

# FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

FRANKLY SPEAKING

LOOK FOR THE NEXT  
FRANKLY SPEAKING  
IN YOUR E-MAIL!

## Frankly Changes With Budget Crisis

*Frankly Speaking* is tightening the belt in these tough economic times.

This is the last 12-page printed quarterly issue. We will be going electronic, publishing three times a year instead of four, and reducing the number of pages to eight. ■ The idea of an employee newsletter came from the work of a County Employee Recognition

Committee chaired by Supervisor **Hal Brown** in 1994–1995. The committee recognized the critical importance of employees having a voice to communicate with each other and help shape the culture of the county by putting forward articles, photos, and ideas. ■

A countywide contest was held to name the yet-to-be-created publication. More than 270 ideas were submitted. The four criteria were: **1.** unique identity to Marin; **2.** inclusive of all locations and employees; **3.** non-bureaucratic; and **4.** upbeat in tone. Three employees independently suggested the title *Frankly Speaking*, a play on Civic Center architect Frank Lloyd Wright's name and emphasizing the importance of frank communication among employees. In addition to seeing their suggested title in print, each winner won a free lunch with Supervisor Brown. The masthead was created by Civic Center Volunteer **Mary Keydash**, who designed the simple line drawing of Mt. Tamalpais, a universal symbol of Marin. The Futura font and red square replicated Mr. Wright's business card.

We then put out a call for reporters in each department to submit articles and photos; more than 35 volunteered. ■ The first issue was published January/February 1996. **Janice Hughes** (DA) was our first official photographer and remains so to this day. The now-Haiku-famous columnist **Bob Beaumont** began his career with *Frankly Speaking* writing a front page article about the new Urban Search and Rescue Team. ■ Your reporters and editorial board remain fully committed to the goals and values of our newsletter, continuing our mission as the countywide publication for and by employees. Look for us in your e-mail on September 24. ■

*Joan*

**Joan Brown**  
Editor-in-Chief, 1996–present

### Homage to the Last Frankly Paper Issue

By **Bob Beaumont**—DPW

Clearly fine *Frankly*  
More than just a slick fish wrap  
Brilliance end to end.

## Law on the Water

By **Danny Maples**—Sheriff's Office

Ahoy, Matey! Raise your hand if you knew the Sheriff's Department had a marine patrol boat. Did you know they

actually have two boats? The Sheriff's Marine Patrol Unit was implemented in the 1960's as an auxiliary unit and staffed as needed. In the mid-1980's the Marine Patrol Unit was restructured to operate full-time with one deputy and a complement of Civic Center Volunteers. The Marine Patrol Unit currently comprises two full-time deputies,

**Jonathan Harrison** and **Nick Pottorff**, who are responsible for maintaining and operating the Marine Patrol's two boats, Rescue One and Rescue Two. Lieutenant **Cheryl Fisher** oversees the unit. A small cadre of trained deputies and reserves fills in empty spots as needed. Civic Center Volunteers round out the team, including **Sid Emison**,

**Daniel Freeman**, and **John Sullivan**.

■ The unit patrols approximately 90 square miles of waterways and 59 miles of coastline, from San Antonio Creek in the Petaluma River to Tomales Bay. The unit's duties include enforcing local and state waterway and boating laws. They investigate crimes of all

Continued on page 11



L to R: Deputies Jonathan Harrison and Nick Pottorff aboard Rescue Two at Loch Lomond Marina



Marine Patrol members Mike Blasi and Jonathan Harrison rescue sailboaters in Kirby Cove near Point Diablo below the Headlands moments before the sailboat became flotsam.

File Archive

File Archive

## FRANKLY SPEAKING

## Editorial Board

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 Printing: **Marin County Printing Services**  
 Printed on 100% post-consumer paper

*Frankly Speaking* is a quarterly publication for and by Marin County employees. It is accessible with paychecks, on the MINE homepage, and at [www.co.marin.ca.us](http://www.co.marin.ca.us)—enter *Frankly Speaking* in the search box. E-mail articles, cartoons, photos, poems, etc., to [jbrown@co.marin.ca.us](mailto:jbrown@co.marin.ca.us). For articles, please identify subject, your name, and phone number. For photos, include all names and the photographer's name. Digital photos must be shot at the highest quality setting.

## Reporter of the Quarter: Rick Fraithe

## Schedule

Articles Due	Publication Date
July 16	September 24, 2010
November 19	January 28, 2011
March 4	May 20, 2011
July 15	September 23, 2011

## Got Crafts?

"Crafty" county employees are invited to start planning creative entries for the 2010 Craft Fair, scheduled for **Thursday, Nov 18** in the Civic Center Café. Artwork and crafts will be displayed and offered for sale from 3–5 p.m. The event is sponsored by Supervisor **Judy Arnold** as part of the Employee Appreciation Program. For information, contact **Elly Ferrell** (Ret. DPW) at [omax9@sbc-global.net](mailto:omax9@sbc-global.net) or 707-422-5845 or 707-491-5199.

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.

## Attorneys host trip to symphony

Then-Assistant Public Defender **Jose Varela**, upper left, Deputy Public Defender **Pedro Oliveros**, center, and Deputy District Attorney **Al**



Photo by Mary Anne McDonough

**Charmatz**, at right, in their association with the Diversity Committee of the Marin County Bar Association, sponsored a group of girls from the Performing Stars of Marin, along with the Executive Director, **Felecia Gaston**, left, to a trip to the San Francisco Symphony in March.

