

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

What's In Your Mile?

By Kathy Koblick and Cio Hernandez—H&HS

What do an engineer, doctor, cyclist, city planner, mom, grocer, gardener, and two-year-old have in common? They all live, work, and play in the buildings and surrounding areas that comprise the built environment. ■ The built environment relates to all aspects of our lives and plays a critical role in our health. Does the size of the street make it scary to cross because it is too narrow and curvy or too wide with no crosswalk? Do parents have to take their strollers into the street because the sidewalks are in such disrepair that babies

are nearly ejected? What's closer, the fast food restaurant or the farmers' market? Is mold causing an increase in asthma in certain buildings? Are the tree branches so low that they could be dangerous for the blind pedestrian? ■ Participants in the County's second Built Environment Conference on September 17 had the opportunity to answer these

questions in one neighborhood of San Rafael. One hundred twenty policy makers, city and county planners, members from community-based organizations, neighborhood activists, and interested community members gathered to learn about how the built environment supports or fails to support our health, safety, and well-being. The conference was a collaboration between the Department of Health & Human Services' Division of Public Health and the Department of Public Works as part of the Non-Motorized Transportation Pilot Program. ■ The goal of the conference was to bring people together from different disciplines, connect their work through the built environment, address impacts on health, and explore strengths and opportunities for change in the neighborhood. ■ During

Continued on page 11



Photo by Kathleen Koblick

Conference attendees



Photo by Kathleen Koblick

Mapping your mile

Vivian, DA's New Top Dog

By Janice Hughes—DA's Office

The District Attorney's Office (DA) has a new addition, a cute Lab retriever mix by the name of **Vivian**, who will turn three this month. Vivian is a fully-trained service dog who can respond to 40 different commands. ■ One year ago, the DA's Office began exploring the possibility of incorporating into their programs and functions the use of a courthouse therapy dog. The research, application, and training for the program were extensive. Canine Companions endowed the DA's office with an exceptionally well-trained dog. Marin is the first DA's office in the state to have a therapy dog. All costs have all been borne by Canine Companions. ■ Deputy

District Attorney **Andrea Buccine** led the efforts to organize the program. Andrea is Vivian's main handler, but many others are willing to keep an eye on her or take her to the dog park. ■ Vivian provides support in a number of areas. She works with the Jeannette Prandi Children's Center, helping young victims be more comfortable with the interview process. Vivian also accompanies young victims in Marin's specialty courts and is available to the staff for interview sessions with witnesses. ■ If any other county departments have a special job for Vivian, please contact Andrea at 499-6450 to discuss the possibility. ■



Photo by Janice Hughes

An employee's daughter shows how Vivian can comfort a witness.

FRANKLY SPEAKING

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Reporter of the Quarter: **Norma Johnson**

Schedule

Articles Due	Publication Date
Tuesday, Nov. 24	Friday, Jan. 29, 2010
Friday, Feb. 26	Friday, May 7
Friday, May 28	Friday, August 13
Friday, September 3	Friday, November 5

Photo by Anne Starr



Bill Pryor showing Ellen Obstler the ropes

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.

Governor Appoints Sweet

By Bryna Holland—Public Defender's Office

Judge **Andrew Sweet** is the newest member of the bench in Marin County, appointed by Governor Arnold Schwarzenegger when Judge **John Graham** retired. Judge Sweet grew up in Tiburon, went to Redwood High School, and lives in Marin. ■ Judge Sweet attended UC Berkeley, then served on Senator **Barbara Boxer's** congressional staff in Washington, DC. He later returned to the Bay Area to complete a law degree at the University of San Francisco. "I thought I would attend law school and then return to Washington, but I discovered I enjoyed working in the courtroom." ■ Judge Sweet continues, "When I graduated from law school, I was hired by the Alameda County District Attorney, who has a great office. I was able to help a very diverse community. It was satisfying to help victims and their families throughout a case. From my first day, I was given discretion to resolve cases; if a case had merit, I would pursue a just conviction. If a person was charged but the evidence wasn't there that the person committed the offense, I would dismiss the case and have the defendant released immediately. The Alameda office strongly emphasized ethics and



Photo by Janice Hughes

Judge Verna Adams presents the newly sworn-in Honorable Andrew Sweet to the courtroom.

the importance of personal reputation." Judge Sweet prosecuted 50 jury trials during his 13 years in Alameda County. ■ He developed an interest in becoming a judge while serving in Alameda County. "As I spent time in the courtroom as a trial attorney, I observed the role the judge played in the courtroom. When I prepared for court, I would consider the possible rulings the judge might make and be prepared to respond to each one." ■ Judge Sweet looks forward to his service as a judge. He considers Marin "my community," and "wants to participate in the justice system in a positive way." ■

Frankly, It's the People

By Anne Starr—HR

In *Frankly Speaking's* 14 years there have been only two copy editors, with a third just starting. That would be a respectable record for paid staff, but the workers are impressively loyal volunteers. A good copy editor delights in a neatly turned phrase, respects standard grammar, and has an eagle eye for spelling and punctuation. He or she ensures that material fits the space available, meets style guidelines, and reads smoothly. ■ With this edition, retired Probation Director of Adult Services **Bill Pryor** is retiring again, this time after eight years as the Civic Center Volunteers *Frankly Speaking* copy editor. Bill says that during his career, "I was concerned with our department's

credibility and wanted to put our best face forward—and I felt the same about the county newsletter." Bill will continue to volunteer as a proofreader. ■ "Bill has contributed immeasurably to the high standards of *Frankly Speaking*," says Editor-in-Chief **Joan Brown** (HR). "We have appreciated his loyalty and sense of humor, two valuable traits when on deadline." ■ New with this issue is *Frankly's* third copy editor, **Ellen Obstler** of San Rafael, an accomplished attorney and legal editor. She teaches legal writing at UC Hastings College of the Law and edits the Environmental Forum of Marin's monthly e-newsletter. "Adding another newsletter will be fun," she says, because "I love to edit." ■

