

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Photo by Janice Hughes



Leadership Academy Innovation Team members L to R: Dan Eilerman (CAO), Marina Raskin (IST), Chris Mai (HHS), and Marty Graff (HHS). Not pictured: Mark Brown (Fire), Tracy Clay (DPW), Jerod Kansanback (Sheriff), and Bill Kelley (CDA)

CPR to the public. This new methodology increases the ability to train a large number of people by fewer instructors than previously, thereby increasing survival rates from cardiac arrest in communities. The running group helps instill a sense of confidence, camaraderie, and teamwork among participants, many of whom are involved in the juvenile probation system. ■ The Innovation Team has also developed a web portal, "Marinnovate," to help move ideas forward. "We want to build momentum around other people's success, share ideas horizontally across the organization, and learn from what others are doing," explained **Dan Eilerman** (CAO). ■ Change can be difficult, and the group acknowledges that proposing new ways to work requires sensitivity. One strategy to help make this easier, offered **Mark Brown** (Fire), is to "look at the habits we already have...and build on them to be successful." For example, his department is looking at ways to incorporate the use of mobile devices into their work to increase portability and reduce redundancy in work flow. Out-of-the-box thinking sometimes results in taking calculated risks that open one up to potential failure. "Trying and failing is not necessarily a bad thing; you learn from it," said Mark. ■



If you initiated an innovative project or program before December 31, 2012, download the Inny Award entry form and instructions on the MINE to apply today. Entries are due Friday, March 28. Awards will be announced in May.

It's Time to 'Marinnovate'

By **Tara Clark**—HHS

Have you ever imagined ways your workflow could be improved to make your job more efficient? Do you have good ideas, but aren't sure how to bring them to fruition? If so, the Innovation Team, spawned from the fall 2011 Dominican Leadership Academy, wants to hear about them. Their mission is to cultivate, drive, and celebrate innovation. Comprised of eight individuals from seven departments, the team has successfully implemented much of what it set out to do. One of its biggest accomplishments is the founding of the "Inny Award" to recognize individuals or groups that come up with creative ways to do their jobs better. ■ Fifteen

applicants from seven departments applied for the award in the Inny program's inaugural year. The JURIS (Judicial Uniform Records Information System) project, an IST custom-designed computer system for Marin County Superior Court, took top honors. The system provides an automated workflow, improves case management and tracking, and allows for more accurate reporting than previously available. It has benefited the public, staff members, and the courts. ■ HHS won the runner-up and honorable mention prizes for their Sidewalk CPR class and a girls' running group named "Las Chicas Locas." The Sidewalk CPR class introduced the concept of hands-only

Local Idea Becomes State Law

By **Phyllis Gray**—ARCC

It helps to have friends in high places. When **Doug Allen** (ARCC) presented a statewide issue to the Uniform Practices Committee of the County Recorders' Association of California (CRAC), the result was Assembly Bill 464, which

was signed into law last August and enacted January 1. The issue stemmed from the Government Code not being changed to reflect updates to the Health & Safety Code which defined two types of certified copies of vital records. Doug conducted a statewide survey and



Photo by Phyllis Gray

Doug Allen

Continued on page 2

FRANKLY SPEAKING

Editorial Board

Anne Starr, Editor-in-Chief, Human Resources (HR),
Civic Center Volunteers (CCV), 473-7167

Heather Burton, IST, 473-6169

Mike Daly, Probation, 473-6662

Jack Govi, County Counsel's Office, 473-6117

Cio Hernandez, HHS, 473-2848

Shelagh Stewart-Chung, HHS, 473-6924

Tina Torresan, Parks, 473-4044

Design: **Rob Roehrick**, Roehrick Design
Copyeditor: **Ellen Obstler**, HR, CCV
Photographer: **Janice Hughes**, DA's Office
Proofreaders: **Joan Brown, Arthur Comings, Kelley Litz, Leslie Miller**, HR, CCV
Online: **Marin County Information Services Technology**
Printing: **Marin County Printing Services**
Printed on 100% post-consumer paper

Frankly Speaking is published three times a year for and by Marin County employees. It is accessible on the MINE homepage and at www.marincounty.org—enter *Frankly Speaking* in the search box. E-mail articles, photos, poems, and so on, to **Anne Starr** at astarr@marincounty.org. For articles, please identify author and phone number. For photos, include all names and the photographer's name. **Digital photos must be shot at the highest-quality setting.**

Reporter Award: **Bob Beaumont (DPW)**

Schedule

Articles Due	Publication Date
February 28	May 23, 2014
June 27	September 26, 2014

Can You Haiku?