## Identity Theft Tips

By Danny Maples—Sheriff

How often do you pay for a meal at a restaurant and the waiter walks away with your credit card? Unfortunately, a "friendly" waiter can skim card information without your knowledge—until it's too late. Identity theft from credit cards and by other means has become the fastest growing crime in America, annually affecting some 9 million people with a loss of \$57 billion. That's equal to about 800,000 fully loaded Hummer H2's! With the recession we can only expect those numbers to rise. ■ The Marin County District Attorney's Consumer Protection Unit offers help in this area. Consumer Services Coordinator **David Ball** (DA) said criminals most often steal personal information from the mail, wallets, purses, the trash, the Internet, and via insider access and imposter access. ■ David said the DA's website has more details about preventing and dealing with identity theft at: <http://www.co.marin.ca.us/depts/DA/main/dist/ConsumerPages/p3.cfm>. ■ If you minimize exposure of sensitive personal information, you will greatly reduce your chances of becoming a victim. Be safe! ■

## To reduce risk:

- Store birth certificates, passports, & other sensitive info in a safe
- Decline to give out Social Security or driver's license numbers
- Shred unwanted documents that contain personal information
- Secure home internet connection; use virus & spyware protection
- Check credit report twice a year
- Use one credit card for Internet & restaurants instead of a debit card. Credit cards have more protection than debit cards.

## Vacation Photos Wanted!

By Janice Hughes—District Attorney's Office



It's entry time for our 15th Annual Vacation Photo Contest. Employees can be either the photographer or in the photo taken any time since the fall of 2009. Previous participants are welcome! Printed or digital high-resolution photos are welcome and should be submitted to **Janice Hughes**, c/o DA's Office, Rm. 130, or [jhughes@co.marin.ca.us](mailto:jhughes@co.marin.ca.us) by **5 p.m. Tuesday, September 7**. Winning photos will be published in the September 24 *Frankly Speaking* and displayed in the Civic Center Cafeteria. Thanks again to Marin Filmworks for donating \$25 gift certificates for the top three winners. ■



Don Donlon at the new combined-services counter in the Assessor-Recorder and Treasurer-Tax Collector offices

## One-Stop Shop

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

Amid the hustle and bustle of daily life, quality customer service is important. Assessor-Recorder **Joan Thayer** and Treasurer-Tax Collector **Michael Smith** combined space in their public lobbies to give Marin County taxpayers excep-

tional customer service. People often confused these two offices and went to the wrong one to get property information, pay their tax bills, or get questions answered. In mid-March, as part of the Capital Improvements Project, a wall was removed and a new public counter was installed that spans both offices. Problem solved. Another fine service offered by outstanding county staff. ■

## Legal Self Help

By **Bryna Holland**—PD

"We're a one-stop shop to help people completely prepare for court," said **Ali Quam** (Courts), Director of Marin Court's Legal Self Help Services (LSHS). Formerly a nonprofit and now a division of the Courts, the new center is located in Room 244 at the Civic Center, providing support for people with family law cases, small claims, and landlord-tenant and restraining order issues. Unlike a law firm, the center can direct both parties to appropriate forms and sources of information. The service is free of charge, including free copying of forms. Keep in mind, however, that staff members cannot provide legal advice or representation in court. ■ A person seeking a divorce can get help from beginning to end with the procedures and requirements of the court. Staff can arrange no-cost mediation between parents—sometimes settling a case without court appearances—and assist with calculating child support payments. In addition to directing LSHS, Ali is the family law facilitator and is present in family court to provide guidance. ■ LSHS is staffed by attorney **Diane Kallet** (Courts), court process specialists **Sarah Hernandez**, **Cathi**



Sarah Hernandez helps a client at the Legal Self Help counter as Ali Quam looks on.

**Larson**, and **Joy Madayag** (all Courts), and volunteer attorney **Rich Wallace**, who assist persons one-on-one in filling out legal forms. Civic Center Volunteers **Srijana Dhakhwa**, **Marvin Mizis**, and **Tom Robinson** currently staff the front desk. **Emily Chais** is the paralegal intern. ■ Six computer work stations are available, programmed to ask simple, straightforward questions to generate court forms. The computers can be used in Spanish, Tagalog, and Vietnamese. The center also has an extensive reference library of Nolo Press legal books. ■ Ali observed that LSHS helps instill confidence in the courts. When asked for an example of how the center makes a difference, Ali shared a comment made by a client who sought assistance with a domestic violence restraining order: "If it weren't for you, I'd still be in an abusive relationship." ■



## PETTERLE'S PERSPECTIVE

By **Steve Petterle**—P&OS

*Letter and Memo Writing, Session 4, Punctuation Part II.* We covered Punctuation Part I some time ago immediately following Session 3 (please let me know if you missed the assignment). Part II expands on the items identified in Part I. ■ For our purposes, we will define punctuation as "the art, practice, or system of inserting standardized marks or signs in written matter to clarify the meaning and separate structural units." It's important to realize at the outset that correct punctuation is essential; to proper correspondence. A letter or memo would be highly unreadable and difficult to understand if the punctuation "did" not convey an appropriate context. Who? would fully grasp the message th[at] was, being transmit'ted? Where does one thought—end and another begin? In the writing of letters and memos, it is so critical! to convey the in'tended message clearly and without confusion; therefore a-p-pro-priate pun'ctuation is vital. One! must always use the proper—punctuation; mark. For "without" ... these little dashes, dots and squiggles, (the) sentences, phrases and\* paragraphs we write would be unintelli:gib-le. Fortun/ately, it doesn't take long to develop a f,lair with punctuation. Devote {n}o more than an h-our a day to=ward honing your skills, and you'll be a punc(tuation)al master~in 'six months. With a little practice? almost everyone; is sure to discover that punctuating: can 'be' fun!?. ■

