu” cases in Mexico, as well as the six cases confirmed in the United States. Because seasonal influenza kills more than 35,000 annually in the U.S., public health officials always are on the alert when new strains emerge. ■ Two suspect cases were reported in Marin on April 25, and county leadership quickly decided to activate a DOC, a sort of emergency operations center, to monitor the spread of the virus and to provide accurate and timely information to the public, local health care providers, county employees, and community partners. **Miles Julihn** (H&HS) was assigned as Director, **Troy Peterson** (H&HS) as Planning Chief, **Andrew Horvath** (H&HS) as Operations Chief, and **Randy Saxe** (H&HS) as Logistics Chief. ■ Media interest was high and a public information team, headed by Sergeant **Debra Barry** (Sheriff) and **Matt Bronson** (CAO), facilitated two press conferences and issued eleven press releases to notify all concerned of any potential cases. A flu hotline, coordinated by **Alison Clayton** (H&HS) and staffed with nurses and trained individuals, answered 463 calls during the incident. In addition, over 13,000 unique visits to the influenza website (www.marinflu.org) were recorded; it was updated daily with the assistance of **Loretta Rogers**



Linda Ferguson briefs staff in the DOC.

Photo by Valeri Schwartz

(H&HS). ■ Two public schools were closed during the outbreak due to a probable or confirmed case of H1N1 in a student. ■ Throughout the two weeks from April 24 to May 8, **Lynn Murrin** (H&HS), Director of the Public Health Lab, reported 334 specimens tested, 95% of which were negative for Influenza A. Guided by **Linda Ferguson** (H&HS), a team of public health investigators carried out 32 case interviews and followed up with 62 contacts, eventually confirming six cases in Marin. Over those 11 days, 57 employees from H&HS, the Sheriff's Department, Office of Emergency Services, the Fire Department, Public Works, County Administrator's Office, and the Community Development Agency logged more than 2,000 hours and participated in over 100 conference calls. H&HS's planning for a public health emergency resulted in a well-coordinated effort among community and health care partners. ■ On May 8, the DOC was deactivated and a transition team was established to continue surveillance and testing. As of May 22, 13 cases of H1N1 had been confirmed in Marin County. ■ Many wonder if the nationwide response to H1N1 was overblown. On June 12, however, the World Health Organization officially declared H1N1 a worldwide pandemic. Influenza is a serious and sometimes deadly disease. Public health officials will remain vigilant for a re-emergence of the H1N1 influenza next fall/winter. ■

A Close Call

By Delfin Medina—H&HS

My family and friends were surrounding my bed when I came to. There is nothing like a coronary to get a reunion going!

I ride my bike to work every day. In May, while waiting at the intersection to cross over to 20 North San Pedro Road, I felt a sharp stabbing pain in the left side of my back. It was so painful I actually thought someone had stabbed me and looked behind me. Not seeing anyone, I realized it was the onset of a heart attack. I felt I could make it to work, so I slowly rode the rest of the way to my office at 20 North San Pedro Road. I knew that my friend **Alan Kristal** (H&HS) would be there. By the time I rode the elevator up to my office and walked through the door, the pain had spread to both shoulder blades and my chest. Alan was there and I told him what was going on. I collapsed at my desk and Alan called 911. The pain was so intense that I was blacking out. Alan had another friend, **Richard Jang** (H&HS), keep an eye on me while he waited downstairs for the paramedics. ■ Off in the distance I could hear the sirens. Help was coming. I just had to hang on. ■ In less than five minutes, emergency personnel from the Civic Center Fire Station rushed me off to the

Marin General Hospital Emergency Unit. ■ My family and friends were surrounding my bed when I came to. There is nothing like a coronary to get a reunion going! My wife said the doctor told her that I had a 100% right coronary occlusion. The x-rays confirmed this. After an angioplasty, a stent, and four days, I'm out of the hospital. In another week I'm back to work. The week after that I'm riding my bike to work again. Medical science has definitely come a long way. ■ “Mahalo Nui Loa!” (Hawaiian for many, many, many thanks) to the paramedics, Marin General Emergency Unit, Dr. Raghupathy, and, of course, Alan and Richard for being there for me. ■ So here I am after that wake-up call. I'm on a heart-healthy diet, some blood thinners, and still riding that funny-looking bike. ■



Del and his semi-recumbent bike

Photo by Jeff Stewart

Only in Santa Barbara?