Frankly Speaking's haiku master, **Bob Beaumont (DPW)**, has announced his retirement and the Editorial Board is holding a contest to find a new poet. Interested employees are invited to submit five haikus: one on the subject of work, one on a sports-related topic, and three on topics of the poet's choice. The commitment is for three poems a year. Bob will write a farewell haiku for the Spring/Summer newsletter, the same edition in which the new poet will be announced. Entries should be sent to the Editorial Board by Friday, February 28, care of Editor **Anne Starr**, AStarr@marincounty.org, or via interoffice mail to Room 415, Marin Civic Center.

FRANKLY SPEAKING Purpose and Priorities

COMMUNICATION • DIVERSITY • RECOGNITION • EDUCATION • NEWS • FUN • INTERACTION

The Marin County newsletter is intended for communication. The newsletter does not include partisan or non-partisan political activity, or issues related to labor disputes and grievances.

Local Idea cont'd

From front cover

determined that 22% of counties were rejecting certified informational death certificates for recording purposes while the remainder of counties accepted them. After presenting his findings at the CRAC annual conference in 2012, he drafted the initial legislation proposal and presented it to the CRAC Legislation Committee. Assembly member and former Orange County Recorder Tom Daly sponsored Doug's proposal and

the rest is history. The new bill will allow California recorders to accept both informational certified copies (those not valid to establish identity) and unrestricted copies of death certificates as attachments to Affidavits of Death presented for recording; this will ensure consistent practices across California's 58 counties. Doug and the Legislation Committee are especially proud of the fact that AB 464 passed through both the Assembly and Senate without a single amendment or challenge! ■

Dear Fellow Employees,

As we embark on the New Year, we have much to reflect on and be grateful for. Marin is a community with many different voices and we celebrate that diversity. Working together with thoughtfulness and respect, we can solve whatever is before us.

On behalf of the Board of Supervisors, I want to take this moment to thank everyone in the county family. I feel so fortunate to work with such a dedicated and talented group of people. Our accomplishments of the past year are a credit to everyone's dedication to public service. Our commitment to excellence in all we do shines through in spite of challenging times.

We had many successes in 2013: Department of Marin's Child Support Services was awarded the highest overall performance in California, we adopted the Stream Conservation Area ordinance and began public outreach, paved 23 miles of county roads, implemented the roll-out for the Affordable Care Act, adopted the Housing Element, approved plans to help both our seniors and our most vulnerable children and their mothers, received the highest bond rating—one of only two counties in the state, initiated "express permitting" in CDA, continued to pay down our unfunded pension liability, accelerated our communication strategies both inside the county and with our constituents and the press, and successfully passed Measure A—furthering the county's ability to restore and manage our open space and parklands...and this is just a partial list!

As we look ahead to 2014, we have new horizons as well as ongoing initiatives, including continued investment in our employees, enhanced use of social media to stay connected and engaged with the public, continued support for energy-efficiency initiatives to reduce our greenhouse gas emissions, and crafting a Climate Action Plan to prepare for climate change and sea-level rise. We will continue to prioritize safety-net services and fiscal stability.

Above all, as we celebrate the New Year, and keep our New Year's resolutions, we recognize the importance of our community, both here within the county family and out in our own neighborhoods.

Thank you and Happy New Year,

Kathrin Sears, BOS President



Photo by Kina Keane

Photo by Janice Hughes



Judge Beverly Wood

Wood Elevated to Judge

By Norma Johnson—Courts

Beverly Wood was appointed judge by Governor Jerry Brown in July 2013, after serving eight years as a court commissioner. ■ After earning a bachelor's degree at University of California at Berkeley and a law degree at the University of San Francisco School of Law, Judge Wood represented plaintiffs and defendants in business litigation. "I always really enjoyed being a lawyer and was quite assertive in my earlier years," she said. When she and her husband Peter Kleinbrodt opened their own firm, she represented several international

business entities, which involved a lot of travel. She chose to cut back on travel when she became a mother and joined a law firm in San Rafael, where she represented diverse litigants including municipalities and public entities. Over time, she went into family law as well.