Illustration by Phoenixa Thomas

## Passion for Health Leads to Top CCV Awards

By Anne Starr—HR

H&HS Archive



Supervisor of Volunteers of the Year, Rochelle Ereman

**As a Program Manager, Rochelle supervises several programs and employs a year-round team of interns and volunteers.**

Concern for the health and well-being of others led to top honors for **Rochelle Ereman** (H&HS), the Supervisor of Volunteers of the Year 2009–2010, and Dr. **Peter Schmid** of Greenbrae, the Civic Center Volunteer of

the Year 2009–2010. Both Rochelle and Peter work in programs of Health and Human Services, the county's largest department. ■ As a Program Manager, Rochelle supervises several programs and employs a year-round team of interns and volunteers. Many of them work tirelessly on the Marin Women's Study, the county's groundbreaking breast cancer epidemiology study, which aims to uncover the reasons for Marin's high rate of breast cancer. Volunteers have helped from the study's inception in many areas, including distributing, tracking, and analysing tens of thousands of clinical patient surveys. "We have volunteers

from UC Berkeley's School of Public Health, we have retired Marin County citizens, and we have breast cancer survivors. I love working with these volunteers. It is incredibly rewarding for me and I like to make the experience as rewarding for them," Rochelle said. She added collaborating with the Civic Center Volunteers team of Manager **Joan Brown** and Student Intern Coordinator **Anne Starr** has allowed her to maximize opportunities for community members and interns "who want to contribute their precious time to this important work." ■ Rochelle's long-time former supervisor, retired Division of Public Health Director **Frima Stewart**, commented, "I am delighted to see Rochelle honored for her extraordinary work with volunteers. With her talents, skills, and vision, she established a strong volunteer group that has assured this important research continues." ■ Peter has volunteered as a Senior Peer Counselor with the Division of Community Mental Health Services for 18 years. He has helped many older clients work on problems of aging, including isolation and failing health. He has a lifetime interest in medical science, psychology, and "the workings



Photo by Steve Sorhard

Licensed Medical Health Practitioner Nan Hefflin and Volunteer of the Year Dr. Peter Schmid

of the mind," and said that "the people I meet with give me a lot, and I am privileged to help them with their needs." Educated in the sciences in his native Switzerland and in the U.S., he holds several academic degrees, including a doctorate from UCSF. He has traveled extensively to study the healing methods of other cultures. ■ His supervisor, Licensed Medical Health Practitioner **Nan Hefflin** (H&HS), remarked, "Peter is an outstanding advocate for his clients and fearlessly steps in on their behalf when they are unable to do so for themselves. Never one to 'blow his own horn,' his calm presence, steady demeanor, and wise counsel have been an amazingly valuable contribution to our program throughout the years." ■ Congratulations, Rochelle and Peter! ■

### In Memoriam

The Community Development Agency staff and others have been saddened by the loss of **Larry Grace**, who passed away unexpectedly on January 31. A 17-year county employee, Larry most recently served as the Building Inspection Services Supervisor. According to his coworkers, "Larry was very special and was loved and respected by those fortunate enough to have known him." He is survived by his loving wife, Chris, and their daughter, Alegria.

Probation Department Legal Process Specialist **Tom Watson**, 66, died peacefully in March after a long illness. Tom joined the County in 1985 after retiring from the Air Force. Colleagues remember him as "an incredible resource" to all and "an invaluable asset" during the introduction of computers to the department. He coordinated the Community Service Worker program. Outside work, he was an author and poet. His wife, Mickey, predeceased him. He is survived by his sister, step-daughter, two granddaughters, and four great-grandchildren.

Building Maintenance Worker since 2006, **Anthony Walker**, 35, was tragically killed April 7 on his motorcycle in a reported hit-and-run accident currently under investigation. Anthony was very well liked by the entire maintenance crew. According to coworkers, he was known for being a great guy with an incredible smile and an infectious sense of humor. A devoted and loving father, he is survived by his daughter, Elizabeth, 3, his mother, and one sister.

## Is It Crystal Clear?

By Rick Fraites—BOS

“Marin County beaches are among the cleanest beaches in California,” said **Robert Turner**, the county’s Environmental Health Services Beach Monitoring Program Manager. ■ Robert should know all about water quality issues at Marin’s most popular beaches. Since 2003, he and his small crew of recreational water samplers and lab technicians have been monitoring and sampling water quality at 27 separate freshwater and marine beach sites in Marin. That crew includes Health and Human Services’ **Kim Hansard** and **Judith Trusendi** and Community Development Agency’s **Neil Pacheco** and **Lyndsey Chaille**. They are collaborating with approximately 20 additional contacts and contributors from GGNRA, Point Reyes National Seashore, state parks, county parks, and several non-municipal beach locations. ■ Between April 1 and October 30, water sampling is conducted weekly at each beach. “Our weekly samplings are analyzed at the county lab in San Rafael. Kim is the water microbiologist at the lab who tests recreational waters as well as drinking water,” Robert said. “We are very fortunate to have the lab as a local resource. We test the water quality to measure against recreational health standards, as established by US EPA Region 9, the State Water Quality Control Board, and California

Department of Health Services,” he continued. ■ “The weekly water quality samplings can give only a snapshot of current conditions, which can change rapidly. Samples require 18 to 24 hours to process, which means we are looking at results from the day before. We gather snapshots to create a kind of movie that shows a trend. That movie shows us the general, ongoing health of the beach and provides information to beachgoers so they will then know if the coast is clear, so to speak,” said Robert. ■ If the water of a selected beach is determined to have diminished quality, Environmental Health Services posts warning signs at beach entrances to inform the public that it is not advised to enter the water. Water quality issues are relatively rare. When they do occur, they usually clear up on their own by way of currents, dilution, settling, die-off, etc. When the water is retested and found to meet the recreational health standards, the signs are removed. Only a sewage spill triggers a complete closure. ■ Robert indicated that one should avoid the beach directly after heavy rain. The runoff into a creek or storm drain that flows near a beach can create an instant and continuing pollution problem while flows are high.