By **Tim Walsh**—Fire

On May 5, a fire began in the Cathedral Peak area above Santa Barbara. The fire burned 8,733 acres, destroying 80 homes, 79 outbuildings, and 1 commercial building, and damaging 15 homes and 2 outbuildings. Some 30,000 people were evacuated and 29 firefighters were injured. What could have happened if this fire had occurred in dry September? ■ Only in Santa Barbara? Let's compare Santa Barbara to Marin:

- Steep rugged terrain
- Abundant vegetation
- Tight narrow roads
- High value homes located within the aforementioned.

Several Marin County Fire Department firefighters were part of a CAL FIRE Incident Command Team deployed to the Santa Barbara fire. Deputy Chief **Rich Lopez** served as Operations Chief,

Engineer **Breanna Buchanan** filled the Logistics Chief-Trainee position, Paramedic Engineer **Eric Scovel** provided intelligence as a Field Observer, and Paramedic Engineer **Tony Giacomini** filled one of the Resource Unit positions. ■ Marin County has several days each summer and fall when weather is conducive to large fire growth. Although the Vision Fire of 1995 is becoming a faded memory, during its peak it consumed 3,500 acres in one hour. The fire burned over 12,000 acres and stopped only when it ran into the Pacific Ocean. ■ When we celebrate Fire Prevention Week, October 4 through 10, we need to remind ourselves what the Marin County Fire Department is doing to prevent a similar tragedy. Firefighters from our six fire stations inspect homes to make sure they comply with defensible space regulations. *Get Ready Marin* classes are taught at the fire stations and schools to help residents prepare for a disaster. Finally, the Department's Tamalpais Fire Crew works diligently to clear brush above the communities

along the fire roads, creating compartments to slow a fast-moving fire. ■ The Tamalpais Fire Crew is a 13-person hand crew that spends every day creating fuel breaks or responding to fires both in and out of Marin. The crew cuts fuel breaks along fire roads, removing the understory brush and numerous trees killed by sudden oak death syndrome. They pile the material and burn it after sufficient rain falls in the winter. They have built fuel breaks and fuel reduction zones above Mill Valley, Kent Woodlands, Sleepy Hollow, and Novato, to name a few. They removed dead pine trees around the West Point Inn in an attempt to protect it from a potential fire. They cleared escape paths in Southern Marin and cleared around the communications towers on Mt. Tamalpais. The goal is to create areas where firefighters can safely fight fires, resulting in safer communities. ■



The 2008 Tamalpais Fire Crew at the Caribou Fire in the Trinity Wilderness

Photo by pussetty

Geocaching

By **Kit Tiura**—Courts

About ten years ago, satellites around the world linked up and made the sport of geocaching an international phenomenon. The Official Worldwide Geocaching website explains it simply as "a high-tech treasure hunting game played throughout the world by adventure seekers equipped with GPS devices. The basic idea is to locate hidden containers, called geocaches, outdoors, and then share your experiences online." ■ This excellent outdoor activity is fun and feasible for all ages, educational levels, shapes, sizes, and temperaments. It has caught the imagination and attention of Civic Center staff. Current and former employees who enjoy geocaching include **Jody Timms** (H&HS), who caches with her son, **Kit Tiura** (Courts), who hikes around with her husband Kai Tiura, **John Cunningham** (IST), and **Dean Powell** (former DPW). ■ You can't

Self-filmed photo by Kit Tiura



Kit and Kai Tiura holding a travel bug

geocache without a GPS and there are models specifically designed for this sport. You also need your brain—to be able to notice things out of the ordinary or ordinary things "out of place"—to find physical geocaches. The search for these treasures will annoy, gnaw at, excite, dismay, and thrill you. The caches may contain nothing more than a "travel bug" (a coded identifier of the cache), a log sheet to sign, or interesting swag items—traceable coins, dog tags, and other thingamajigs. The levels

of terrain difficulty vary, as do the sneaky ways people hide their caches. Most of these containers are clearly marked on one side or inside as "Official Geocaches." If you stumble upon one, PLEASE put it back exactly the way you found it. ■ Caches placed on private property without permission are a no-no. It was challenging to find a spot at the Civic Center to place a cache that would pass with Administration, but a site was approved and a cache was placed there. A three-part virtual puzzle cache leads you around the Civic Center to find notable landmarks. ■ Interested in finding out about caching or caches stashed nearby? Check out the website www.geocaching.com. There you will find acceptable cache postings (there are rules for placing caches), a listing of a cache's type, hints on how to find it, and other pertinent information. ■ When you go, always remember "cache in, trash out!" ■



Geocache site cleverly concealed in a fencepost

Photo by Kit Tiura

Photo by Jim Wakefield



Mike shooting the rapids

Michael Smith (Treas./Tax) enjoyed an extreme adventure that included awesome Grand Canyon rapids, death-defying rope climbs up waterfalls, and rocky steep

trails with their share of rattlesnakes, scorpions, and Gila monsters. All that, just for bragging rights around the campfire at day's end. ■

