

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Firefighter Hero

By Kellie Sullivan—Fire

The weather at Rodeo Beach was stormy, with a fierce wind and a lot of rain. The beach, located near Fort Cronkite, is frequently used by local surfers. On the morning of November 6 a small 25-foot vessel with two people aboard was being pushed in from along the surf line. It was around 9:00 a.m., and off-duty Marin County Fire Engineer **Rick Racich** was there to surf.

As he and a surfing buddy approached the water, they caught a glimpse of the boat and realized that the people aboard were in a panic and needed help. The weather and the surf were causing the boat to drift perilously close to the rocks on the north end of the beach. At the same time, an extra-hire seasonal firefighter had arrived to surf.

Shane Long watched events unfold from the parking lot. Although there were no distress signals from the boaters, Shane could tell there was danger. He called the Coast Guard and kept a watch with his binoculars, continuing to give a detailed description to the Coast Guard Dispatch. ■ “The only thing keeping [the vessel] from hitting the cliff was the backwash formed by the incoming waves exploding on the rocks,” Shane said. ■ Shane wasn’t aware at the time he was watching that a fellow



Supervisor McGlashan congratulating Rick Racich

Photo © Elliot Kantan Photography

firefighter, friend, and mentor had begun rescuing the two boaters. ■ As Rick reached the boat, he explained to the two victims on board that they had two options: to stay on board and risk potential life-threatening injuries, or jump into the water and hang on to his board so he could paddle them out of the impact zone to safety. They chose the latter. Once the Coast Guard arrived, they got the two victims onboard, took them back to the USCG station at Golden Gate, and treated them for mild hypothermia. ■ As one of the boaters later mentioned in a letter thanking Rick and the department, “It was hard holding on to his surfboard while paddling and holding our breath through each wave. And the freezing water only supplemented the already stressful situation. Rick was very smooth, though. He talked to us

throughout the whole ordeal, asking our names, telling us it will be okay, basically trying to calm us down. He never let on to us how grave the situation really was.” ■ Recognizing his heroic efforts, on November 30, the Board of Supervisors honored Rick for performing beyond the call of duty. Chief **Ken Massucco**, Deputy Chief **Jason Weber**, and more than a dozen members of the Marin County Fire Department, other local fire departments, and Rick’s family came together to show their appreciation for the action Rick took that cold blustery morning. Rick has continued to play down his efforts, mentioning that he was never out of his comfort zone. But as the boater wrote, “To us it was a very big deal, and we are forever thankful to him that he was willing to go the extra mile to help us.” ■

“Rick was very smooth, though. He talked to us throughout the whole ordeal, asking our names, telling us it will be okay, basically trying to calm us down. He never let on to us how grave the situation really was.”

Juvenile Probation’s Community Dialogue

By Kristen Sweet and Angela Arenas—H&HS

Juvenile Probation has launched an exciting new outreach initiative to build closer relationships with community members. Staff held the kickoff event on September 28 in the Canal neighborhood of San Rafael and dozens of community members and local agency representatives attended. The event was partly educational and partly an open forum for the community



L to R: Selina Johnson, Angela Arenas, Nuvia Urizar, John Dury, Mariano Zamudio, Jeana Reynolds, Yuliana Valenzuela, Hugo Araica

Photo by Dannel Roary

to discuss concerns about challenges their children face. ■ Various probation officers and mental health practitioners described what each juvenile probation unit does as well as services offered by mental health and drug and alcohol

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FRANKLY SPEAKING

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Reporter Award: Cathy Selmi

Schedule

Articles Due	Publication Date
March 4	May 20, 2011
July 15	September 23, 2011
November 18	January 27, 2012

Photo by Tho Do



State, county, and city officials, in addition to enthusiastic members of the community including group bicycle processions from Mill Valley, Fairfax, Novato, and San Francisco, gathered on November 10 for the grand opening ceremony for the Cal Park Tunnel Rehabilitation and Multi-Use Pathway Project. The "tunnel within a tunnel" stretches approximately 1,100 feet and provides nearly level access for pedestrians and bicyclists between San Rafael and Larkspur.

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.