New Director of Finance

By Tom Vasgird—DOF

Last year county voters passed Measure B, merging the Auditor-Controller and Treasurer-Tax Collector's offices into the Department of Finance (DOF) and creating a Director of Finance to oversee the department. This September, **Mark Walsh** began serving as the first director. ■ Mark, 50, had been Sonoma County's Director of Information Systems from 2004 to 2009. Prior to that position he was Sonoma's Assistant Auditor-Controller for seven years. He began working for Sonoma County in 1985. Mark, a CPA, graduated from San Francisco State University. ■ Mark and his wife, Cathy, live in Sonoma County with their 17-year-old daughter. They also have a 20-year-old son. When Mark is not at the office, he's out working in his wife's yard—they have a new flock of six hens, laying about five eggs per day—or cycling. He puts in about 5,000 miles a year on his road bike. Mark says, "Being self-propelled feels really good. I enjoy encouraging newer riders and have plenty of tips for staying safe while enjoying the cycling experience." Mark also enjoys finding food that is



Photo by Janice Hughes

Mark Walsh

a tad off the beaten path or culinary map. "I've been known to ride with a bike jersey full of tamales instead of nutrition bars. You have to stop to eat them, but it's more fun," he says. ■ As Director of Finance, Mark will be closely involved with the long-term formation and design of the Department of Finance. He applied for the position because, "It offers a unique opportunity to join an important team as it is forming, and to help develop common goals to strengthen the County's administration and support functions. Marin County has always been a leader in positively influencing statewide issues, and I wanted to be on that team." Initially, Mark's attention will go toward auditor-controller duties such as financial operations, payroll, accounting, and internal auditing. He will also be deeply involved with the County's SAP accounting system. ■

Green Machine

By Cristina Torresan—P&OS

This past summer, Park Ranger **Adam Craig** (P&OS), stationed at Paradise Park in Tiburon, was able to join his passion for the environment with his love of bicycling. Users of the Mill Valley/Sausalito multi-use path may have noticed Adam patrolling the popular route by bicycle, pulling a cargo trailer full of tools and debris. Adam came up with the idea of using a bike instead of a truck as a way to help spare the air and to reduce gasoline use and expenses. Rangers patrol to look for hazards, perform maintenance, monitor use, and remove debris. Adam says, "On the bike I can more easily see potential hazards and areas needing maintenance, and the opportunity to interact with people increases dramatically. Rangers are more approachable when we are outside of our vehicles and I can educate users about the sensitive resources of Bothin Marsh. Feedback from the public has been great." If you use the bike path and happen to see Adam, feel free to stop and talk, even if you just want to know where he bought that cool cargo trailer. ■



Photo by Cristina Torresan

Park Ranger Adam Craig



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

I'm on vacation. I'm in a restaurant with my daughter in St. Helena. Our waiter, who looks about 14, strikes up a conversation as we wait for my daughter to make her culinary decision. "So where are you folks from?" he asks to fill the awkward moment. "Marin," I say. There's a pause, so I add, "I was born there," just to be conversational. "Wow, I grew up in Marin, too. What high school did you go to?" "San Rafael." "Hey! I have a buddy that went to San Rafael. What year did you graduate?" "1971." "So that would make you like, what, 56?" "That's right." ■ Okay. Up to this point, our discussion has been friendly and not unlike the many conversations I have with people I come into contact with on a daily basis. But that's not enough for our fledgling waiter. He feels compelled to say, "For 56, you look young." ■ Many people would have been flattered, but they're not inside my head. The comment begins a progressive spiral. What is 56 supposed to look like? Is it supposed to look old? Should all of my hair be gone? Just because I can't remember where I parked doesn't mean that I'm unable to function. Sure, I'm older than our 14-year-old waiter, but that's relative. I'm younger than the Rocky Mountains. And where was our waiter during Woodstock, anyway? ■ I take a deep breath, thank the waiter, and turn to my daughter. "So, what's for lunch?" ■

Illustration by Phoenicia Thomas

Otis Steps Up

By **Helen Donahey**—DA's Office

Deputy District Attorney **Otis Bruce, Jr.** recently attended the National Black Prosecutors Association's 26th Annual Conference and Job Fair in Memphis, Tennessee, where he was honored by being selected the association's Southwest Regional Director, representing California, Arizona, Nevada, and Hawaii. ■ Founded in 1983, the Chicago-based National Black Prosecutors' Association has developed into an international professional association with a membership of more than 800. As the new Southwest Regional Director, Otis will promote the advancement of African-Americans in the legal profession and will encourage members to serve as community leaders, educators, and mentors. ■ "This was indeed an informative and empowering training conference," said Otis. He was particularly inspired

"This was indeed an informative and empowering training conference."

Photo by Gilbert Wright



Otis Bruce and Attorney General Eric Holder, Jr.

by the keynote speaker, U.S. Attorney General Eric H. Holder, Jr., who urged members to prosecute cases but to "never forget your fundamental sense of right and wrong." He also encouraged prosecutors to reach out to children and teenagers in neighborhoods and schools before they are "lured into a life of bad decisions." Holder said, "If you reach them early enough, you won't ever have to see them in courtrooms. And as African-American

prosecutors, you can play a special role in breaking the 'us-against-them' myth that divides young people from the men and women in the law enforcement community." ■ Another conference highlight for Otis was a Memphis historical tour that allowed him to visit "Slavehaven," the mansion that served as a way-station for runaway slaves. He also saw Beale

Street, often considered the birthplace of the blues; the National Civil Rights Museum, located at the Lorraine Motel where Dr. Martin Luther King, Jr. was killed; and the Stax Museum of American Soul Music. ■ Otis currently is the treasurer of the Marin County Bar Association and is an active community volunteer. He began working for the County as a Civic Center Volunteer and joined the District Attorney's Office in 1990. ■