On May 9, **Johanna Good** (Ag./Wts. and Meas.) started the first day of the rest of her life by marrying boyfriend Cal in her Novato backyard. The mood and setting included festive bluegrass music, a wine barrel bar, hay bales for seating, and the best friends in the world. After, they honeyed under the moon in Kauai. ■

Photo by Tish Stanley



L to R: Grayson, Kallie, orangutan, Maya, Karuna, and Christopher

Those who go just to see the sights miss all the fun. **Kallie Kull** (DPW) and her 6-year-old daughter, Maya, visited the colorful Far East and got bitten by a

monkey, licked by a water buffalo, held hands with a baby orangutan, fell off the top bunk in a Vietnamese train, saw a puppet show, met lots of new friends, and ate great food. Oh, and the buffalo's tongue was purple. ■

Oh, the irony. Deputy **Danny Maples** (Sheriff) is still scratching his head and wondering how the Deputy DAs turned out to be better drug chefs than the Deputy Sheriffs during a recent "smackdown" cookout. At a hands-on narcotics training seminar, intended to sharpen their drug-detection skills, the attendees "prepared" hard drugs. The Deputy DAs trounced the Deputy Sheriffs. Who woulda thought? ■

Neal Conatser (DPW) may be on his way to becoming an aficionado of Swedish culture. He recently made a trip to Europe for a wedding and made some stops at coffee bars in Stockholm. When you see Neil ask him about

"Fika," the Swedish way of appreciating coffee and pastries. He may want to give you a demonstration. Hej! ■

The Finnish North American Literature Association published **Anita Erola's** (HR) memoir, *Finnish Blueberries*, in the July issue of its newly launched journal *Kippis!* (Cheers!). The association is affiliated with Finland University, a private university in upper Michigan. ■

Proud Mom! **Mari-Ann Rivers** (Co. Counsel) recently attended her daughter's graduation from the Carver School of Medicine at the University of Iowa. Her daughter Aimée graduated with Gold Humanitarian Honors and a Service Distinction. She will begin her four-year residency in obstetrics and gynecology at Beth Israel Hospital in Manhattan this summer. Aimée also is a retired professional ballerina who trained with the Marin Ballet and danced in the *Nutcracker* performances at the Marin Center for many years. ■

Photo by Jeai Stewart



Sarah holding her prize, a green travel blanket

Sarah Colton (H&HS) knows what it's like to be a double first. She is the first winner of the first Transportation Game on the MINE. Last April she beat out 65 others

who also had their eyes on the prize. Bottom line, Sarah is a huge proponent of the Green Commute Program. Congratulations. ■

You don't have to be an active participant in the art scene to appreciate and admire **Ursula Floden's** (Library) accomplishments at the recent Falkirk Cultural Center's Annual Juried Bay Area Exhibition in San Rafael. The exhibition included painting, drawing, printmaking, sculpture, and mixed media. Ursula was one of 70 artists accepted from a pool of over 300. Her work is 2-D, using images from magazines and books to create imaginative and sometimes surreal compositions. ■



Photo by passerbby

L to R: Laurel Kato, Veronica Corella-Pearson, Ellie Wieser, and Traci Krall

We need more role models like **Veronica Corella-Pearson** (CDA). She is a leading member of the LUNA Chix Bay Area Trail Running Team for women. The team is involved in coaching and promoting all aspects of running, including nutrition and lifestyle. They sponsor and raise money for the Breast Cancer Fund. Their goal is to get out, have fun, and play. Check out: teamlunachix.com/bay_area_run. ■

No joke! **Shirley Petersen's** (Courts) fifth grandchild, Brooklyn, was born on April 1. Son Jeremy and his wife Stephanie couldn't be happier. Big brother Benjamin is sizing up the situation. **Colleen Sonneborn** (PD) gave birth to son Elijah on April 29. Her husband Jonathan is all smiles and big sister Isabel, age 3, is embracing her new role with pride and joy. ■



Self-timer photo by Bene Da Silva

Bene (right) and his wife, Lynn von der Werth

Bene Da Silva (DPW) was thrilled to have his house featured in the Storm Water Pollution Prevention Program Garden Tour this spring. The tour illustrated how you can conserve water, plant native plants that are drought-resistant and beautiful, and use earth-friendly pest control. Bene proudly gave out seeds for planting to his Marin Garden of Paradise visitors. ■

Please e-mail adventures, events, and department happenings to Odds & Ends columnist, **Tom Vascird**, tvascird@co.marin.ca.us

Earth Day? More Like Month, or Year!