Animals tend to be somewhat indiscriminate as to where they “do their business” and this normal animal (mainly mammal) fecal contribution ends up in the watershed. ■ Robert and his crew are especially proud of having run a one-of-a-kind pilot program of an advanced technology known as a PhyloChip. In conjunction with the Lawrence Berkeley National Laboratory, Marin Environmental Health Services employed the county laboratory services to filter water from selected beaches over the beach season. The

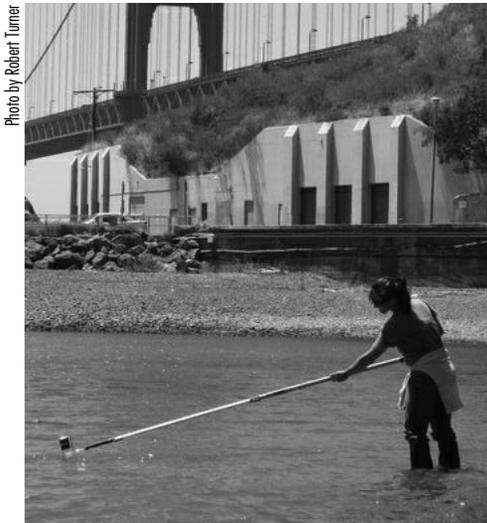


L to R: Neil Pacheco, Field Collection; Kim Hansard, Microbiologist; Robert Turner, Program Coordinator; Lyndsey Chaille, Lab Technician/Field Collection; and Judith Trusendi, Lab Technician

filtered material was analyzed by exposing it to the PhyloChip, and thousands of species of bacteria were identified. This information provided a comprehensive microbial and community analysis of both the waters and potentially polluting avian, mammal, and human fecal sources. The water-sampling part of the pilot program is complete, but PhyloChip processing and data generation continues. ■ “We are able to determine up to 32,000 taxa, which will help us determine the source of the contamination, be it human, animal, or bird. If we know the source of the pollution, we will be better able to mitigate, if possible,” explained Robert.

■ Some of the popular beaches sampled are Stinson, Muir, Fort Baker-Horseshoe Cove, Bolinas, Limantour, Drakes, Dillon, Shell, Hearts Desire, Miller Park, Millerton Point, Rodeo, Schoonmaker, and China Camp. Freshwater swimming locations, such as Inkwells, Green Bridge, and Samuel P. Taylor Park, also receive weekly sampling. ■ Like many government-supported programs, the Beach Monitoring program has had its funding sources dramatically reduced. State funding will soon disappear. Robert believes, however, that the program will receive enough federal funding to get through the 2010–2011 year. Looking into the future, Robert hopes that the monitoring program will be able to find enough funding to continue its important work. ■ To determine if your favorite Marin beach is cleared for swimming activities, call the Beach Monitoring Water Quality Hotline at 415-473-2335. ■

**Robert and his crew are especially proud of having run a one-of-a-kind pilot program of an advanced technology known as a PhyloChip.**



Lyndsey Chaille, Environmental Health Services intern, takes water samples at Fort Baker, Horseshoe Cove.

Photo by Robert Turner

Photo by Christopher Anderson

The Deputy Sheriff's Association came up with the idea of a new commemorative badge to celebrate 160 years as a department. Deputies who choose to wear the badge buy it themselves and can wear it throughout 2010. The badge is vintage-style silver with large lettering instead of the traditional gold badge. If you're wondering why the Sheriff's Department is celebrating its 160th anniversary, they were a wee bit preoccupied with Y2K events when it was time to celebrate their 150th anniversary in 2000. ■

Photo by Joe Messey



Commemorative badge

In January, **Cindy Brown** (HR), along with her husband, Graham, and 16 of her relatives flew to Peru to meet up with the rest of the family who live there and had a BIG party. "Graham and I also toured other parts of the country and missed the Cusco floods by a day," she said. ■

**Adora Gutierrez** (DA) attended her grand high school reunion in the Philippines last December. "We called it 'grand' because it is the first time both alumni from the Philippines and outside of the Philippines attended the reunion," explained Adora. "Alumni from all over the world—the U.S., Canada, Switzerland, Italy, Australia, and Qatar attended the reunion." ■

Deputy District Attorney **Geoff Iida** was one of ten American competitors sent to Japan last fall to compete in the *American Ninja Warrior* television show, which was aired in December. The challenge was to tackle Sasuke, the world's most difficult obstacle course. Geoff said, "I just wanted to run the trial course in Los Angeles, but I kept doing better than I expected throughout the competition. The next thing I knew, I was on my way to Japan! I still can't believe it." ■

The **Liz Paris** (HR) family had a dilemma regarding who to root for when they attended the Rose Bowl game between Ohio State and the University of Oregon. Liz and her husband Marc graduated from Ohio State, and their son Eli is a freshman "Duck" at the University of Oregon. In the end, Liz and Marc rooted for both teams while Eli remained true to his Ducks. ■

**Tyler Hicks**, a former intern and now a volunteer certified law clerk in the Public Defender's office, qualified for the West Coast regionals in college boxing while in law school. He trained for the Golden Gloves competition in March. ■

Photo by John Cuevara



Tyler Hicks

Please e-mail adventures, events, and department happenings to the Odds & Ends columnist, **Cathy Selmi**, [cselmi@co.marin.ca.us](mailto:cselmi@co.marin.ca.us)



## Going Global—Connecting Cultures

By Rick Fraites—BOS

The Fourth of July consistently provides us with parades, fireworks, BBQ, and the award-winning Marin County Fair. This year, the fair's theme is *Going Global—Connecting Cultures*. You will soon be able to purchase a first-class, round-trip ticket to a world of culture and fun for the low price of a fair ticket. No long trip, lost baggage, or ingestion of bad airline food is required. ■ The fair will offer a colorful palette of food, music, art, special exhibits, and loads of fun from cultures throughout the world. Some of the international acts include the Kenya Safari Acrobats, Tiempo Libre (one of the hottest young Latin bands

today), the Global Kitchen (celebrating delicious street food from around the world), and a 3D tour through beautiful regions of Mexico, the stunning countryside of Tuscany, the Cambodian temples of Angkor, and the colorful Day-of-the-Dead celebration in Oaxaca. ■ Six Cultural Services employees are key to running the fair. **Charlie Barboni** supervises the exhibits, **Marion Boyd** runs the Marin Marketplace, **Tony Taubert** looks after the stages, sound, rigging, and theatrical lighting, **Lonnie Garey** supervises the food and beverage concessions, **Chris Haeuser** is the box office supervisor, and **David Zoellner** is in charge of building maintenance. ■

## Fair Scores Huge Win in Western Fairs Association's 2009 Achievement Awards Program

The 2009 Marin County Fair, themed Cool Green Fun, captured a record 48 individual achievement awards, including 28 first-place awards from the Western Fairs Association. "The Marin County Fair continues to exemplify the highest of standards for county fairs, raising the bar for everyone else," said Stephen Chambers, Executive Director of the Western Fairs Association. Congratulations to fair manager **Jim Farley** and his cast and crew at Cultural Services for another outstanding fair.