Photo by Janice Hughes



L to R: Nursing interns Jenny Cabaluna and Liza Aoanan of Dominican University, Project Independence Director Rita Widergren, RN, PHN, intern Jordan Blanks of San Francisco State University, and intern Benedict Putulin from the University of San Francisco, planning the next Healthy Living Workshop

Rx to Cope with Chronic Illness

By **Anne Starr**—HR

Imagine that you eat well, exercise, and follow doctors' orders, yet continually hurt, ache, or endure some other ongoing condition. Imagine that your illness will last indefinitely and that it has no visible symptoms. Imagine that when you must miss a meeting or event, your friends, colleagues, and family doubt your explanation and spout unsolicited advice. ■ Welcome to the world of invisible chronic illness, the focus of National Invisible Chronic Illness

Awareness Week, September 14 to 20. The causes are many—arthritis, cancer, diabetes, heart disease, and more—yet the challenges are similar. Chronic disease can leave patients tired, reacting to side effects of medications, and open to others' misjudgments. ■ "It can

be depressing to have a chronic illness," says Senior Registered Nurse **Linda Dobra** (H&HS), who serves patients with HIV and other chronic conditions. "We in public health promote self-care and staying active in one's community. Engagement can empower patients and help them to deal with the stigma, even the self-stigma, which comes with some diseases." ■ A patient with a short illness can put everything on hold while recuperating, notes Supervising Public Health Nurse **Rita Widergren** (H&HS), but if people with chronic illness did that, they would miss out on life. Rita manages a Division of Aging & Adult Services' program that offers a free

course for those who want to learn self-care for chronic illness. "We cover any and all chronic conditions, from asthma to depression to hypertension and rheumatoid arthritis," she says. ■ Anyone 18 or over, including county employees, may attend a Healthy Living Workshop to learn how to handle the daily effects of illness without compromising quality of life. Six-week sessions are held year-round for groups of five to 15 people. ■ The workshops began in 2003, after county public health nurses received training at Stanford University. The program later grew to include non-nurse H&HS staff members and Civic Center Volunteers as teachers. All course leaders receive training and have direct experience with chronic conditions. Administrative Services Associate **Catherine Sullivan** (H&HS) coordinates the program. ■ In addition, many mental illnesses are invisible and chronic, so Mental Health Nurse Practitioner **Marne Sarria-Burgess** (H&HS) adapted the course for patients with mental illness. ■ Visit the Division of Aging & Adult Services website, www.co.marin.ca.us/aging or call 499-6376 for workshop information. ■

Mike Daly New Chief PO

By Joanne Buckwalter—Probation

Mike Daly, whose career goal of being a juvenile probation officer started at age 20, was recently selected to head the Marin Probation Department as Chief Probation Officer. Mike, a California native and resident of Marin County since 1973, has been an employee of the Probation Department for 19 years. He served in various positions as line staff and supervisor. He has a BA in social sciences with a concentration in criminal justice from



Mike Daly

Photo by Janice Hughes

Cal Poly in San Luis Obispo and a master's degree in public administration. Mike is fortified with the knowledge and experience necessary to address both the criminogenic needs of the community and the pressing budgetary issues that confront the County. Mike often says, "We don't have to keep doing things the same way we used to do them." In his new role, he will continue to implement changes that reflect the direction of probation departments across the country and Marin's own mission statement incorporating evidence-based practices, managing for results, and motivational interviewing. ■ Mike says he is up for big challenges and finds nothing more rewarding and gratifying than helping another human being. These traits support his goal of making the Probation Department the best probation department in California. ■ When he isn't in the office or attending community events to further develop positive and helpful relationships, you can find Mike at a Giants game, playing golf, spending quality time with his wife, Peggie, or with friends and family at his getaway at Lake Almanor. ■

"We don't have to keep doing things the same way we used to do them."

Summer—Not a Vacation Time for Librarians

By Nancy Davis—Library

The children's and teens' librarians at the ten branches of the Marin County Free Library are currently taking a deep breath and recovering from a hectic, high-energy summer. The Library sponsors extremely popular summer reading programs for children and teens. This year more than 3,400 Marin children signed up to participate in "Be Creative @ Your Library," and 458 teens participated in "Express Yourself @ Your Library." ■ Librarians prepared for the summer by making numerous visits to local schools in late May and June, describing the programs, and inviting kids to join. The children's rooms and teen areas were bustling throughout the summer as participants came in to sign up, claim their prizes, talk to the librarians about the books they read, attend special programs such as magic and puppet shows, and pick out more books to take home. Some branches partnered with the Marin Humane Society to offer "Read to a Dog" sessions, where children practiced their reading-aloud skills with well-behaved dogs as their audience. ■ Participants kept a log of their reading through the summer and won small prizes and raffle tickets. They



Children's librarians L to R: Eva Patterson, Marilyn Wronsky, Carolyn Potter, Kathleen Fitzhugh-Remitz, Helen Romero, Sandy Duzak, and Bonny White

Photo by Janice Hughes

were welcome to read anything they liked; the goals were to keep children reading through the summer, develop their reading skills, and increase their joy and interest in books. Grand raffle prizes were awarded at the end of the summer. At some branches, such as Fairfax, children also participated in related activities, such as drawing animals and writing poems. Many older children in the community acted as volunteers to assist in running the programs. ■ Teens wrote brief reviews of the books they read and posted them on the Library's website. They also submitted answers to the "mystery book of the week" quiz that posed questions about popular teen titles; the answers could be found by

using the Library's online catalog. Most of the teens enjoyed the opportunity to participate online. ■ **Carolyn Potter**, children's librarian at the Fairfax branch, said the first couple of weeks of the summer are always "insanely busy," but after that, "I begin to relax and summer becomes my favorite season at the Library." **Marilyn Wronsky**, at the Corte Madera branch, adds, "This has got to be the most gratifying job on the planet—helping over 1,000 enthusiastic summer readers find that perfect book!" ■ The school year brings new demands on the librarians for help with homework assignments. And soon they will begin making plans for next year's summer reading programs. ■