By Alex Soulard—DPW

We have come a long way since the first Earth Day on April 22, 1970. The celebration was started in a time before the U.S. Environmental Protection Agency, curbside recycling, or the catalytic converter. We are much more aware of our impact on the world and have made great strides in recycling, but our waste has become more voluminous and more toxic than ever. ■

Please visit

www.MarinGreenGuide.org

to view a current list of all events
or to provide us with information
on additional events.

Working year-round, county agencies plan events, provide public outreach, apply for grant funding, and track legislation in an effort to “reduce, reuse, recycle, and rot.” Inter-agency efforts were undertaken to host three special events surrounding this year’s Earth Day festivities. ■ The first event included outreach from **Jeri Stewart** (DPW) from the Green Commute Program, **Kempen Robbins** and **Art Brook** (both DPW), **Shane Blair** and **Sharon Blakley** (both Assessor), **Jamie Tuckey** (CDA), **Ann Hearty** (DPW), and representatives from 511.org and

Enterprise Rideshare. Green Commute Program staff led the festivities during the county’s Earth Day by offering employees and visitors eco-friendly information to help them travel about Marin without contributing to congestion and greenhouse gas emissions. Visitors learned how the county champions employees’ efforts to integrate healthy exercise and beneficial behaviors into their daily commute, and participated in random grand prize drawings for biodegradable gifts such as lunch sacks and commuter mugs. ■ The second event was a Community Take Back Day on May 2 that involved over 300 residents collecting over 11,000 pounds of hazardous, harmful, and medical waste, and over one ton of shredded paper in the pouring rain. This was a cooperative effort of Public Works, the Community Development Agency, the Las Gallinas Sanitary District, the Central Marin Sanitation Agency, San Rafael Fire, and the Board of Supervisors. The event was staffed by **Robert Turner** (CDA), **Alex Soulard**, **Eric Lueder**, **Kempen Robbins**, **Christie Woolard**, **Julia Barnes** (all DPW), and employees from other contributing agencies. ■ Last but not least, Public Works hosted a



Photo by Michael Frost

L to R: Alex Soulard, Christie Woolard, Eric Lueder, Kempen Robbins, and Julia Barnes recycling in the rain

two-week tire recycling event during which Marin residents dropped off tires for free at Redwood Landfill and the Marin Resource Recovery Center. This event, coordinated by Kempen, was paid for by a grant from the California Integrated Waste Management Board and facilitated the recycling of over 1,500 tires. ■ Public Works coordinates a community calendar of green events that includes activities by community organizations and local municipalities. Please visit www.MarinGreenGuide.org for current events or to provide us with information on additional events. ■

Critical Incident Stress Debriefing

By Lynn Zimmerman—H&HS

Stress is present in all of our lives and this term is used with great frequency; but what is stress? Stress has come to refer not only to external pressures and immediate reactions to them, but to a prolonged internal state that may have long-term negative effects on health and mental health. On the other hand, short-lived stress of everyday proportions, such as an argument, a work deadline, an unpredicted change in schedule or plans can result in a brief physiological response that can prod us to develop new strengths. ■ Short-lived stressors can result in long-term effects when they are of extraordinary proportions, such as; robberies, life-threatening experiences, auto accidents, a sudden death of an employee or client, natural disasters, and school-based incidents. ■ Critical Incident Stress Debriefing (CISD) is an early interven-

tion method designed to mitigate acute emotional distress that can result from a life-threatening experience. It is not psychotherapy, but rather a method for alleviating common stress reactions triggered by critical incidents. This brief crisis intervention usually occurs within days of a traumatic event. A debriefing session, usually with a group of individuals who have shared the experience, is run by a trained facilitator. It was initially developed for firefighters, paramedics, police officers, and military personnel, but is now expanded to workplace and school settings. ■ In the past few months, Marin County Community Mental Health Youth and Family Services staff, including **Suzanne Alfandari**, **Judy Kendall**, and **Ana Guimoye**, and **Thomas Rath** of Children and Family Services, have provided CISD for local school-based incidents and Marin county employee incidents. By helping the trauma-exposed person talk about his/her feelings and reactions to the critical incident, and following the seven-phase model of CISD, we can understand the event, regain a sense of order and control, and bring closure to the incident. In some cases, a referral for further supportive services is then provided. ■

CISD is an early intervention method designed to mitigate acute emotional distress that can result from a life-threatening experience.