■ She became a commissioner in 2005 at the point of her career "where the solution was more interesting to me than the advocacy." She has been commended for her work in the Marin County Proposition 36/Substance Abuse Crime Prevention Court. Since 2011, she has been a force in Marin Community Court, which was awarded an Excellence in Innovation Award by Hearts of Marin. She is currently a family law judge and frequently participates in family law settlement conferences. When asked how she discerns the best avenue in complicated or contentious scenarios, she answered, "My first step is always the same. I listen to what the defendants and litigants have to say. They tell me what the problem is, and the resolution unfolds accordingly." ■ Judge Wood and her husband live in San Rafael. They have three children, ages 24, 20, and 17. She enjoys walking her dogs, bike riding, and kayaking. About her appointment, she said, "I love what I do and consider myself the luckiest person I know." ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—Parks

I like to know what I'm going to write about before I start writing. Doesn't matter if it's a memo or a letter, it's personally important for me to have a direction, a theme, or a specific topic on my mind before I set fingers to keyboard. So before I begin writing, I often ask myself, what's my purpose today? What's my subject matter? What am I trying to convey? I find that if I don't have a theme or a specific topic, it's hard for me to focus or pay attention. I easily become distracted. Oh look! There's a squirrel outside my window! He's looking right at me! Anyway, without a theme, my thoughts become scattered, and words that should be flowing like stormwater through a culvert under a road someplace in the mountains are sorely extracted as I blather along some pointless... He's staring right at me. That's just rude. Go run up a tree! Go! ...along some pointless thing, like a pathway or something. Um, and pretty soon my concentration has like evaporated and I don't want to write anymore because I don't have a stupid topic. Stop it, you goofy squirrel! Don't look at me like that. I'm not a nut! So if I decide not to write anymore today, what could I be doing right now? The sun's out, so maybe I could go outside. Except for that attack squirrel. Go away! Well, it's warmer in here anyway. Yep, I'm not gonna write anymore today. I got no ideas, no themes. I only got squirrel. I guess sometimes that's just the way the nut falls off the tree and the shell gets all cracked and everything. ■

Illustration by Phoenicia Thomas

Wings Over Marin

Photo by The Do



Assistant Director of Public Works **Saaid Fakhrazadeh**, who oversees operations at the county airport, and his wife Mary Anne Fakhrazadeh smile during the Wings Over Marin event held at Gnos Field. Some 400 adults and children attended the aviation celebration at the airport in Novato on September 21, a day remarkable in hindsight as one of 2013's few with rain. The wet morning didn't dampen spirits. Attendees enjoyed meeting astronaut Yvonne Cagle, learning about women in aviation at a seminar, applauding two scholarship winners, and visiting a static display of aircraft, vintage vehicles, and emergency equipment from the Sheriff's Office and the Marin County Fire Department. The rain let up in the early afternoon, allowing pilots of historic and modern aircraft to show off their planes in a fly-over.

Photo by Ruben Chiang



Jules Fulgentes

Jules Fulgentes (IST) asked her fellow IST employees for donations of clothing, shoes, linens and towels, dry foods, school materials, and more to help Typhoon Haiyan victims in the Philippines. She and **Ruben Chiang** (DPW) drove to San Francisco and filled six large cargo boxes with the donated items. As they say in

Tagalog, *maraming salamat sa inyo'ng lahat* (thank you one and all)! ■

Kudos to **Claudia** and **Roy Asprer** (HHS) for their recent appearance on the Queen Latifah Show honoring their work with Marin foster children and their recognition by the Board of Supervisors in December as part of a special foster parent appreciation presentation. Claudia and Roy have fostered over 90 children, encouraging higher education and boasting many college graduates. They also started a nonprofit, *Movin' On Up*, to support youth who have emancipated from the foster care system and are continuing their education. For information about the nonprofit, visit www.movinonup.org. For information on foster parenting, contact the Children and Family Services program of Marin HHS at 415-473-5028 or visit their website at www.marinhhs.org. ■

Kyle Beyer (Fire), a seasonal firefighter, received a "Service Above Self" award from the Rotary Club of Marin Evening for working with children in after-school programs and arranging a fundraiser for the families of the 19 firefighters who were killed in a fire in Arizona in June. ■

Brian Sanford (Parks) and family were visiting

Boston at the end of September and went to take photos outside of Fenway Park. With a game about to start, a guy asked Brian if he wanted an extra

ticket. To make a long story short, Brian and his son Kelan ended up sitting in the fifth row behind home plate and Kelan got a foul ball. All for free! ■