Photo by Larry Matelli



Because the Sheriff's K9s are confined to land patrol, the Sheriff has taken to deputizing sea lions. Just kidding. Last July, Deputies **Larry Matelli**, **Scott Jensen**, **Robert DeMiguel**, and **Danny Maples** (Sheriff) decided not to bust the little guy for attempting to jaywalk on Hwy 101 in Marin City. Instead they notified Marine Mammal Rescue. The real hero was Larry for holding the celebrity pinniped in the back of his patrol car, poop cleaner and all. ■

Perseverance furthers. **Shelly Scott** (Assessor) graduated from Emerge California, a political leadership training program for Democratic women in the San Francisco Bay Area. She was chosen over 266 other candidates to participate and went through a seven-month program. ■

John Wilson (IST) and his Grateful Dead cover band, Dead Set, played live on KFOG radio to promote this summer's Jerry Garcia Day Celebration. ■

Photo by Nancy Brighton



L to R: John Wilson, Thomas Murphy, Jimmy Brighton

2009 DPW softball team members

Photo by Judy Thomas



L to R, Back: Robert Harris (CDA), Carrie Ann Colton (HR) holding Kierra Kavanagh, Scott Joubert (DPW), Ken Tisdale (DPW), Nancy Fox, Marcus Mettenko, Stephanie Skophammer, Jerry Channel (DPW), John Wanamaker (DPW), Vanard Goodman (DPW) L to R, Front: Colton Kavanagh, Art Brook (DPW), Jimmie Hudson (DPW), Little Jimmie, Leigh Cariglio (H&HS), Christina Ayers, Patrick McNeerney (DPW), Tom Buell (DPW)

The Park Rangers are still recovering from trying to control the Probation Department luau held in August. Not sure about the hula contest, but there were also egg tosses and three-legged races. **Tori Creighton** received special recognition for her 10 years of extraordinary service. ■

Giving is receiving for **Nuvia Urizar** (Probation) who visited Zambia over the summer. Nuvia spent her time helping missionaries and providing needed assistance to children awaiting HIV testing. On the way home she took in London during an 11-hour layover. Welcome back. ■



Photo by Kelli Gaffney

New grandmother **Patty Boos** (Courts) welcomed Isaac Scott Lyons into the world July 31. His parents are Karen and Allen Lyons. His older brother is Matthew. ■

Clarissa Daniel (CAO) married long-time partner, Bob Britton, in a beautiful spot on top Mt. Tam on May 16. They were married by an old friend who is a Buddhist priest and were joined in their celebration by a small group of close friends. ■

Heather Burton (IST) brought home her second child from Guatemala, a beautiful 20-month-old girl, Sara. Big brother, Nate, is happy about his new sister. ■



Photo by Doni McGee-Lundy

L to R: Cathy Kennedy, Tara Clark, Dana Armanino

Cathy Kennedy (H&HS), **Tara Clark** (H&HS), and **Dana Armanino** (CDA) play together on Sublime, an over-35 soccer team in the Golden Gate Women's Soccer League in San Francisco. They also all play in the Marin Women's Soccer League on different teams. ■

Summer Fun Report from the Assessor's Office: **Cathryn Tait** and husband Dave vacationed in Maine, where they camped, visited with family, and ate lots of fresh lobster. **Sheila McBrien** went to Maryland in August for her nephew's wedding. **Kathy Tobin** spent several sun-filled days at Lake Tahoe. **Nancy Carpenter** went to Texas. **Florence Shimano** went to England with friends from college in May and went to Canada in August. **Doug Allen** went to Disney World after attending a service organization conference. **Chris Gaffney** went to Kansas for his grandmother's 95th birthday. **Bill Pierson** went to Yellowstone after a trip to Yosemite with friends including **Mike Rakitnichan** and **Tracy Pioli**. **Connie Siebler** and her grandson, Jackson, took a trip to Alaska to see wild animals in Denali Park. **Phyllis Gray** took a trip to Disneyland with friends. ■

Batter Up!

By Carrie Anne Colton—HR

The Department of Public Works (DPW) won the 2009 County Softball League championship for its second year in a row, just beating the Assessor's Office in a 7-5 playoff game on August 7. The DPW team was also the champion in 1996, 1997, 2003, 2004, and 2006. The following participated in this year's league: Assessor, Public Defender, Probation, Sheriff, and Parks & Open Space/Humane Society. Departments or employees interested in playing next year should contact **Bill Pierson** (Assessor) at 499-7224. ■

Grab Your Coat, Get Your Hat!

By **Danny Maples**—Sheriff's Office

With the cold season upon us, Director of Prisoner Programs **Peggy Harrell** (Sheriff) is asking county employees to donate clothing and bedding items for inmates in the Marin County Jail. Many of these inmates are indigent and/or homeless and need warm and waterproof clothing upon their release from custody. Peggy will gladly accept jackets, rain ponchos, sweats, gloves, knit hats, shoes, socks, and any other items that will keep folks warm and dry. If you have blankets to donate, Peggy will distribute them to the homeless shelters where many inmates go upon leaving the jail. ■ Receiving and distributing donated clothing is one among many services Prisoner

Programs provides to inmates in the Marin County Jail. Through Prisoner Programs, inmates can earn their GED, take English as a second language classes, attend parenting classes, get help with job interview skills and resumes, attend Alcoholics Anonymous and Narcotics Anonymous meetings, go to church services, get help with child support issues, attend a support group, and take creative writing classes. They can also record a children's book on tape and have it sent home to their children—Peggy's personal favorite program. ■ At any given time there are about 280 to 300 inmates in the Marin County Jail, all of whom have access to and benefit from