Juvenile cont'd

From front cover

programs. The people who planned this event and presented information were Deputy Probation Officer **Yuliana Valenzuela**, Deputy Probation Chief **Mariano Zamudio**, Probation Supervisor-Safety **Selina Johnson**, Mental Health Unit Supervisor **Jeana Reynolds**, Deputy Probation Officers **Nuvia Urizar** and **Hugo Araica**, and Licensed Mental Health Practitioners **Angela Arenas** and **John Dury**. Probation Chief **Mike Daly** and Division Director **Darnell Roary** provided support. ■ The second half of the presentation was dedicated to educating community members about gangs. Probation officers provided information about local gangs, advised parents what to watch out for, and offered suggestions for how to help prevent their children from becoming involved in them. They showed pictures

of gang members and noted the clothes they were wearing, the signs they used, the type of make-up girls wear, and how numbers, music, and slogans are used to identify local gangs. They also warned parents to be concerned if their kids exclusively wear a certain color, have specific tattoos, lose interest in positive activities, or have unexplained cash or valuables. ■ During Q & A, several community members and local agency participants recognized that there is still an enormous need to keep kids busy and focused in structured activities after school. Several parents thanked the Probation Department for helping their children and acknowledged that counseling and other therapeutic interventions have helped. ■ This was the first of many events and the hope is that through this outreach, the community and Juvenile Probation will partner together and continue an open dialogue to keep our kids safe. ■

Dear Fellow Employees,

As we embark on another new year and face new challenges, I would like to take some time to reflect upon and celebrate the accomplishments of our county employees for the people of Marin and to express my personal gratitude. New bike and pedestrian pathways, including a new tunnel, have been built. Roads are being repaved. Mentally ill offenders are being successfully treated. The libraries have a new infusion of funding for important services, thanks to a successful election. Firefighters are clearing overgrown vegetation in our urban-wildland interfaces. Our new parks are being built and a new multi-use trail is being considered. The Health and Wellness Campus provides a full range of services for our residents. Watersheds are being restored. Law enforcement keeps our communities safe. Child support payments are being collected. Those charged with crimes have access to quality public defenders. None of these projects or programs could happen without the great efforts of our county workforce.

While we are not out of the woods yet with the recession or the county's structural challenges, I know we will continue to work cooperatively and collaboratively to find solutions that minimize the loss of jobs and maintain quality services. On behalf of our board and the people of Marin who benefit from your dedication to the county, I would like to thank each of you for all you do to make this county the best in California.

Best wishes,

Susan L. Adams

Susan L. Adams
 BOS President



Photo by Susannah Clark

Haiku

County employees
 Ready and willing to serve
 Give their very best!
 By Susan Adams

Cooperative Effort Cuts Costs

By Rick Fraites—BOS

To cope with these harsh economic times, the county has taken an aggressive approach in adopting strategies to reduce the cost of county government. One of these strategies is the consolidation of county departments. ■ By consolidating some key departments, and eliminating others, the county will realize an annual cost savings of approximately \$600,000. ■ The merger matrix has involved the Treasurer-Tax Collector, Auditor-Controller, County Clerk's Office, Public Administrator, Sheriff's Department, and Coroner's Office. ■ The Treasurer-Tax Collector and the Auditor-Controller departments were consolidated in the November 2008 election, when Marin voters approved Measure B and an appointed Director of Finance position. The measure eliminated the elected treasurer-tax collector and auditor-controller positions and consolidated most of their duties into a new, streamlined Department of Finance (DOF). ■ The Auditor-Controller department head position was folded into the DOF in 2009 when elected Auditor-Controller **Rich Arrow**'s term ended and **Mark Walsh** was hired as the county's first director of finance. Mark, a Board of Supervisors-appointed employee, reports to County Administrator **Matthew Hymel**. ■ The former elected Treasurer/Tax Collector/County Clerk post, held by **Michael Smith** until his retirement in January,

included treasurer responsibilities, tax collector duties, public administrator work, and county clerk functions. Under the plan approved by voters, Michael's former duties have been split as follows: treasurer and tax collector functions have become part of the DOF, while county clerk duties went to the Assessor-Recorder's office. Meanwhile, election duties moved from the Treasurer-Tax Collector's Office to the new Elections Department, headed by Registrar of Voters **Elaine Ginnold**, who also reports to Matthew Hymel. ■ In October 2009, the Board of Supervisors eliminated the elected Coroner's position and moved that function into the Sheriff's Office as a new division. Elected Coroner **Ken Holmes**' term ended on December 31, 2010. As of January 1, the former Coroner position and the Assistant Coroner position, an at-will post that was held by **Gary Tindel**, were eliminated. The immediate oversight for the coroner investigations team is now provided by Sheriff's Sergeant **Keith Boyd**. ■ These mergers are significant changes with the goal to create efficiencies. "I am pleased that the county did not experience layoffs due to the consolidation. Another plus is that Michael Smith and Mark Walsh worked well together to create a smooth-running operation," commented the County Administrator. ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