## Rescued Pets Find Loving Homes

By Bonita Shannon—CDA

April is "Prevention of Animal Cruelty" month. And in these hard economic times, pets have become one of the casualties. **Debra Stratton** (CDA) volunteers at the Marin Humane Society, where she sees many heartbroken families giving up their pets when they lose their homes. She is happy to report that many of these pets are adopted within days. ■ Marin County employees are responsible for some of these rescues. **Lauren Houde** (CDA) adopted Maggie, a dog about 13 years old, who was found in a field, skinny, scraggly, balding, and dying. She looks much better now—after a little medicine and a lot of love. Lauren speaks highly of adopting older dogs, trained and happy to "snooze away" the day. ■ A few months ago, **Georgia Clima** (Assessor) adopted a Maine Coon kitten, a breed known for friendliness. Georgia seems



Photo by Ron Lilly

Lauren Houde and Maggie

smitten with "Curious Georgie," named for his incredible inquisitiveness. He will not sit on her lap but follows her everywhere, and like a puppy, is growing bigger every day. It's a good thing Georgia knew Maine Coon cats are known for their size. **Nancy Grisham** (Co. Counsel) found a good home for a kitten who was abandoned at a foreclosed house. And then there's Mitzie, dumped,

saved, and dumped again at the Richmond boatyard until claimed by **Susan Brown** (HR). Susan is proud to say Mitzie changed from "very afraid and skittish to the most affectionate and loving kitty in a matter of about ten years!" ■ **Solange McGirr** (HR) loves her "used" dogs. Solange has a friend who found two Chihuahuas, Paloma and Benito. Through the friend, Solange sent Benito a blanket that she had slept with to transfer her scent. Arriving to take him home, Benito leaped into her arms. And **Linda Dahl** (CDA) spoke of the "gratefulness" of rescued dogs. Her newest pet, Mike, is a deerhound-greyhound mix, previously kept as a blood donor for veterinary suppliers of transfusions. Mike was very afraid of people until, showing the first signs of trust, he greeted Linda at the door as she arrived home from work. ■ Everyone loves talking about their pets, but owners of rescued animals never fail to mention the advantages of loving a rescued pet. ■

*Linda Dahl (CDA) spoke of the "gratefulness" of rescued dogs.*

## A Sweet Hobby of Raising Bees

By Bryna Holland—PD

"By raising bees, I'm doing something good for the environment," said Public Defender **Camille Bosworth**. Camille became intrigued with raising bees when she observed a beekeeper remove a hive from a PG&E box in her neighborhood. "There was a sticky trail of honey and comb trailing down the street," she said. Now she maintains a hive of Carniolan bees that she selected because they are suited to Marin's climate and are gentle. ■ Camille's decision to raise bees is timely, because bees are in decline nationwide. According to Mia McNeil, master beekeeper and a member of the Marin Beekeeper's Association, bee populations decline by one-third each year. Mia says Marin residents can make positive choices that will encourage bee survival. "Minimize using pesticides in your garden, put out water for bees, and use plants that



Photo by Bryan Chang

Camille Bosworth with her honey bees

attract bees," she said. Mia invites people to visit [marincountybeekeepers.org](http://marincountybeekeepers.org) for information about monthly presentations on raising bees. ■ Camille ordered her bees last spring. "I inspect the hive once a month during the spring and summer to ensure the queen is healthy. Throughout the fall and winter, the bees remain in the hive, stay warm, and eat the honey they created earlier

in the year," she said. ■ Initially, Camille thought her neighbors would resist her efforts to raise bees, but when she shared honey with them, they came on board. Her home-produced honey is more flavorful than the store-bought variety. And her hive is productive; Camille harvested two gallons of honey this year. She recently gave away honey as a favor at her wedding. ■

*Camille's decision to raise bees is timely, because bees are in decline nationwide.*

Photo by Danielle Ramo



L to R: Freeman Suen, Joy Fossett, Meloni Gail Page, Lisa Cutten, Cindy Brown, Misha Miki-Ladner, and Anthony Wesley. Not pictured: Julia Slater

## Team of the Quarter

By Tom Vagird—DOF

Across the county the words “highly competent” and “good-hearted” are used consistently to describe our team of the quarter, Human Resources’ Payroll and Benefits Team. The team serves us well as ambassadors on behalf of Marin. ■ The team members are **Lisa Cutten, Joy Fossett,**

**Anthony Wesley, Cindy Brown, Meloni Gail Page, Freeman Suen, Misha Miki-Ladner,** and **Julia Slater.**

They form the Project MERIT HCM and Payroll and Benefits HR Team. ■ On the MERIT side, the team works together to configure and test all salary and benefit changes to ensure accuracy

and timeliness. When SAP issues arise, the goal is to be responsive to department needs. The team excels at understanding the complexities of the payroll system and communicating solutions in a simple and effective manner. ■ On the HR side, the team is the face of the county to employees going through major life events. The team holds group

**Regardless of the difficulty of the personnel issue, all problems are given priority status. Most clients receive same-day responses, frequently within minutes.**

and individual meetings regarding benefits, provides the enrollment process for new employees, and is available to help new employees transition into their new jobs. ■ The team believes there is no such thing as an unintelligent or ill-advised question. All inquiries are handled thoroughly and cheerfully. Regardless of the difficulty of the personnel issue, all problems are given priority status. Most clients receive same-day responses, frequently within minutes. ■