Andrea Balf (ARCC) and recent retiree **Tom Vaszgird** (ret. DOF), members of the Petaluma Wheelmen Cycling Club, on a Saturday last fall rode 55 miles with a 3,500-foot climb. Tom, who is new to the sport of road biking, will be riding his first century, the Holstein Hundred Charity Bike Ride, here in Marin. Andrea has been biking for three years, averaging 70–90 miles a week. She also leads group rides for the Petaluma Wheelmen Cycling Club. ■

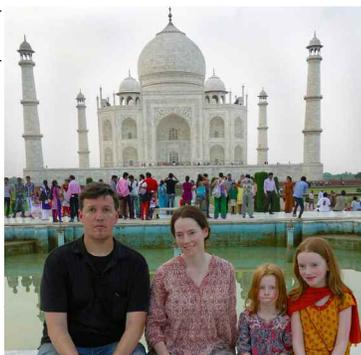
Photo by Michael Troy



Andrea Balf and Tom Vaszgird

Matt Sagues (Parks) with wife, Amy, and daughters, Lucy and Carmen, enjoyed an amazing stay in India, returning last August. ■

Photo by Presseby



Matt, Amy, Lucy, and Carmen Sagues

Anita Erola (HR) participated in 100 Thousand Poets for Change, an international annual poetry event where

Photo by Presseby



Brian and Kelan Sanford

poets create and perform to promote peace and sustainability. The Marin event was held in Fairfax in September. Anita is a member of Novato Poetry Farm and Marin Poetry Center and has a poem in the center's recently published anthology. ■

Jed Learned (ARCC) and his wife, Riley, welcomed Francesca Paz Learned-McDermid on September 18, 2013. ■

Vilma Orellana (Courts) is the proud grandmother of Sofia Lorena Orellana, born October 23, 2013. Sofia's parents are Daniel and Nicollete Orellana. ■

Jaxon Lamon Jenkins arrived on November 21, 2013. His proud parents are **Janell Hampton** (CAO) and Julian Jenkins. ■

Mother of the bride, **Barbara Jones** (Courts), celebrated on November 9, 2013 at the Outdoor Art Club in Mill Valley when her daughter, Alyssa, married Dustin Hendricks. ■

Tucker Evans (DPW) and Tracy Webber were married on September 6, 2013. ■

Photo by Guru Khalsa



Tracy Webber and Tucker Evans

Marin County Parks confers its Friends of Marin County Parks Award to staff members in other county departments who consistently provide outstanding service to Parks staff. "Honorees help our department excel as a whole and help us excel as individuals," said **Tina Torresan** (Parks). Awards were given at a Parks Department celebration on December 19. The 2013 recipients were **Corinne Lee** and **Florence Pattison** (both HR), and a 2012 winner who couldn't attend last year, **Valentina Jones** (IST), was also recognized. Congratulations, all! ■

Photo by Kellie Sullivan



Fire Chief Jason Weber, Kyle Beyer, Supervisor Judy Arnold

CDA Goes High-tech to Improve Customer Service

By Suzanne Thorsen and Alisa Stevenson—CDA

The Community Development Agency (CDA) opened a new Development Services Center in November to improve the customer experience. It provides a one-stop shop for owners and contractors for all their building and planning needs. ■ The center is staffed by representatives from CDA's Building and Safety Division, CDA's Planning Division, and the Department of Public Works, with Marin County Fire employees assisting on "express permit" days. The center has added computer workstations for the public to access the new website. Users can easily look up development regulations, permit records, and development proposals in their neighborhoods. They can also

research zoning and land-use policies. You can visit the center in the new Suite 308 at the Civic Center or view the new online features at www.marincounty.org/current-planning. ■ CDA is also using technology to encourage community participation through the recent launch of Marin's first online civic-engagement forum, Open Marin. Open Marin provides an opportunity for the public to see what others are saying and weigh in on a variety of topics. Open Marin has been used to obtain community feedback for the Black Point and Santa Venetia community plans, as well as a wastewater concept for the San Geronimo Valley. Check it out at www.marincounty.org/openmarin. ■



Photo by David Vaughan

Photo by Brent Anisworth



Parviz Besharati (CDA) serves customers in the new center.