Photo by Janet Lirette



L to R, Front: David Kosmala, Dana Proctor, Chris Cameron, Mathilda Leow, Wendy Mullin, Nancy Amen, Nancy Carpenter, Jim Huang
L to R, Back: Mark Wong, Chris Sciocchetti, Susan McDonald, Susan Harbour, Ron Matteson Not pictured: Don Donlon, Kathy Rael

Team of the Quarter

By Cathy Selmi—IST

“Their dedication, hard work, and sacrifices are reflected in a system that will provide for over \$750 million in property tax revenue for the county, schools, and special districts.”

The Property Tax Team has been selected as Team of the Quarter for the fourth quarter of 2009. For the past 20 years this group has monitored each calendar year closely to make sure that property taxes, a major source of revenue to the county, are processed flawlessly. The team combines the talents, experience, and resources of IST, the Treasurer-Tax Collector’s, Assessor-Recorder’s, and Auditor-Controller’s offices. IST personnel include **Ron Matteson, Nancy Amen, Chris Cameron, Susan Harbour, Jim Huang** and **Mark Wong**; Assessor-Recorder’s staff are **Nancy Carpenter**

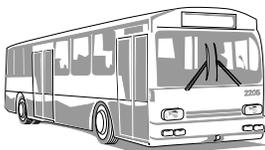
and **Susan McDonald**; Treasurer-Tax Collector’s participants are **Don Donlon** and **Chris Sciocchetti**; and from the Auditor-Controller’s office are **David Kosmala, Mathilda Leow, Wendy Mullin, Dana Proctor,** and **Kathy Rael.**

■ The team worked to design the Tax Assessment Property Information System, a highly integrated system providing property assessment, apportionment, and tax billing. IST recently modernized this 20-year-old system, learning new technology to support a faster, more cost-efficient operation while continuing to maintain the existing mainframe application. ■ **Roy**

Given, Assistant Treasurer-Tax Collector, notes, “Their dedication, hard work, and sacrifices are reflected in a system that will provide for over \$750 million in property tax revenue for the county, schools, and special districts.” The team continues to create bridges across departments by working closely together to monitor and resolve issues in a timely fashion. They have learned to work together even though their priorities and interests may not always be in sync. **Rwena Holaday**, Systems & Programming Manager for IST, says, “Other counties view this Marin achievement as a model of what they hope to attain. Our California peers continue to contact the team wanting to learn from their successful experience.” ■

National Commute Award

By Jeri Stewart—DPW



At the same time that congestion along the Highway 101 corridor into and out of Marin is improving due to completion of the \$200 million project gap closure project, the County of Marin is being recognized as one of the nation’s Best Workplaces for Commuters.SM ■ On April 2, the County of Marin was notified that its Green Commute Program qualified the county as one of the “Best

Workplaces for Commuters.” Best Workplaces for Commuters worksites have been designated in 46 states and the District of Columbia. Employers that meet the National Standard of Excellence in commuter benefits—a standard created by the Center for Urban Transportation Research and the U.S. Environmental Protection Agency—can get on the list of Best Workplaces for Commuters. The County of Marin is proud to recognize the value of providing a range of commuter benefits to its employees. ■

Hal Brown, President of the Marin County Board of Supervisors, says, “It’s great to be recognized for our Green Commute Program. Every person, every trip makes a difference.” Of the county’s 2,700 regular and extra-hire employees, 820 are currently registered to participate. ■ County employees who walk, bicycle, carpool, vanpool, or use public transit between home and work are eligible for a \$4 Green Commute stipend each work day (up to 5 days a week). For details, check the MINE under Green Commute. ■

EMPLOYEES OF THE MONTH

Photos by Janice Hughes

KEN MERCER



APRIL

Ken Mercer has been a Technology Systems Specialist II in Health & Human Services' (H&HS) Information Technologies department since January of 2003. He was outstanding in his management of all of the technical tasks and responsibilities for the computer and filing systems for the opening of the new Health & Wellness Immunization Clinic. His talents and professionalism helped reduce frustration that arose during the transition of moving the clinic to the new H&HS Wellness Campus. He makes himself available for even the smallest of tasks with a helpful answer and a ready smile. He is very well respected by his peers and his good humor is always appreciated. He maintains a professional attitude even through the most challenging situations, and has been the department's lifeline to sanity on many occasions. He exhibits excellent project management skills in overseeing the daunting task of upgrading to Centricity, the new Electronic Medical Records system. ■