We don't write business memos or letters like we talk. While the spoken word is casual and relaxed, written correspondence is far more formal. In fact, the word "correspondence" isn't used frequently in oral communication. In fact, the term "oral communication" appears only occasionally in a verbal exchange. In fact, the expression "verbal exchange" is rarely employed when we speak. There's a prescribed standard in business writing that most people recognize and accept. If I said to my friend over dinner, "Thank you for the opportunity to comment—I look forward to your response," she would probably just stare at me. ■ But letters and memos do not comprise all forms of written business communication. Today, most written business communication comes in the form of e-mail, which can be very informal. :) In many cases, an e-mail exchange feels more like a conversation. "Can we meet this afternoon?" "Yes." "When?" "Whenever." "2?" "Sure." "Okay." "I'm there." "Seeya." "Bye." "Wait. Where?" "Cafeteria." "Okay." "Bye." "Bye." Really. And now that texting has become popular, many people have entirely abandoned the idea of capitalization in their e-mails. proper names like san francisco, new york, california, even albuquerque, are no longer capitalized. sometimes even spaces are skipped. ■ It's an interesting evolution, if you're very liberal with the word "interesting." I didn't use e-mail 20 years ago. If I needed to ask a question, I made a telephone call. If the person I was trying to reach wasn't there, I left a message. Before there were telephones and answering machines, I probably would have been out of luck. Maybe I'm evolving too. ■ But I don't tweet. ■ Yet. ■

Illustration by Phoenicia Thomas

Information provided by CAO

Function	Previous Placement	New Placement as of January 2011
Treasurer-Tax Collector	Separate functions but part of Treasurer-Tax Collector/County Clerk/Public Administrator/Registrar of Voters previously overseen by Michael Smith	Department of Finance
Public Administrator		Department of Finance
Registrar of Voters		New, separate Department of Elections reporting operationally to CAO as part of administrative services department group
County Clerk		Assessor-Recorder-County Clerk (consolidation occurred summer 2010)
Coroner	Coroner	Sheriff-Coroner

Photo by Craig Tierney
Craig Tierney & Hannah Lee

Hannah Lee (DPW) and Craig Tierney were married on October 2 at the Chappell Vineyard in Mariposa and honeymooned on the Caribbean coast of Costa Rica. ■

Wendy Sorensen (ARC) and her husband, Dave, welcomed Ryan Michael Sorensen on October 19.

Teresa Ramirez (Courts) has a new grandbaby. Julianna Caitlin Mendoza was born Oct. 6 in Brighton, England.

Mike Aycock (HR) and wife Sara welcomed first child—and Marin native son—Riley Evan, born September 24.

Janell Hampton (CAO) and husband Julian are the proud parents of a baby boy, Julian Walter, who arrived September 6 in Oakland. Delighted first-time grandparents **Rick Fraites** (BOS) and wife Dee flew to Spain in mid-December to meet Adriano Julio, born December 10 in Madrid. **Swapnil Pagare** (IST) and his wife Arte celebrated the birth of their daughter, Anushka, on December 13. **Blythe Wilhelm** (CDA) and husband Tim began the new year with a new addition. Abigail Kay was born January 6 and enthusiastically welcomed by big brother Jonah. ■

The folks in the ARC's department love to travel ... or maybe, they just love to send postcards back to work! According to those postcards, **Doug Allen** had a brilliant trip to Ireland to research genealogy; Civic Center Volunteer **Maggie Sartor** visited family in Liverpool, England; **Sheila McBrien** did a fall colors/historical tour of the Hudson River Valley; **Rick Swanson** spent a month in Switzerland visiting friends and hiking in the Alps; **Florence Shimano** had a reunion with college friends and loved the pandas at the San Diego Zoo; **Diane Fredericks** took her granddaughter to Hearst Castle; and **Jodi Olson** tried to see every monument and statue in Washington, DC. ■