Prisoner Programs' services. ■ Peggy has worked in the jail for the past 25 years running Prisoner Programs, which has become quite successful. She credits Sheriff **Robert Doyle** with much of that success through his consistent and ongoing support of providing programs for inmates. Currently 19 outside agencies provide inmates with various programs, which Peggy coordinates and supervises. She still runs the show after all these years, but it is quite different from her early days of distributing books, magazines, and paper and pencils to the inmates out of a cardboard box. ■ If you wish to donate, please call Peggy directly at 499-3203 or e-mail pharrell@co.marin.ca.us to schedule a drop-off. We can all help make a difference this holiday season through this and other programs. ■

Photo by Janice Hughes



Peggy Harrell

Golf League Wraps Up

By **Joe Spaeth**—Public Defender

The valiant golfers of the Marin Civic Center Golf League concluded another successful year with an 18-hole tournament and gala awards banquet on September 22 at the Indian Valley Golf Club in Novato. The tournament was the culmination of an ambitious 19-match season that extended from April to September. ■ Twenty two-person teams competed in nine-hole matches every Tuesday evening at Indian Valley and Peacock Gap golf courses. There were individual competitions and two team competitions. All players were divided into men's and women's flights according to their skill levels and competed for low gross scores. All players competed to score the highest number of net eagles during the season, and substitute players not on teams competed for the lowest individual net scores. ■ The teams of **Dave Bernardi** (retired DPW)/ **Pat Echols** (DPW) and **Randy Hiseley** (retired DA)/**Al Kaan** (DA) shared first place in the *Match Play* competition, each team compiling 25 points. Top honors in the *Low Net Total* competition went to the team of **Dave Osaki** (Sheriff)/**Phil Snell**, winning by 14 strokes over the second place team. **Steve Petterle** (P&OS) won the *Substitute* competition. ■ The winner in the women's *Diamond Flight* was Pam Nicolai, with a season average nine-hole gross score of 50.2. Other women's flight winners were Christine Sansome of Mill Valley Parks & Recreation, and **Bette Bohman** (retired H&HS). The winner in the men's *Gold Flight* was Steve Petterle, with an astonishing nine-hole average gross score of even par 36 for the season. Other flight winners were **Howard McFarland** (H&HS), Randy

Hiseley, Justin Offenbach, and **Robert Turner** (CDA). ■ Bette Bohman compiled the most net eagles for women with 17; **Ralph Rassi** (H&HS) was the men's winner with 16. Again this year, two players posted a natural eagle: **Pat Cunningham** (DPW) and Phil Snell on the par-5 hole #17 at Peacock Gap. ■

On a very hot day, the team of Dave Bernardi, **Jennifer Choi** (DPW), Justin Offenbach, and captained by **Ed Henry** (retired CDA), won the year-end "Lemon Ball" tournament, but all participating players took home prizes. Men's individual low gross score honors went to Steve Petterle, with a sparkling two over par 74; Luke Offenbach, cafeteria manager, shot a net 72 to capture the low net trophy. Pam Nicolai carded the women's low gross (91), while the women's low net (70) went to Linda Little. ■ The league is open to county employees, former employees, and others from the greater county golfing community. Players in the league represent over a dozen county departments. Anyone interested in playing next year should contact Public Defender **Joe Spaeth** by email or at 499-7511 in March 2010. ■



Photo by Robin McNally

L to R, Back: Pat Echols, Linda Little, Robert Turner, Ed Stewart
L to R, Middle: Joe Spaeth, Pam Nicolai, Rick Carlsen, Steve Petterle, Jim Flageollet L to R, Front: Kit Mitchell, Barbara Carlsen, Bette Bohman, Dave Bernardi

Photo by Janice Hughes



L to R, Front: Aaron Malilay, Teresa Gonzalez, Judy West, Chon Humaran, John Selvage, Michael Mayorga, Mark Stewart, Dennis Galvin, Paul Ayala Back: Julio Cifuentes
Not pictured: Leticia Navarrete

Team of the Quarter

By Cathy Selmi—IST

The Custodial Group from Department of Public Works' Maintenance Division Team was selected as Team of the Quarter for the first quarter of FY 2009–2010. The Custodial Group cleans up after their fellow employees

and the general public at county facilities. They are responsible for cleaning offices, bathrooms, and public spaces. They raise the flag and make sure doors and windows are locked. As a group, they are always professional,

helpful, and courteous. The team comprises **Paul Ayala, Edwin Cabingas, Julio Cifuentes, James Cole, Dennis Galvin, Teresa Gonzalez, Encarnacio "Chon" Humaran, Aaron Malilay, Michael Mayorga, Antonio Millan, Leticia Navarrete, Chris Pacis, Glenn Samson, John Selvage, Mark Stewart, Ed Violago, and Judy West.** ■ The nomination says of the team, "It is hard to imagine more enthusiastic and devoted employees. They are responsive to calls for small disasters, answering questions, or special requests for garbage pick-up. One of the things we admire about this team is they always have a smile and a kind word to say, no matter how busy they are or what kind of job they are on. They are a joy to have around." ■ At the presentation on September 1, Board President **Hal Brown** said, "Our custodial team goes a long way in making our jobs here easier and more enjoyable." Professional, helpful, and proud of their work, they are true examples of excellence in public service." ■