By Jackie Jew and Linda Metz—H&HS

PATTY TAYLOR



MAY

Congratulations to **Patty Taylor** (Sheriff) for being selected as Employee of the Month for May. Patty was hired as a communications dispatcher with the Sheriff's Department in 1989 and subsequently was promoted to Dispatch Supervisor in 1994. During the course of her dispatching career, Patty has trained, coached, and mentored numerous new dispatchers, many of whom are still enjoying careers with the Sheriff's Department. Patty's devotion and dedication to her career is obvious in that she voluntarily covers unfilled dispatcher shifts when needed, even after having worked an entire shift herself. Patty is a very competent supervisor and oversees the duties of dispatchers who deal with emergency services, which can include law enforcement, fire, and medical dispatching. Her voice on the radio is a comfort for the emergency personnel in the county who have complete confidence that she has their utmost safety, as well as the safety of the community, in mind. ■

By Dan Maples—Sheriff's Department

GREG MILLER



JUNE

In the wide-ranging field of radio communications, **Greg Miller** consistently excels in every challenge and task that comes his way. This is no small accomplishment when the technology has changed dramatically during the 20 years Greg has been with the county. A Senior Communications Technician in Public Works' Communications Division (DPW), Greg is part of the team responsible for maintaining the complex and crucial radio communications system for Marin County public safety agencies. Greg's trademarks are attention to technical detail, care for the needs of his division's clients, ease, and professionalism. Every call is handled with finesse; every problem receives the necessary attention until there is resolution. His dedication has gained him the respect of all who have had the good fortune to work with him. Greg's greatest asset is his genuine concern for others. Greg is a shining star in a field where getting it right is the only acceptable result. ■

By Bob Beaumont—DPW



Bike to Work Month

Kevin McGowan—DPW

This year it was fewer excuses and more action; employee participation in this year's Bike to Work Month was remarkable. The Bike to Work program is a coordinated competition throughout the Bay Area to encourage riding bicycles to work during the month of May. Over 42 county employees signed up for the challenge. That's a total of 9 teams and more than 6,000 miles ridden! ■ Participants in this month-long event ranged from novice riders to experienced bicycle commuters. Working together to support each other, riders developed a

sense of camaraderie that carried on into the workplace. ■ May 14 was "Bike to Work Day" and rest stops were set up throughout the Bay Area including one in the south arch of the Administration Building at the Civic Center. ■ Biking to work can provide a healthy change in our lives. Riding is simple, provides large benefits to the rider and the environment, and given the number of county participants, also provides a positive social experience. For those who don't live in Marin, consider driving part way and riding the last five miles or possibly riding to a transit stop. For next year, consider forming a team. Our next "Bike to Work Day" might find you joining the crowd at the Civic Center rest stop. ■

Photo by passerbly



A Multimedia collage of students' work was presented to Congresswoman Woolsey at Juvenile Hall. She will display it in her office. L to R: Katya McCulloch, Marin Arts Council; Michael Daly, acting Chief Probation Officer; Bart Jones, teacher; Steven Blair, Superintendent of Juvenile Hall; Lisa Schwartz (partially hidden), Director of Alternative Education; Congresswoman Lynn Woolsey; and Mary Jane Burke, Superintendent of Marin County Office of Education

An Extraordinary Moment

By **Bart Jones**—County Office of Education and **Steve Blair**—Probation

It was 10:10 a.m. when the graduate at the Marin County Juvenile Hall marched, to his fellow students' applause, to receive his high school diploma. It marked an extraordinary moment for the staff and other students to be able to graduate the student. Yes, he made it. He recovered from a serious personal loss and reckless behavior to finish his senior requirements for graduation. ■ Although his diploma was given behind closed doors, it will open many doors later. This student will go on to college. He has the education to live a productive life in the community. ■ His accomplishment was recognized by the staff and held up to motivate others. His image of success will be added to the wall of graduates, a reminder that others can achieve success if they

seize the opportunity. ■ Praising his accomplishment and honoring the graduate were Congresswoman Lynn Woolsey, Superintendent of Marin County Office of Education Mary Jane Burke, acting Chief Probation Officer **Michael Daly**, and Juvenile Hall Superintendent **Steven Blair**. ■ Congresswoman Woolsey spoke to the students in Juvenile Hall directly about her life experiences. She gave her support to the graduate and the other students, encouraging them to build a better life by starting with a good education and attaining a high school diploma. ■ Superintendent Burke awarded the diploma to the graduate. She joined with Congresswoman Woolsey in congratulating the graduate and encouraging the other students to graduate from high school. ■

His image of success will be added to the wall of graduates, a reminder that others can achieve success if they seize the opportunity.



Bike Through West Marin!

By **Kathleen Roach**—H&HS

The annual Holstein 100 bike ride is coming up on Saturday, August 15. This is a fun, organized ride through the back roads of beautiful West Marin. The ride supports one of our wonderful community partners, West Marin Senior Services. There are choices of distances so there is something available for every bike rider: 15, 35, 67, and 100 miles. For further information, go to www.wmss.org/holstein/index.html. ■

Roving Reporter

By **Helen Donahey**—DA's Office

What do you appreciate most about your parents or what they gave to you?