Kit Tiura (Courts) helped her son, Kyle, celebrate his 21st birthday recently, not by buying him his first drink, but by ziplining through the coastal redwoods of Sonoma County. Now that's one cool mom! ■

Josie Cenicerros (PD) ran a half marathon in the Nike Women's marathon event in October. **Wendy Patterson** (ARC) completed a half-marathon through Disneyland. ■

Photo by John Neville
L to R: John Neville (DPW) and son Cade with astronaut Dr. Millie Hughes-Fulford

On August 14, 2010, Gness Field celebrated its 50th anniversary as the Marin County airport with *Wings Over Marin*. Events included aircraft displays, flybys, an aviation expo and seminars, and music by Dead Set. Featured guest speaker was Dr. Millie Hughes-Fulford, Skylab astronaut and currently a professor at UC San Francisco. Dr. Hughes-Fulford received her private pilot's license at Gness Field. ■

Photo by Gary O. Kiehne



Dr. Marisol Muñoz-Kiehne

The work of Dr. **Marisol Muñoz-Kiehne**, bilingual clinical psychologist with Community Mental Health (H&HS), was recognized with the Spirit of the Family award at the recent annual meeting of the Family Service Agency of Marin. ■

The Health Initiative of the Americas honored Licensed Mental Health Practitioner **Cio Hernandez** (H&HS) for her leadership of a collaborative community effort to increase the number of local events and services offered during annual Binational Health Week. The organization flew Cio to Guanajuato, Mexico, for its international gathering last fall. The Marin program has grown from one to eleven public health events in its seven-year

history. Among those who contribute to the program's success are **David Escobar** (BOS), **Oscar Guardado**, **Yzaida Miranda**, **Wesley Whalon**, **Sparkie Spaeth**, **Christine Stipp**, **Sharayn Forkel**, and **Linda Metz** (all H&HS), and **Barbara Goodman** (retired H&HS). Binational Health Week is part of the Binational Health Week Initiative, a partnership of 10 countries. ■

Winners abounded at the annual employee health fair coordinated by the Department of Human Resources during open enrollment in November. Of the 325 employees who attended, 300 opted to receive the flu shots that were offered. Meanwhile, raffle winners were **Maureen Parton** (BOS), **Judy Williams** (H&HS), **Richard Wallace** (DPW), **Wendy Patterson** (ARC), **Tray-Yun Kuo** (DCSS), and **Michael Lotosh** (IST). ■

Highlighted by a stellar sub-par round of 71 by **Stacy Carlsen** (Ag/Wts. & Meas.) and a natural eagle by **Roy Sutterfield** (Sheriff), the Marin County Golf League closed out its 2010 season in September. Taking home the trophy in the "Lemon Ball" tournament was the team of Sutterfield, **Gregory Fearon** (retired H&HS), Steve Litras, and Toni Pellegrini. Anyone interested in playing in the league in 2011 should contact retired PD **Joe Spaeth** at 1golfan@gmail.com in March. ■

Photo by Janice Hughes
Crafts on display

Employees displayed handcrafted wares at the two-hour tenth annual Employee Crafts Fair, held near the south entrance of the Civic Center in November. If you're interested in coordinating this event next year, call **Ely Ferrell** at 707-422-5845 or omx9@sbcglobal.net. ■

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

Photo by Sonoma Canopy Tours
Kit and Kyle Tiura

On the Move

By **Bonita Shannon**—CDA and **David Speer**—CAO

Given the county's ongoing budget-planning process, the Public Works Real Estate, Capital Division, and the Facilities Planning Division in the Chief Administrator's Office have jointly been exploring ways for the county to cut space costs and increase efficiencies. ■ With the lease at 65 Mitchell expiring in January 2011, the county recognized an opportunity to vacate those offices and save the General Fund about \$160,000 in fiscal year 2010–2011 and \$320,000 in savings in future fiscal years. ■ The county redesigned space in the Civic Center to allow departments to move offices and operate more efficiently. For example, the move to Room 247 by the Personal Property Division of the newly combined Assessor-Recorder-County Clerk's Office (ARC) inspired the department to significantly lighten its load. **Bill Reschke** (ARC) led the project of purging old documents, eliminating 175,000 pages! And **Tim Ashdown** (ARC) anticipates improved public service because they can meet customers at one location. ■ In addition, Public Works' Stormwater Pollution Prevention Program, known as MCSTOPPP, moved to Room 311 in the Civic Center. **Terri Fashing** (DPW) said their move went smoothly. Staff is happy to be located in the Civic Center, and though their new space is smaller, the change also inspired them to purge documents and use space more efficiently. Staff is especially proud of the