Suite 308

New Look for Civic Center Gateway

By Pat Echols—DPW

Plans are moving forward to improve the northern gateway to the Civic Center campus. The project will create a welcoming entrance for employees and visitors and upgrade Civic Center Drive circulation and traffic safety. Features include accessible pedestrian and bicycle facilities to seamlessly connect the Civic Center campus, the future SMART Civic Center rail station, and a permanent farmers market planned for the "Christmas tree" lot. ■ The projected improvements include new sidewalks, bike lanes in both directions, and a new two-way bicycle path along the west side of

Civic Center Drive between the new SMART rail station and Peter Behr Drive intersection. Plans also include landscaping buffers between the roadway and bicycle path/sidewalks, street lighting, way-finding signage, a roundabout at Peter Behr Drive/Memorial Drive intersection with enhanced pedestrian safety improvements, and improved bus transit stops. ■ The concept plan was developed over the past year by a consultant team in collaboration with county staff from Public Works, Parks, Cultural Services, and the County Administrator's Office, plus agency partners including the City of San Rafael, Marin Transit and

SMART. A Board of Supervisors subcommittee reviewed the plan at several stages. The Frank Lloyd Wright Civic Center Conservancy and the Cultural Services Commission provided expertise. Three workshops were also held in September and November to solicit public feedback. ■ With the Board of Supervisors' adoption of the preferred concept plan on December 17, environmental studies and detailed design are beginning this month. Construction is anticipated to begin in late 2014 or early 2015, subject to obtaining necessary permits, and be completed prior to initiation of SMART rail service in 2016. To view additional project details or submit questions or comments, visit www.marincounty.org and use the keywords "circulation improvements." ■

EMPLOYEES OF THE MONTH

Photos by Janice Hughes



MARK BLEEKER (IST)

SEPTEMBER



DEBBIE POIANI (CDA)

OCTOBER



PEGGY HARRELL (SHERIFF)

NOVEMBER



R.J. SUOKKO (DPW)

DECEMBER



Beyond the Blue Roof — FIFTH IN A SERIES

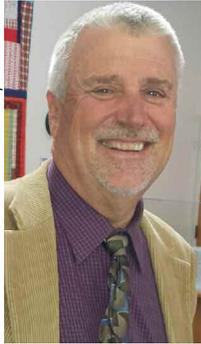
By Susannah Clark—BOS

You see the sign “County Offices” along Lucas Valley Road, marking the turn onto Mt. Lassen Drive, which leads to Jeannette Prandi Way, home to Juvenile Hall and Juvenile Probation Services. ■ **Nancy Hillman**, the office assistant, is often the first person you see when you are buzzed in at Juvenile Hall. A staff of 25 people covers the Hall 24/7.

According to Probation Supervisor **Mike Tito**, there are usually three to five group counselors at the Hall at any given time, plus nurses, mental health workers, housekeepers, and kitchen staff. When court is in session three days a week, more people are there, including Judge **Faye D’Opal**, Deputy District Attorney **Ron Ravani**, a public defender or other legal counsel, and a deputy probation officer (**Ulises Ramirez** was there during my visit). “It’s a dedicated group that works in the juvenile justice system so everyone knows each other and there are many shared experiences,” Nancy said. One such experience is communing with nature. One night as she drove to work along Jeannette Prandi Way, Nancy got swooped by an owl. And Ulises remarked that “it isn’t unusual to see coyotes at night and turkeys during the day; you don’t see that at the Civic Center very often!” **Matt Perry**, Director at Juvenile Hall,

commented, “We are away from the hustle and bustle; the location as well as the staff-to-minor ratio provides a safe, very personal experience for the population we serve as well as our employees. People who start work at this location don’t tend to leave.” ■ **Kevin Lynch** directs Juvenile Probation Services and the staff who work with youth on probation in Marin. Deputy probation officers work with mental health practitioners; **Dan Daniels**, the employment development counselor; and **Marissa Wertheimer**, the mediation coordinator between victims and offenders of juvenile crime. In addition, staff members spend significant time at school sites. Kevin said, “Our employee satisfaction ranks highest for people at this location. We feel close, yet a world away; it’s a perfect location for youth referred by law enforcement and their family members to meet with their probation officers and counselors. The pastoral setting works its magic on us all.” ■

Photos by Susannah Clark



Ron Ravani (DA)



Ulises Ramirez (Probation)

Outstanding Employee Team of the Quarter October–December 2013

Photo by Janis West



The Department of Health and Human Services’ Media Team’s motto is Bringing Ideas to Life. They connect with residents on behalf of the county’s largest department via videos, press releases, blogs, tweets, photographs, newsletters, and more.