## The Joy of FRIENDship: Changing Lives

By Jayle Hale—FOMC

“Your generous donation of tickets to these fantastic shows has truly changed the lives of the developmentally disabled adults in our program. They are still talking about shows that happened three years ago!” ■ This thank-you note from a local nonprofit is typical of the comments the nonprofit Friends of Marin Center (FOMC) receives from over 100 local agencies and schools in the FOMC Outreach Program. More than 4,000 free Marin Center event tickets are distributed annually to seniors, students, and those with physical or mental challenges in our community. ■ FOMC also funds improvements to the Marin Center that benefit all who attend. Improvements include the refurbished Redwood Foyer, Showcase Theatre, dressing rooms, and the much-appreciated extra women’s restroom. ■ Members of FOMC receive many benefits, including an allotment of free event tickets, Marin County Fair tickets, receptions in the Toyon Room, preferred seating, opportunities to meet the performers, and much more. Check the website at [friendsofmarin-center.org](http://friendsofmarin-center.org) for details. ■ But the best benefit of membership is the joy of creating magic for those who otherwise would

*More than 4,000 free Marin Center event tickets are distributed annually to seniors, students, and those with physical or mental challenges in our community.*



Photo by Jayle Hale

FOMC Outreach guests outside Marin Center ready to enjoy their free tickets to a performance

not be able to attend Marin Center performances. After Cedars of Marin residents attended the Marin Symphony as Outreach Program guests, their house manager wrote, “The setting was beautiful, and the minute the conductor walked onto the stage I could see the excitement in the faces of these residents. They leaned forward in their seats and as the first note was struck there were smiles all around.” ■

# EMPLOYEES OF THE MONTH

Photos by Janice Hughes

QIANA DAVIS

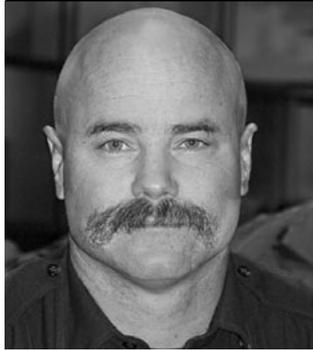


JANUARY

**Qiana Davis** (DPW) is an accounting technician who has worked for Marin since October 2001. She demonstrates a high degree of proficiency handling the accounting duties for the Transportation District, the Flood Control Zones, Land Use and Water Resources, Gness Airport, Print Services, and other Public Works' divisions. In addition, she is DPW's go-to person for all questions related to personnel and Human Resources requirements, and how these items should be input into the SAP ERP software system. She is highly respected by colleagues for her ability to handle stressful situations while providing accurate and timely answers to complex accounting and personnel issues. She is confident, professional, self-motivated, and maintains a pleasant, positive attitude with everyone she encounters. ■ Qiana is key to the functioning of the Administrative Division of Public Works and is an excellent representative to the public. Congratulations, Qiana, on the honor of being selected as the Employee of the Month. ■

By **Bill Nelson**—DPW

TIMOTHY WALSH



FEBRUARY

With unrivaled expertise in fire behavior and mapping, fire crew superintendent **Timothy Walsh** has travelled the state as a member of an Incident Command Team to provide critical information for fire suppression efforts at major incidents. ■ Working at the Pentagon after the 9/11 attack gave Tim a clear understanding of the potential for a major wildland fire in Marin. To address this risk, Tim worked with seasonal employees five years ago to implement a pilot program for vegetation management to help reduce the amount of volatile fuels in strategic locations throughout Marin. The program's success came directly from Tim's dedication to his job, work ethic, and compassion for the people he works with. ■ Tim is an excellent example of an outstanding public employee. He well deserves the Employee of the Month honor for his unbridled commitment to the work he does, the communities he helps to protect, and the employees in his charge. ■

By **Phoenicia Thomas**—Fire

ERIC STEGER



MARCH

As head of Public Works' Transportation Division, **Eric Steger** is a role model of professionalism, integrity, and reliability. He supervises and manages most facets of Transportation Services, including traffic studies and special projects, and the daunting San Rafael rock quarry's environmental impact review, study, and report. His quiet nature and good sense of humor make him a joy to work with. Eric has a special skill in dealing with frustrated individuals; he's a good listener, asks questions, and provides just the right information while providing exceptional customer service. A colleague recently called him "a hero." ■ Eric has an uncanny ability to decipher the most complex issues and turn them into simple processes. He also sets timelines and goals that everyone can understand and work with. His determination, work ethic, and management style leave no room for failure. Eric is a true asset to the County of Marin. Congratulations, Eric, on being named Employee of the Month. ■

By **Jeanene Gibson**—DPW



## Tour Preview Online

By **Jim Farley**—CS

About 1,800 visitors from around the world sign up for docent-led tours of the renowned Civic Center annually and thousands more visit informally to experience this architectural masterpiece by Frank Lloyd Wright. ■ To provide guests with a preview, Jerry Kay of the G Channel has produced two new videos. Now posted on the G Channel and [marincenter.org](http://marincenter.org), the website of the Department of Cultural and Visitor Services, these videos provide online visitors with a brief tour and overview by Civic Center Volunteer (CCV) docent **Avery**

**Goldman** of Mill Valley. ■ Walk-in tours are led by CCV docents on most Wednesday mornings, starting at 10:30 a.m. Cost is \$5 for adults, children under 12 are free. Tours for school groups through 12th grade are led by retired teacher and docent **Jim Allen** and must be arranged six weeks in advance. Cost is \$5 per adult and \$2 per student. Tours for ten or more people are arranged six weeks in advance. Cost is \$5 per person and payment is due three weeks before the tour. ■ The Department of Cultural and Visitor Services enjoys sharing the legacy of Frank Lloyd Wright with local, regional, and international visitors. To schedule a tour contact **Lonnie Garey** (CS) at 499-6400. ■