brochure and publication space they designed with the help of **David Vaughan** (DPW). ■ Further, the Geographic Information System team moved to Room 248. **Fred Vogler** (CDA) said staff is happy to be near clients in the Civic Center again after three years at 65 Mitchell Blvd. ■ Some county offices moved to 899 Northgate, where Health and Human Services still has offices on the first and fourth floors. Public Works' Real Estate and Waste Management offices moved to the first floor, Suite 100, and the Federal Grants Division of the Community Development Agency (CDA) is now in Suite 408 on the fourth floor. **Roy Bateman** (CDA) likes the new office.

■ The county is economizing in other ways. In 2009, **Terry Toner** (DPW) negotiated a new lease and moved Child Support Services to 88 Rowland Way in Novato, saving that department \$943,500 over seven years. Terry also renegotiated the Farm Advisors/Agricultural Weights and Measures lease in Novato, saving \$310,000 over the next seven years as well as the Information Services lease in Novato, saving \$178,000 over five years. ■



L to R: **Terri Fashing**, **Gina Purin**, and **Howard Bunce** appear in front of the new MCSTOPPP office in the Civic Center.

Photo by Alecz Pang

Domestic Violence is Marin's #1 Crime

By **Abby Dennett**—Probation

Photo by Abby Dennett



"An Empty Place at the Table"

In recognition of October as Domestic Violence Awareness Month (DVAM), the Marin County Domestic Violence Coordinating Council held an informational event on October 6 in the Civic Center Cafeteria. The event, also repeated in several other locations within the county, included a four-part traveling exhibit entitled

Commemorating the Loss of Lives. In this moving exhibit, observers were able to read the names of those who lost their lives to domestic violence in both the Bay Area and United States during the first nine months of 2010. A nationally circulated artistic portrayal of those victims was also presented, entitled *An Empty Place at the Table*. Additionally, a display entitled *Silent Witness* depicted the stories of four women whose lives were either lost or severely affected by domestic violence. Attendees were able to meet with providers of

domestic violence intervention, treatment, and emergency support. ■ DVAM evolved from the "Day of Unity" in October 1981, conceived by the National Coalition Against Domestic Violence. The intent was to connect advocates across the nation who work to end violence against women and their children. ■ The following statistics were obtained from the Center for Domestic Peace's Domestic Violence Facts Sheet for Marin County 2007–2008:

- Domestic violence is the number-one crime police respond to in Marin County.
- In 2007/2008, the Program for Domestic Peace in Marin received 1,918 calls on the domestic violence hotlines (English and Spanish).
- The Centers for Disease Control report that intimate partner violence presents the single greatest risk of injury for women in the United States.

Deputy Probation Officer III **Jessica Fort** stated, "People should also be aware that there are certain situations in which domestic violence is more likely to occur, such as during pregnancy, holidays, and events such as the Super Bowl." ■



Victim/witness advocates from the District Attorney's Office set up an information table at Novato's Vintage Oaks in October for Domestic Violence Awareness month. L to R, **Back:** Nilda Fernandez and Anna Macias L to R, **Front:** Rachael Yamanoha and Yolanda Johnson

Photo by puseerby

Victim Witness Program: 415-499-6450
 Center for Domestic Peace: 415-924-6616 Español 415-924-3456
 National Domestic Violence Hotline: 1-800-799-SAFE (7233)
 Suicide Prevention Hotline: 415-499-1100

Rich Benson Elected

By Connie Siebler—ARC

Bay area native and UC Davis graduate **Rich Benson** was elected Assessor-Recorder-County Clerk in a runoff election last November. He fills the position of 16-year-veteran retired Assessor/Recorder **Joan Thayer**. Prior to his election, Rich was the Assistant Assessor-Valuation since 2007. He began his public service in Marin as an appraiser aide in 1985, then rose to Senior Appraiser in 1991, and Chief of Assessment Systems and Standards in 1994. ■ Rich is greatly respected among his peers for his knowledge and implementation of complex property tax law. He has provided instruction in ethics and other diverse issues to the Assessor's appraisal staff and the