A Day in the Life of a Custodian

By Norma Johnson—Courts

"The job isn't glamorous, but it has to be done," says **Paul Ayala** (DPW) when asked about his work as custodian. October 2 was National Custodial Workers Day. The blue-garbed custodians clean bathrooms, halls, and water fountains, remove trash, replenish bathroom supplies, and move furniture. They also have particular insight into human behavior, especially in the Hall of Justice. ■ "When people are unhappy with what occurs in court, they don't take it out in the courtroom but the bathroom," Paul says. The staff has found a wad of toilet seat covers dumped in the toilet, scratched mirrors, and graffiti on the walls. ■ "We come across a lot of things that can't be put into print," **Judy West** (DPW) says. "We laugh together at the end of the day." Paul adds, "The camaraderie keeps us going. We share war stories that can be pretty nasty, but they become a joke." ■ "I've found the floor all wet

from someone bathing in the bathroom," says **Teresa Gonzalez** (DPW). Judy has seen evidence of recent shaves as well. She attributes most of these occurrences to people departing from a stay in jail. ■ Teresa enjoys interacting with people while carrying out her duties. "I have talked with someone in the bathroom and she hugged me on her way out, saying, 'I can go back to work; I feel better now.' It's like therapy in the bathroom," Teresa says. ■ The staff has to anticipate when supplies may run low. "We can tell you which stalls are used more than others," says Judy. Throughout the day, they check, even when they are leaving at the end of their day. ■ They also take the brunt of criticism when changes are made. "When the bathroom tissue was changed, we heard about it. When the paper towels went to rolls, people told us." Judy says. She says eventu-

ally most people are won over. ■ The custodians sometimes go above and beyond the call of duty. "We are scheduled to pick up the trash Mondays, Wednesdays, and Fridays. But we change more often because we know that food items get smelly," says Judy. ■ Frustrations do occur. Judy's pet peeve is finding coffee cups in the trash with coffee in them. "Please dispose of the coffee. It gets on our clothes," she says. Also, she has noticed people do not recycle as religiously as they used to. She and Teresa find a lot of paper in the garbage. ■ Overall, the workers have a healthy perspective about their work. "People are appreciative of what we do. We know that when we do the job right, it lets the rest of the departments operate well, whether it's picking up trash in the bathrooms, cleaning the offices, or moving furniture," Paul says. ■ "We don't take our work home with us like a lot of people do. People say we are always smiling. At the end of the day, we're so tired, we're just ready to go home," Judy says. ■

"The camaraderie keeps us going. We share war stories that can be pretty nasty, but they become a joke."

EMPLOYEES OF THE MONTH

GRADY LIVINGSTON

JULY

Archive photo



As a Group Counselor III at the Marin County Juvenile Hall, **Grady Livingston** is the lead staff person on the p.m. shift. The Juvenile Hall staff respects Grady for his leadership and positive influence on the lives of young people who are detained. Grady puts forth his best efforts on a daily basis to help steer troubled teens in a positive direction. Grady leads by example, is very orientated toward the safety and security of the youth detained in Juvenile Hall, and has excellent counseling skills. Grady takes pride in his work and is very supportive of the members of his team. ■ His leadership, compassion, understanding manner, and patience in providing a positive role model to Marin's troubled youth exemplify public service at its finest. Congratulations, Grady, on the honor of being selected as Employee of the Month. ■

By **Steve Blair**—Probation

JIM RODGERS

AUGUST

Photo by Janice Hughes



Family Nurse Practitioner **Jim Rodgers** has worked for H&HS as a Detention Nurse Practitioner since 1992. Working with multidisciplinary agencies in Marin and surrounding counties, Jim provides comprehensive care to those who are incarcerated. He approaches his job with practicality, wisdom, and balance. While providing chronic and acute health care for the incarcerated is neither glamorous nor easy, Jim is the consummate professional. An expert in correctional medicine, he collaborates with multidisciplinary agencies across a variety of specialty care areas, including emergency response, acute trauma, addiction medicine, pregnant inmates, chronic disease, infectious diseases, orthopedics, endocrinology, oncology, and gerontology. Jim negotiates the complexities of providing quality health care within the detention environment. ■

By **Marsha Grant and Larry Meredith**—
H&HS

JESUS CONTRERAS

SEPTEMBER

Photo by Janice Hughes



Jesus Contreras has worked for the Marin County Probation Department since July 2006. He is the Adult Division's receptionist extraordinaire. Jesus is the first person to greet and assist probationers in the office. Given the nature of probation services, many individuals who visit are there due to unpleasant circumstances. Jesus' smile, professional demeanor, and coolness keep the front office under control. Jesus is always polite when assisting clients with questions, as he eases the nerves of both English- and Spanish-speaking probationers who may be experiencing the justice system for the first time. Jesus is truly a rising star in the Probation Department and an excellent representative to the public for the County of Marin. He is highly respected by his colleagues for his patience, positive work ethic, and ability to handle stressful situations. ■

By **Mariano Zamudio**—Probation



Forensic Social Worker

By **Bryna Holland**—Public Defender's Office

Suzanne Dowling, a forensic social worker with the Public Defender's Office, gets funny reactions to her job title. "People think we look at dead bodies for a living," she says. Actually, as a forensic social worker, Suzanne uses her psychology and social work training to assist clients and courts in addressing difficult and often emotional issues in adult, juvenile, mental health, and substance abuse cases. ■ Suzanne received a master's degree in social work from UC Berkeley and was a child welfare worker in Alameda County for 13 years. She has been with the Public Defender's Office for eight years. She serves as liaison between clients and community-based treatment, providing vital support to attorneys by locating appropriate treatment programs and preparing clients to

enter those programs. Deputy Public Defender **Pedro Oliveros** says of Suzanne's work, "She has gone out of her way to help enrich our clients by guiding them to resources for housing, mental health treatment, veteran's programs, and more. She has made our difficult jobs much more manageable." ■ Suzanne works closely with Deputy Public Defender **George Shea** to support participants in the newly established Family Violence Court. George comments, "Her participation has been invaluable. Recently she helped place two clients into a caring residential treatment program where they are flourishing. She also supervises post-graduate social worker interns who have provided comfort and assistance to some of our clients with great needs." ■ Suzanne is actively involved in community efforts such as Marin Homeless Connect and at the national level she serves as the president of the National Association of Forensic Social Workers. ■