## Promoted to PD

By Anne Starr—HR

**Jose Varela** has been promoted to the position of Public Defender following the retirement of **Joe Spaeth**. ■ "It's a privilege to take over for Joe," said Jose, formerly the Assistant Public Defender. "The staff at the Public Defender's Office is dedicated to helping the people they serve and that makes taking over for Joe a great opportunity." ■ Jose was promoted by a unanimous vote of the Board of Supervisors. As department head, he manages a \$7 million budget and leads a team of 44 employees who provide free legal defense for those who cannot afford to hire an attorney. The department protects clients' constitutional rights while treating them with respect and encouraging them to lead productive lives. ■ Chief Investigator **Josie Cenicerros** (PD) lauded Jose, "He leads

by example and is supportive of all the staff. I'm confident that he will lead the office successfully." ■ Before joining the county in 2001, Jose was a deputy public defender in Los Angeles and San Diego counties. He has tried cases ranging from misdemeanors to death penalty cases. He serves on the California Public Defender Association's Board of Directors and frequently speaks at association training seminars. ■ A graduate of Saint Mary's College in Moraga and the Boalt Hall School of Law at UC Berkeley, Jose is active on many Marin steering committees, among them Adult Drug Court and the county's Strategic Plan Implementation Group. He is an enthusiastic mentor to students interested in the law, encouraging appreciation of public defenders' role in preserving individual rights and liberty of all people. ■

Photo by Josie Cenicerros



Public Defender Jose Varela

## Library Parcel Tax in June

By Nancy Davis—Library

Faced with a funding shortfall of about \$1.5 million a year, the Marin County Free Library has received Board of Supervisors' approval to place a

visitors in 2009. Library patrons checked out more than one and a half million books and audio visual materials. ■ The Library also provides public access computers, free wireless, and special programming for children, teens, and seniors. The Library Beyond Walls program delivers materials to homebound patrons, and the Literacy program serves both individuals and families. ■ The Library maintains ten branches throughout the county and serves the unincorporated areas of Marin as well as the cities of Fairfax, Novato, and Corte Madera. Measure A will appear only on the ballots of residents in those areas and, if approved, would cost property owners in those areas \$49 a year per parcel for five years. ■ A citizens' committee called "A New Chapter for the Marin County Free Library" formed to fundraise and manage the campaign to pass the tax measure. Generous contributions were made by both the Friends of the Marin County Free Library and the Library Foundation. ■

Photo by Jean Brown



At the Civic Center Library, patron Trina Fink (foreground) visits a website while patron Rose Sibeto borrows books using the self-checkout machine.

parcel tax measure on the June 8 ballot. Revenue from Measure A would provide critical funding to prevent reductions in hours and services. The Library served more than a million

## Roving Reporter

By Connie Seibler—Assessor's Office

February 15 was 'Random Acts of Kindness Week.' What random act of kindness was most appreciated?

**Hayden Brown** (PD):

"I'm in the Public Defender's office—we don't get any kindnesses! No wait ...about two times a week, pastries just appear on my desk. All kinds of sweets. I don't know who is doing it."



Photos by Connie Seibler

**Sydney Fowler**

(Retirement): "I always love random acts of kindness from other drivers while I'm on the road.



Something as simple as pausing to let me into traffic from a driveway can change not only my attitude during my commute, but my attitude toward the rest of the day."

**Janet Hughes**

(Library): "I just moved and I have a neighbor who brings me plants. She also does lots of little things for me like letting me use her dryer. So, now I have a wonderful new neighbor!"



**Amy Zhuang**

(P&OS): "My 3-year-old daughter, Carolyn, made me a Valentine's card. It said 'Mommy, I love you.' That was the sweetest, kindest thing I've ever gotten."



## Haiku

By Bob Beaumont—DPW

Still filled with wonder  
The stillness of the thunder  
When our eyes first met.

## Free Household Battery and Fluorescent Bulb Recycling

By Sharon DeMartini—DPW

Here's an extremely bright idea that's getting Marin residents all charged up: a new program designed to encourage the proper disposal and recycling of household batteries, compact fluorescent light bulbs, and fluorescent tube light bulbs. It's all free of charge at several local and convenient retail

**Due to federal regulations, residents are required to individually tape their battery terminals before dropping them off at collection points.**

locations. The "Bulb and Battery Take Back Program" is operated by DPW's Waste Management Division and is funded by a state grant. ■ Let's cast a bit more light on the subject. The state classifies household batteries and fluorescent bulbs as Household Hazardous Waste (HHW). They pose a serious threat to public health when improperly disposed of with household garbage and have been banned from disposal

at all landfills statewide.

■ This new program provides a legal and convenient method of disposing of small quantities of household bulbs and batteries while shopping for replacement items at a number of participating businesses throughout the county. For further illumination, a list of those locations and other program-related information can be found online at [MarinRecycles.org](http://MarinRecycles.org) and [MarinGreenGuide.org](http://MarinGreenGuide.org). Due to federal regulations, residents are required to individually tape their battery terminals before dropping them off at collection points. ■ Program Manager **Eric Lueder** (DPW) is working with the energized Waste Management staff associated with the program, **Kiel Gillis**,



Photo by Julia Barnes

L to R: Kiel Gillis, Eric Lueder, Alex Soulard, and Kemplen Robbins post promotional materials at one of the participating collection points in Larkspur.