California Assessors' Association, and he presents to other professional groups. ■ Rich laid out his goals, "First, to unify our department team after the election. Next, to align and implement our department goals and plans, both short and long term, with our County Strategic Plan and fiscal responsibilities. And, throughout this process, follow our mission statement to provide excellent customer service in carrying out the functions of the Assessor, Recorder, and County Clerk." ■ Rich lives in Novato and has one daughter, Hilary, who lives in New Mexico. While deeply committed to his work, he also enjoys snow skiing, bicycling, gardening, and music. ■

Photo by Janice Hughes



Rich Benson

Outstanding Employee Team of the Quarter



Photos by Janis West

October, November, December 2010—P&OS Landscape Team

L to R: Dave Hattem, Chuck Bates, Dave Dibble, Jim Cleaves, Peter Norman, Bob Wyatt
Not pictured: Virginia Beauchamp, Ira Shaw

Softball Champs

By Tori Creighton and My Tran—Probation

It has been 12 long years since the Probation Department brought home the Marin County League softball trophy. But on a nice summer night, Probation jumped out to an early lead that it never relinquished. The final score was Probation 17—Sheriff's Office 13. This was a total team effort with several players making great defensive plays. The most sensational play was made by **Lindsay Lara** (Courts) who snagged a hard-hit ground ball in the seventh and final inning that preserved the victory.

The offense was led by **Darnell Roary, Gary Trent, Dave Cole, Don Carmona** (all Probation), and Nick Petrucela (team ringer). ■ The fans from the Probation Department who came out each and every game had as much to do with the championship as anything else. With mascot **Millhaus** patrolling the dugout area, a fun time was had by all. Championship night was filled with supporters and Probation brought home the hardware. The team dedicated its victory to the late **Vinnie Nahmens**, former probation officer and team inspiration. ■

Photo by passerby



L to R, Back: Fredi Bloom, Susana Tabunut, Tom Watson, Will Tabunut, Tim Farrell, Darnell Roary, Mike Daly, Gary Trent, Dave Cole, Kenyetta Wilson L to R, Front: Hugo Araica, Millhaus (the mascot), Bob Steiner, Steve Marthinsen, Donald Carmona, Aaron Tam, Lindsay Lara
Not pictured: Melissa Davis, Cate McDonough, Nick Petrucela

Roving Reporter

By Connie Siebler—ARC

What's the most memorable Valentine you either gave or received?

Becky Ng (CDA):

"My husband ordered long-stemmed roses to be delivered to my office. The florist arrived after the door was locked and left them in the seating area. I didn't get them for two days! Now, my husband goes to the store to get flowers and delivers them himself."



Photos by Connie Siebler

Randy Ewert (ARC):

"We went to Vegas to see *Siegfried and Roy*. We didn't like the seats, so Erin went and batted her eyelashes and we got put right next to the stage. One of the tigers laid down right in front of Erin. His purr was so loud! It was so full of power."



Vanessa Dominguez (H&HS):

"Last year I took my husband to Boca in Ignacio. We were both just delighted in the décor. We had steak, prepared the Argentinean way. The service and food were excellent."



Jules Fulgentes (IST):

"An ex-boyfriend gave me a ruby ring—as a symbol of red for valentine—which he had ordered and shipped from his uncle's jewelry store in Indiana. I was really surprised, although I freaked out a little because I thought it was an engagement ring."



Haiku

By Bob Beaumont—DPW

Each day dawns anew
Each choice we make creates us
All roads bring us home

Huge P&OS Planning = Mega Success

By Dave Dibble—P&OS

Projects that would have taken Landscape staff three days were completed in a matter of hours when more than 100 youth volunteers and staff members from the Osher Marin Jewish Community Center (JCC) Artsfest 2010 volunteered to help maintain Lagoon Park at the Civic Center in August. The project involved a lot of planning but the result was better than the park team could have imagined. Staff fed on the enthusiasm and thrived on providing education and leadership. ■ The team greeted the volunteers and gave an introduction to Lagoon Park and the Civic Center. Volunteers learned about the diversity of wildlife and the natural beauty of the area and how the work would benefit the Marin community. The volunteers were assigned to staff leaders at prearranged