Photo by Josephina Centieros



Suzanne Dowling

Photo by Kathleen Roach



L to R: Alison Clayton, Oscar Guardado, Lucia Iglesias, Gaelen Clayton, Frima Stewart, Pam Doerr, Donna West, Kathleen Roach

The New CoP

By Alison Clayton and Sparkie Spaeth—H&HS

Restructuring? If you are not yet familiar with this concept, you will be soon—it's happening everywhere. As resources become more limited, new ways of working are emerging in the County that offer opportunities to break down the old "silos" and create more effective approaches to getting the job done. ■ Last November, under the guidance of **Frima Stewart** (H&HS), the Public Health Nursing unit was reconfigured to strategically integrate experienced public health nurses within existing key

programs of the Health and Human Services Department, with the larger goal of improved community engagement. Four program areas were involved in this integration: Older Adults and Aging, under the leadership of **Nick Trunzo**; Public Health Preparedness/Communicable Disease, under Dr. **Fred Schwartz**; Clinical Services, under Dr. **Craig Lindquist**; and Community Health and Prevention, under **Sparkie Spaeth**. ■ The tool used to achieve these new work teams is called Community of Practice (CoP). CoP is a way of working that brings together groups of people who share a passion, concern, and expertise in a particular area. For example, the public health nurses learned from each other how to work together more effectively by sharing their knowledge and experience. Action Teams were created to meet for a limited time to focus on specific issues and develop goals. The first team formed was the Community Events Action Team. This team was charged with creating guidelines for Public Health participation in community events, with the underlying commitment of building community capacity. Success will be measured by strong community partnerships that address emerging needs of Marin's diverse communities. ■ Hard-working Action Team members include **Alison Clayton, Mirta Cuevas, Pam Doerr, Barbara Goodman, Cio Hernandez, Lucia Iglesias, Linda Metz, Yzaida Miranda, Gary Najarian, Kathleen Roach, Sparkie Spaeth, and Donna West**. ■

In Memoriam

Mike Lowrie, Administrative Analyst in the County Administrator's Office, passed away on September 13 after a lengthy illness. An analyst since the fall of 2006, Mike was a valued member of the administrative team. His contributions and presence will be long remembered. He is survived by his mother in Lake County and by his partner and three children in San Francisco.

The Public Health Nursing unit was reconfigured to strategically integrate experienced public health nurses within existing key programs of H&HS

Roving Reporter

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

November 28 is "Buy Nothing Day." What do you wish you'd never purchased?

Jon Botson (H&HS): "My ex-wife's engagement ring! We were really young when we got married. It just didn't work out, but we're still friends."



Photos by Connie Seibler

Yneisa Castillo (H&HS): "My car. I bought a Ford Focus and I would have liked something better. I wish I could have bought something nicer and newer. The Focus is too small."



Cathy Clary (IST): "Buy Nothing Day—that doesn't seem right! I can't think of anything. I like what I buy—I like my car, I like my house. I'm a smart shopper—what can I say?"



Sharika Hemphill (Retirement): "Something I have to purchase constantly and wish I didn't is gas. I live in Sonoma County and I'm constantly filling up. It's really expensive. I like those times when I can get the Safeway credit."



Haiku

By **Bob Beaumont**—DPW

Pigeons with IQ's
Perch aloft sharing the news
And, of course, high coos.

Breaking Bread

By Nancy Grisham—County Counsel's Office

Perhaps you have noticed lately that there are changes impending in our society concerning our eating. We are being urged to be aware of what we eat and where the food we eat comes from. We're told to eat more vegetables and fruits, more locally produced food, and to choose food that has been produced in a sustainable manner. ■ We are also being urged to be aware of how, where, and with whom we eat. In fact, October was national "Eat Better, Eat Together Month." Studies show that teenagers and children report that they enjoy having meals with their own family because it enables everyone to share laughter and the day-to-day happenings in each other's lives. ■ Public Health Nutritionist **Linda Armstrong** (H&HS) says that "children learn their eating habits early in life, so eating with their family is the opportunity to establish good habits that will carry them throughout their life. Our so-called 'nostalgia foods' are those we remember most from our early childhood. Meals that are prepared and eaten at home are usually more nutritious and healthy." Linda adds, "family mealtime is a good opportunity to practice social skills and meal etiquette." ■ With the hectic pace of our lives today, with cell phones, the internet, and multiple media distractions, group meals are declining. Taking the proactive step of planning a specific number of meals with others can help nutritionally, socially, mentally,

**Tips adapted from Anne Henneman, R.D., Univ. of Nebraska, Coop. Extension, by and through Nutrition Education Network of Wash., WSU, and U.S. Dept. of Ag. Food and Nutrition Service. For a free online tool kit about sharing meals, see <http://nutrition.wsu.edu/ebet/background.html>.*



Employees who regularly gather in the Civic Center café for lunch
L to R: Jeanne Miche (DPW), Sherla McBrian (Assessor), Roy Given (Treasurer/Tax Collector), Kathy Rael (DOF), Willie Payton (Assessor), Kathy Anderson (DPW)
Not pictured: Peter Cole (DPW), Nancy Carpenter (Assessor/Recorder)

and emotionally. ■ Suggestions for increasing the number and quality of shared meals include:

- Eat with friends at work
- Schedule three or more shared meals a week
- It's OK to cook it quickly, but try to eat it slowly, and spend time sharing stories and funny happenings
- Take telephone calls later
- Turn the TV off during dinner
- Experiment with having each member make a dish
- Let each person decide how much he or she wants to eat.*

Join the trend to eat better by eating together. ■

Your Mile cont'd

From front cover

the morning portion of the conference, the following speakers laid the groundwork for the day: **Dr. Larry Meredith**, Director, H&HS; **Steve Kinsey**, Marin County Supervisor; **Kristin Drumm**, Senior Planner, CDA; **Craig Tackabery**, Assistant Director, DPW; and Heather Wooten, Senior Planner, Planning for Healthy Places, Public Health Law & Policy. ■ In the afternoon, attendees gathered in groups to "Map Your Mile." They set out with cameras to examine a 1.5-mile area of the neighborhood surrounding Pickleweed Community Center, looking for opportunities for change in the built environment as well as noticing which places support health and well-being. Ten groups looked through the lenses of ADA accessibility, equity, pregnant and parenting families, emergency services, places to play, nutrition, mental health, alcohol and tobacco, walkability, and

non-motorized transportation. Each group then presented its photo essay describing what it found and highlighting important opportunities for change.