Pat Wall (H&HS): "My mother's advice as I got older was to take care of Number One, meaning me. She was a stay-at-home mom before the phrase was coined and we kids were the center of her life. But she must have known that if you didn't take care of yourself first, you wouldn't have as much to give to others."



Photos by Janice Hughes

David Kosmala

(Aud-Cont.): "My parents were married 57 years. I admired their love of family, fortitude, and sense of purpose. They gave me an appreciation for the value of family, friends, humor, responsibility, education, and being a good citizen."



Olga Lobato (Co.

Clerk): "I appreciate the hard work ethic my parents demonstrated to me as well as the good sense of humor they both gave me."



Carla Halyard (IST):

"I come from a family of nine kids. My parents instilled in all of us the importance of a good education and completing any task we committed to taking on. Quitting was not an option. I attribute all my integrity, wisdom, and hard work ethic to my parents."



Haiku

By **Bob Beaumont**—DPW

The full moon ripens
Dreamers, lovers, and vampires
All smacking their lips.

Cool Green Fun By Rick Fraites—BOS

This year's Marin County Fair theme was *Cool Green Fun*. The weather was perfect and the green theme prevailed throughout the event. Going green can be cool and fun. Recycling stations were positioned at key locations on the grounds to snag recyclable material. Even the plastic-looking containers for micro brews could be recycled, since they were made from vegetable products. Kids of all ages were entertained by the solar-powered carousel, a first in North America. Once again, **Jim Farley** and the CS staff and volunteers have hit a home run for Marin County.



The solar-powered merry-go-round kept the green theme.

Photos by Rick Fraites



Flying high at the Fair



Bird's eye view of the Fair

*Vignettes of the
Marin County Fair*

Team Justice cont'd

From front cover

through a bad patch, but we have a plan for you." ■ Deputy Public Defender **George Shea** accompanies each participant in court. After one person was commended for reporting his drug use, George said, "The reason I'm involved is that I believe in everybody who is here.... If you've screwed up, give me a call, give Melissa a call, come to court." When the defendant apologized for slipping, Judge Adams said, "The best thing you can do for me is to stay on the path." ■ As participants progress, they may enter into a voluntary phase of the program, where a Health & Human Services representative helps prepare a plan to restore the family, recommending services such as anger management classes, supervised visits, and group therapy. ■ "All of our defendants were raised in homes where they were exposed to family violence. Children learn how to behave by watching their parents and other caregivers. Sadly, our defendants learned family violence as a way of life and now they have to learn new ways

of coping with stress. Also, many of our defendants have issues with alcohol and/or illegal drugs," says Judge Adams. ■ "It is unusual for individuals who have been convicted of domestic violence to successfully comply with terms of probation," George says. "Not so with our participants. I doubt whether any of us on the team expected our probationers would do so well so quickly, and with so few deviations. The participants themselves are to be commended for the success of the FVC; that group dynamic encourages each member to succeed." ■ The pilot program kicked off in February 2008 and presently has 24 active participants and three graduates. There is one possible failure to date, although this case remains adjudicated. ■ Approximately 15 other counties in California offer this innovative program. The team is encouraged by its implementation thus far. "I have been impressed by the ability to replace the traditional adversarial court model with a team approach that brings all components of the criminal courts together in a very constructive way," says **Charles Cacciatore** (DA). ■ For

more information, please visit the court's website, www.marincourt.org. Click on Services and Programs and select Collaborative Justice Courts. ■

Lotto cont'd

From front cover

Brian called Liese, who was on patrol, and told her they had won the jackpot. Liese thought he was joking, but met him anyway. Much like Brian, Liese also burst with excitement when the ticket was verified and the realization of their good fortune set in. Brian and Liese immediately took some vacation time to sort things out. They described the experience as being both surreal and overwhelming. Brian and Liese still are employed as sheriff's deputies at the time of this writing, and they have not made any definite plans yet. They certainly, however, are setting off on a life journey the rest of us can only dream of. Not a day goes by at work now that a citizen doesn't ask me if I was the lucky lottery winner. Apparently I must look like \$75 million worth of happy while I am at work! ■