Photo by Janice Hughes



With shovels ready for the next project, Virginia Beachamp, Chuck Bates, and Dave Dibble pose at the picturesque Lagoon Park gateway near picnic grounds restored during a volunteer event led by Parks and Open Space staff. Staff participants not pictured are Louis Hernandez, Keith Hansen, Greg Reza, Kirk Schroeder, Ira Shaw.

sites. JCC Program Director Deborah Newbrun commented that the team was “wonderfully organized for our volunteer

day. I so appreciated that you had staff...ready with meaningful jobs, tools, safety talk, and instruction.” ■ Landscape Service Worker II **Chuck Bates** led volunteers in refinishing picnic tables and benches. Landscape Service Worker II **Virginia Beachamp** led a group in replacing a formerly irrigated landscaped area with sheet mulch, which involved placing a layer of cardboard and tree mulch to create a weed barrier without using herbicide or plastic. Landscape Seasonal Assistants **Keith Hansen** and **Louis Hernandez** led the volunteers in weeding and resurfacing park picnic areas. ■ “We intend to continue our partnership with Osher Marin and are seeking to engage more volunteers,” said Chief of Landscape Services **Dave Hattem**.

“It motivates our staff, connects us with the community, and we also get a lot of good work done.” ■

“I so appreciated that you had staff... ready with meaningful jobs, tools, safety talk, and instruction.”

Battling Stress in the Workplace

By Kristen Sweet—H&HS

We all know we are in the midst of one of the worst economic recessions we have had in decades. Unfortunately, we also know this has meant numerous layoffs for many companies and government institutions. Budget Manager **Dan Eilerman** (CAO) states, “While it is important to remember that we are in a relatively better position than many other counties—and certainly the state as a whole—we nevertheless face challenging circumstances heading into the budget year and beyond.” Although we are fortunate to have been able to maintain most of our personnel, many of us are feeling the anxiety and stress of not knowing what lies ahead and of having an increased workload. ■ We all deal with stress differently so it is important to be aware of our individual reaction to it. Common symptoms are tight shoulders, headaches, upset stomachs, the desire to call in sick, irritability at work, etc. Once you know how you react to stress, create a plan for preventing it and then, if needed, managing it effectively. ■ Typical recommendations for combating stress and anxiety are to get lots of sleep, exercise regularly, talk with loved ones, meditate, go to therapy, and lower caffeine and alcohol intake. At right are some other stress reducers.

Editor’s Note: Author Kristen Sweet is a Bilingual Licensed Mental Health Practitioner

- Go on vacation.
- Get a massage. There are local places that charge reasonable rates.
- Eat small but frequent meals throughout the day to maintain an even blood sugar level. Low blood sugar makes you feel anxious and irritable.
- Plan regular breaks in your work day. Work for an hour then walk around the building for five minutes.
- Leave earlier in the morning to avoid rushing at the start of your day.
- Find humor in situations. When you begin to feel uptight, look for the humor of it all or tell your coworker an appropriate joke.
- Avoid stressful people or situations. If this is impossible, have a plan for how to deal with them and try not to take things personally.
- Recognize that others are also under stress and have compassion for them and their difficult situations.
- Focus on good things happening in your life.
- Have a backup plan. It is comforting to know that you have a plan if anything were to happen.
- Volunteer in the community. It may help to put your own life into perspective.
- Post positive sayings in your workspace to encourage you.
- If you feel overwhelmed or immobilized by stress or anxiety, call the Employee Assistance Program at 800-327-7526.



Photo by Kristen Sweet

Iris Mutio and Christine Miller (CMH) take a stress-relieving walk around the building.

Life Still Good for Lottery Winner

By Anne Starr—HR

Photo by Janice Hughes



Lottery winner DPW's John Paterson with his new Lexus

Years of buying lottery tickets paid off when Environmental Compliance Specialist **John Paterson** (DPW) won enough to buy a new car, pay down a credit card, host some dinners, and save the rest for retirement. ■ John buys the occasional ticket with morning coffee at Santa Venetia Market. A player since the state lottery began in 1984, John likes to gamble, "but I'm not crazy. Instead of going to Tahoe, I play Super Lotto. It's kind of a sucker's game. I never expected to win a large amount." When he fed the ticket through the automatic reader that September morning, John was incredulous. "I put it through the reader three times just to be sure," he said. After taxes, net winnings were \$143,559. His single splurge, replacing his 1991 Honda, meant "one less thing to worry about." ■ Will he continue to play? "Oh, sure," he said, "but maybe less and less." He added, "Life is good—but I used to say that before winning. My coworkers have something to do with that. We have good people in the Department of Public Works." ■

"I put it through the reader three times just to be sure."