**Kemplen Robbins**, and **Alex Soulard** (all DPW) to educate and encourage Marin residents to properly dispose of HHW items. A once dim future is looking brighter. ■

## Law cont'd

From front cover

types in the marine environment. Members work closely with the US Coast Guard, help conduct Homeland Security patrols of San Francisco Bay, and frequently rescue distressed and disabled vessels in the bay. They also work closely with the Sheriff's Department's Dive Team to provide support for underwater rescue and recovery efforts. ■ Over the years the unit has been involved in some high-profile crime cases, including assisting the FBI for several days searching for underwater evidence in the Laci Peterson murder investigation. They were also involved in evidence recovery in the Sacramento Delta with the Selena Bishop murder case. ■ Former Marine Patrol deputy **Dave Gallegioni** related a lighter story about the successful rescue of two intoxicated men adrift in the bay in

a small inflatable children's pool with only one oar. The proverbial "up a creek without a paddle" minimally describes the mess these men had gotten themselves into. ■ Rescue One is a 32-foot Almar patrol boat and is the primary vessel used by the unit. It has a large cabin with room for all equipment needed to operate effectively on the water. Rescue Two is a smaller 24-foot Almar rigid hull inflatable. It can easily be loaded and hauled on a trailer to various locations as needed. ■ By far the most coveted of extra-duty positions is helping with Fleet Week security and enforcing a no-boating zone on the bay directly beneath the



Rescue One on Richardson Bay

File Archive

**Rescue One** is a 32-foot Almar patrol boat and is the primary vessel used by the unit. It has a large cabin with room for all equipment needed to operate effectively on the water. **Rescue Two** is a smaller 24-foot Almar rigid hull inflatable.

Navy's Blue Angels while they conduct air show maneuvers. Aside from actually flying in the jets, the Marine Patrol has the best seats in the house for the show. ■ Although the Marine Patrol Unit operates mostly out of the public's sight, it certainly isn't out of the minds of the various law enforcement agencies that rely on it for support on the water. *Bon voyage!* ■

## Employees Celebrate Anniversaries

Employees marking milestone anniversaries of their year of hire were recognized for their service to the county by the Board of Supervisors in March. Fifty-nine employees with 25, 30, 35, and 40 years of service were honored during a formal ceremony in board chambers on March 16. Those with 20, 15, and 10 years were, or soon will be, recognized during gatherings in their own departments. There were 54 people in the 20-year group, 70 in the 15-year class, and 108 in the 10-year category. The Human Resources team of **Diane Ooms**, **Helen Stepler**, **Megan Numair**, **Danielle Romo**, and Civic Center Volunteer **Vivi Freeman** worked together on the project. The BOS awarded individual certificates of commendation, and commemorative gifts were presented to those with 15 years or more. Congratulations!

Photos by Janice Hughes



*Honored for 40 years of service with the County of Marin were Sheriff Bob Doyle and Jennie Jo Trent (H&HS).*



*Recognized for 35 years on the job were L-R: Kenneth Tisdale (DPW), Ken Massucco (Fire), Patricia Ritter (H&HS), and Steve Blair (PD).*



*The 30-year honorees share a laugh following the employee length-of-service ceremony on March 16 before the Board of Supervisors. L-R, back row: David Anderson (DPW), Mark Pioli (Assessor), Michael D. Smith (Sheriff), Mike Maraccini (P&OS), Douglas Hagler (Sheriff), Joan Brown (HR), Gary Alvey (Fire), Jeffrey Taylor (Sheriff). L-R, front and middle rows: Steven Soldavini (DPW), Larry Kay (DPW), James Halligan (DA), Jan Rippe (Sheriff), Kathy Tobin (Assessor), Ethel Havens (Sheriff). Not pictured: David Ball (DA), Mary P. Donovan (H&HS), Patrick Faulkner (Co. Counsel), Catherine Hall (H&HS), John Kinnear (H&HS), Cynthia Morris (H&HS), Theresa Quiett (H&HS), JoAnn Shibata (H&HS), and Corazon Simsuangco (H&HS).*

# WELCOME & FAREWELL!

## Welcome to New Employees!

Listed in order of hire date from December 1, 2009 to March 1, 2010

<b>Sean Maykel</b>	Deputy Sheriff Trainee, Sheriff
<b>Adam Velez</b>	Accountant II, DOF
<b>Sean Christopher</b>	Deputy Sheriff Trainee, Sheriff
<b>Eric Moore</b>	Deputy Sheriff Trainee, Sheriff
<b>Michael Biddle</b>	Deputy Sheriff Trainee, Sheriff
<b>Maria Silva</b>	Deputy Public Guardian/Conservator, H&HS
<b>Julie Viesca</b>	Sr. Accountant, DOF
<b>Karen Stagg-Hourigan</b>	Deputy Public Administrator II, Treas.-Tax Collector
<b>Emily Cushman</b>	Parking Enforcement Officer I, Sheriff
<b>Marilyn Norman</b>	Employment Development Counselor, H&HS
<b>Dale Barre</b>	Sr. Clerk Typist, Retirement

## Farewell to Retirees!

<b>Mary Anne McDonough</b>	Victim Witness Program Supervisor, DA
<b>Marilyn Cannon</b>	Payroll Accountant, DOF
<b>Edward Thune</b>	Jail Control Dispatcher, Sheriff
<b>Richard Lopez</b>	Deputy Fire Chief, Fire
<b>Teresa Taylor-King</b>	Administrative Services Tech., H&HS
<b>Rick Russell</b>	Sheriff's Lieutenant, Sheriff
<b>Sandra Witt</b>	Chief of Assessment Standards, Assess.-Rec.
<b>Ann Graves</b>	Accounting Tech., PD
<b>Mark Jacobs</b>	Obstetrician/Gynecologist II, H&HS
<b>Roxann Jo Thelan</b>	Supervising Communications Dispatcher, Sheriff
<b>Louise Morris</b>	Courtroom Clerk, Courts
<b>Diane Ciccone</b>	Courtroom Clerk, Courts
<b>Susan English</b>	Family Law Examiner, Courts
<b>David Ngo</b>	Court Processing Spec. II, Courts
<b>Leo Terbieten</b>	Family Court Services Mgr., Courts
<b>William Wallace</b>	Accounting Spec., Courts
<b>Shirley Petersen</b>	Court Processing Spec., Courts
<b>Kirk Brown</b>	Court Processing Spec., Courts