OLE for Cesar Chavez

By Jose Varela—Public Defender's Office

On March 26, the Organization of Latino Employees (OLE) and the Board of Supervisors hosted the fifth annual Cesar Chavez Day festivities. This event featured presentations that celebrated the life of Cesar Chavez and Bay Area and Marin County programs that continue the *Si Se Puede* (Yes, We Can) spirit of Cesar Chavez and the United Farm Workers' (UFW) movement. ■ Virginia Rodriguez, sister of OLE member **Maria Rodriguez** (H&HS), presented a first-person oral history of her life in the UFW and her friendship with noted UFW environmental and labor leader Jessica Govea Thorbourne. **David Escobar** (BOS) highlighted his upcoming environmental project, *Viviendo Verde* (Living Green), geared toward educating the Latino community to issues of sustainability and global warming. His video featured Supervisor **Steve Kinsey** (BOS) and noted author Isabel Allende. ■ Local youth advocate Dr. Juan Carlos Arauz and his youth group discussed, through pictures and poetry, their inspiring trip to Washington D.C., for President Obama's inauguration. Los Cenzontles, a traditional Mexican music and art group from San Pablo, screened their documentary that focused on using art and music as a way of steering Latino youth away from drugs and gangs. ■

This event celebrated the life of Cesar Chavez and Bay Area and Marin County programs that continue the Si Se Puede (Yes, We Can) spirit.

The county's final budget was approved last month, with \$8.5 million in budget reductions including over 40 vacant positions. I want to thank our employees for their help this past year and doing what's best for the county and community. Although we face tougher budgets ahead, we'll continue to keep the impact on our employees in mind. By pulling together, I know we can work through these difficult times.

Matthew Hymel, County Administrator

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from Feb. 19 through May 29, 2009

Austin Sack	Fire Fighter I, Fire
Debra Stratton	Sr. Secretary, CDA
Lisa Gelling	Epidemiologist, H&HS
Kaitlin Walker	Deputy Sheriff Trainee, Sheriff
Sheila Ali	Sr. Clerk Typist, Sheriff
Jamie Tuckey	Planning Aide, CDA
Christine Alexander	Park Ranger, P&OS
Dominique Jeff	Comm. Dispatcher I, Sheriff
Anson Harumi	Deputy Sheriff Trainee, Sheriff
Heather Hutchinson	Sheriff's Svc. Asst., Sheriff
Rosanne Storie	Comm. Dispatcher II, Sheriff
Crista Doty	Legal Process Asst. I, DCCS

Farewell to Retirees!

Kantilal Patel	Building Inspector, CDA
Edith Simonson	Investment-Cash Management Officer, Treas/Tax
Barbara Zett	Hazardous Materials Spec. II, DPW
John Sheveland	Deputy Sheriff, Sheriff
Ralph Medsger	Sr. Comm. Tech., DPW
Frima Stewart	Asst. Dir. Health Services, H&HS
Mary Miles	Deputy Probation Officer IV, Probation
John Paul	Social Svc. Program Manager II, H&HS
Charles O'Neill	Deputy Sheriff, Sheriff
William Burke	Chief Probation Officer, Probation
Maryellen Taylor	Lic. Mental Health Pract., H&HS
Bryan Lambert	Probation Supervisor, Probation
Charles Corbin	Road Maintenance Wkr. II, DPW
Pamela Bousquet	Deputy District Attorney IV, DA
Mark Campbell	Sheriff's Lieutenant, Sheriff
Adrian Fried	Eligibility Worker III, H&HS
Cheri De Semas	Office Svcs. Supervisor, H&HS
Ruth Trout	Sr. Clerk Typist, H&HS
James Andrews	Deputy Sheriff, Sheriff
James Maloney	Crisis Spec. III, H&HS
Edith Lawrence	Parking Enforcement Officer II, Sheriff
Patricia Thompson	Sr. Clerk Typist, H&HS

Milestone Anniversaries Celebrated



L to R: Dr. Fred Schwartz (H&HS, 30 years), Maryellen Taylor (H&HS, 35 years), Jim Maloney (H&HS, 40 years), Melanie Phelps (H&HS, 35 years), and Marilyn Wronsky (Library, 35 years). Top longevity employees not pictured: Michael Vargas (Probation, 35 years), F. Patrick Thompson (H&HS, 30 years), and Stephanie Turner (H&HS, 30 years).

More than 250 county employees, friends, and family members gathered in board chambers at the Marin Civic Center to cheer workers marking major anniversaries of their year-of-hire dates. The Board of Supervisors recognized 73 employees with 20, 25, 30, 35, and 40 years of service. **Helen Stepler** and **Diane Ooms** (both HR) coordinated the upbeat event, which was emceed by **Joan Brown** (HR). Board president **Hal Brown**, himself among the 20 employees marking 25-year anniversaries, noted that honorees had collectively worked more than 2,000 years on community projects, programs, and services.