EMPLOYEE OF THE YEAR



TIM WALSH

Photo by Janice Hughes

2010

In recognition of his outstanding initiative, talent for consensus-building, and ability to get things done, fire crew superintendent **Timothy Walsh** (Fire) has been named Marin County's 2010 Employee of the Year. An expert in fire behavior and GIS mapping, Tim piloted and continues to lead a countywide, multi-agency program that cuts wildfire disaster risk. His crew creates fire breaks in strategic areas and responds to wildfires across the county, regardless of jurisdiction. The program leverages resources and increases safety. A 12-year employee, Tim also effectively mentors new fire-fighters. Board of Supervisors' recognition includes a \$1,200 check and an invitation to join the employee recognition committee. ■ To view previous winners or nominate a coworker, visit the MINE and click the employee of the month photo. ■ Congratulations, Tim! ■

EMPLOYEES OF THE MONTH



DAVID VAUGHAN (DPW)

Photos by Janice Hughes

SEPTEMBER



ERIC OLSON (PROBATION)

OCTOBER



LORETTA ROGERS (H&HS)

NOVEMBER



PAULA GLODOWSKI (H&HS)

DECEMBER

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from July 16 to November 15, 2010

- | | |
|------------------------------|--------------------------------------|
| Jeff Wickman | Retirement Administrator, Retirement |
| Trevor Strong | Deputy Sheriff Trainee, Sheriff |
| Benjamin Laudig | Dentist, H&HS |
| Jeremy Santos | Registered Dental Asst., H&HS |
| Wirete Praiphetsak | Registered Dental Asst., H&HS |
| Shawn Baker | Deputy Sheriff, Sheriff |
| Jennifer Da Silva | Licensed Crisis Spec., H&HS |
| Karen Edwards | Dentist, H&HS |
| Jeffrey Daniel | Systems Support Analyst II, IST |
| Anthony Savas | Deputy Sheriff, Sheriff |
| Gail Cushman | Library Branch Aide I, Library |
| Renee Gonzalez | Dentist, H&HS |
| Christina Czuhajewski | Library Branch Aide I, Library |
| Jeanie Lee | Dentist, H&HS |
| Lillian Jang | Office Services Supervisor, H&HS |
| Sara Zerbib | Sheriff's Service Asst., Sheriff |

Farewell to Retirees!

- | | |
|------------------------------|--|
| Melanie Phelps | Office Asst. III, H&HS |
| Danielle Mendez | Sheriff's Service Asst., Sheriff |
| Cheri Brannon | Asst. Court Executive Officer, Courts |
| Maggie Collins | Court Reporter, Courts |
| Gerry Norton | Principal Personnel Analyst, HR |
| Jenny Veggerby | Support Service Worker II, H&HS |
| Joan Monteverdi | Legal Process Spec., Probation |
| Lawrence Kay | Sr. Road Maint. Worker, DPW |
| Dan Martin | Traffic Safety Maint. Worker, DPW |
| Kenneth Tisdale | Road Maint. Supervisor, DPW |
| Barbara Antezana | Court Proc. Spec. III – Civil Div., Courts |
| Phyllis Green | Legal Process Spec., Probation |
| Patricia Baxes | Admin. Services Officer, H&HS |
| Shirley Watt | Public Health Program Mgr. I, H&HS |
| John Kinnear | Social Service Worker II, H&HS |
| Annette Bunce-Ransom | Legal Process Spec., DA |
| Kathryn Mitchell-Ball | Chief Deputy DA, DA |
| Leslie Richardson | Deputy Sheriff, Sheriff |
| Nancy Mullikin | Legal Process Spec., DA |
| Alan Charnatz | Deputy DA IV, DA |
| Frances Collins | Office Asst. III, H&HS |
| Leonard Page | Open Space Park Ranger, P&OS |
| Reid Thaler | Planner, CDA |
| Deborah Skaar | Office Asst. III, Farm Advisor |
| Kenneth Robbins | Airport Mgr., DPW |
| Carolyn Schuch | Assessment/Record Tech. II, ARC |
| Morton Tallen | Veterans Service Officer, H&HS |