■ The "Map Your Mile" exercise is a model to examine your own community. Conference organizers are asking everyone to be part of this work by mapping your own mile.

- Map your walking route, starting from your home or worksite
- Take a digital camera so that you can capture your observations and ideas to send in later
- Photograph and describe areas where walkers and wheelers would benefit from improvements in the built environment. Think about this from as many perspectives as possible, including ease of use for pedestrians, bikes, wheelchairs, and strollers; capacity for walkers in family groups of three or more, and access to places to play; healthy foods; water resources; public transportation; emergency services;

medical assistance; and mental health sites

- Send a description or map of your route, along with your photos (including information about the location and description of each photo) to WalkYourMile@MarinBeHealthy.org. They will be posted on the Built Environment website: www.MarinBeHealthy.org
- Consider what you could take on as your personal project to improve access.

Keep us updated on your progress. We will compile the results and photos from the access mapping exercises and post them on the website. "Map Your Mile" is part of a larger plan for nutrition and wellness, and we are eager to learn together what changes are needed in all communities throughout Marin. By mapping Marin County and documenting it through photos and descriptions, we can create change. ■

The conference addressed how the built environment supports or fails to support our health, safety, and well-being.

Vacation Photos

By Janice Hughes—DA's Office

Congratulations to **Denise Caramagno** (H&HS), **Cindy Morris** (H&HS), and **David Vaughan** (DPW) on their winning entries in the annual *Frankly Speaking* vacation photo contest. They each won a \$25 gift certificate from Marin Filmworks in San Rafael and their photos are on display in the Civic Center Cafeteria for the month of November. We also have on display Honorable Mention photos from **John Neville** (DPW), **Carmen Tristan** (H&HS), and **Jeff Wong** (CAO). ■ Thank you to all who participated this year. ■

We had a huge response and enjoyed seeing photos of the wonderful places you visited. We're looking forward to more of the same next year.



Lake Tahoe—By David Vaughan (DPW)



Melbourne, Australia—By Denise Caramagno (H&HS)



San Rafael—By Cindy Morris (H&HS)

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from May 30 through August 29, 2009

Carol Segler	Mental Health Registered Nurse, H&HS
Lea Wyatt	Library Branch Aide I, Library
Jennifer Da Silva	Licensed Crisis Specialist, H&HS
Kempen Robbins	Hazardous Materials Specialist I, DPW
Joseph Elward	Fire Fighter I, Fire
Chandra Gopisetty	Principal Systems Analyst, IST
Ngoc Loi	Social Service Work II-Bilingual, H&HS
Janell Myhre	Assistant Emergency Services Coordinator, Sheriff
Eithne Bullick	Environmental Health Specialist II, H&HS
Robert DeMiguel	Deputy Sheriff Trainee, Sheriff
Blythe Wilhelm	Administrative Services Technician, CDA
Darrel Patchin	Maintenance Equipment Operator, P&OS
Michelle Wagner	Deputy Sheriff Trainee, Sheriff
David Bell	Deputy Sheriff Trainee, Sheriff
William Bradbury	Deputy Public Guardian/Conservator/Inv, H&HS
Joseph Murphy	Communications Dispatcher I, Sheriff
Tracy Turner	Deputy Sheriff, Sheriff
Leanne Augusto	Communications Dispatcher II, Sheriff
Linda Dahl	Assistant Director Community Development, CDA
Philip Scott	Senior Accountant, DOF
Pamela Thompson	Financial Analyst, DPW
Deborah Shea	Purchaser II, DPW
Esteban Cotas	Senior Personnel Analyst, HR
Keith Bowden	Intermediate Clerk/Typist, Retirement
Christina Casanova	Deputy Public Guardian/Conservator/Inv, H&HS
Seana O'Farrell	Communications Dispatcher I, Sheriff
Swapnil Pagare	ERP Senior Systems Analyst, IST
Christopher Ratliff	Deputy Sheriff Trainee, Sheriff
Michael Ciranni	Staff Psychiatrist, H&HS
Christine Wheeler	Communications Dispatcher I, Sheriff
Nancy Merritt	Intermediate Clerk/Typist, Retirement

Farewell to Retirees!

Margaret Levine	Senior Public Health Nurse, H&HS
Nancy Gorton	Senior Clerk/Typist, Library
David Moore	Fire Engineer Paramedic, Fire
John Roy, Jr.	Deputy Sheriff, Sheriff
Judie Lane	Microbiologist III, H&HS
Samuel Brown	Deputy Sheriff, Sheriff
Cathryn Watson	Legal Process Assistant II, Probation
Karen Moe	Secretary, H&HS
Susan Paul	Accounting Assistant, DPW
John Thompson	Communications Dispatcher II, Sheriff
Yolanda Granucci	Deputy Sheriff, Sheriff
Bruce Cook	Deputy Sheriff, Sheriff

Honorable Mention



SF—By Carmen Tristan (H&HS)



Ireland—By John Neville (DPW)



Napa—By Jeff Wong (CAO)