L to R, back: Cio Hernandez and Chris Mai
L to R, middle: Erin Cochran, Alice Kinner, Sparkie Spaeth, and Trent Boeschen
L to R, front: Alison Sexauer, Cicily Emerson, and Shelagh Stewart-Chung

Roving Reporter

What is the nicest compliment you’ve received?

Rachel Varao (Retirement) “I’ve had compliments about my explanations to MCERA members who are trying to meet critical deadlines. One person even called me an angel. Recently I’ve had comments about efficiency and that compliment really belongs to the whole team.”



Photos by Anne Storr

Omar Pena (CDA) “Not long ago my uncle said, ‘You’re a good man—like your father.’ My father is honest and hard-working, so my uncle’s words stuck with me.”



Willow Taraja (Library) “I usually work at Bolinas but was filling in at the Novato branch when a West Marin patron happened to come in. He asked if I had been reassigned. I said no and he said, ‘You are one of my favorite librarians—so helpful—and I was a little worried when I saw you here!’”



Steve Morse (IST) “As a musician, I was playing guitar in a band with a respected studio saxophonist who said, ‘Your licks are really expressive.’ I had been working hard for a long time; that comment was validation.”



Haiku

By Bob Beaumont—DPW

Gentle falls the eve
 As the sylver shadoes waine
 Twielighte fades to dæsk

Wellness Campus Hosts Warm Shelter

By Shelagh Stewart-Chung—HHS

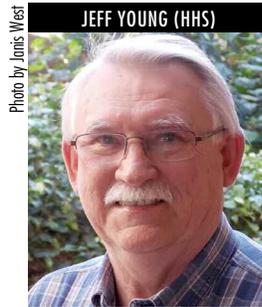
Each night between November 15 and April 15, the conference rooms at the Health and Wellness Campus on Kerner Boulevard in San Rafael are transformed to host up to 20 women as part of the Rotating Emergency Shelter Team (REST). Faith communities across Marin participate by providing an evening meal and companionship. The St. Vincent de Paul Society, which runs the temporary program, makes it a priority to minimize the impact on host sites. Shelter activity is invisible to county employees who work regular schedules; set up for the meal and distribution of sleeping bags and pads happens after 5:00. Next morning, guests arise early and depart before employees come to work. ■ Dr. **Matt Willis** (HHS) is among the many community members who volunteer at the shelter. "My 10-year-old son Luke and I had the privilege of serving meals at the Thursday night REST program," he said. "We ate dinner with the women using the shelter that night and heard some of their stories. It helps bridge gaps to sit together and connect over a meal. Luke wants to do it again, and convinced his brother and sister to join, so the whole family is signed up for next month." ■ "REST is a great resource," confirmed **Jason Satterfield** (HHS), a homelessness policy analyst. "The program supplements Marin's other shelter and housing programs during the coldest months, so that more people can find safety and warmth during bad weather. It also brings together people from different walks of life to share a meal, which helps to build a sense of community." ■ The program has helped several individuals obtain permanent housing. Many more have found jobs and otherwise improved their lives. ■ County leaders are working to establish a permanent shelter in Marin. ■

EMPLOYEE OF THE YEAR

By Del Medina, Jr.—HHS

Jeff Young (HHS) combines good humor with excellent customer service and a dash of outstanding technical expertise. He's a respected member of Health and Human Services Technical Services team and a welcome sight to HHS staff members in need of computer support. Jeff regards all his clients with patience and respect. The Board of Supervisors will honor him on February 11. ■

Photo by Janis West



JEFF YOUNG (HHS)

2013



Walking with Heart

By Scott Hadley—HR

Marin County's employee-wellness program sponsored its first county teams in two North Bay Heart Walks, one in Sonoma County and one in Marin in September. Employees who participated raised money in the fight against heart disease and stroke. ■ Marin's walk was named in memory of the late Supervisor **Charles McGlashan**, whose death in 2011 at age 49 was caused by heart failure. More than 65 people represented the county, making it the largest employer at the Marin event. ■ The Department of Child Support Services and the Department of Finance both had more than 25% of their staff members sign up for the weekend walks. ■



Photo by Scott Hadley

L to R: Hannah Lee (DPW), Haley Crawford (HR intern), person in heart suit, Michelle Moniz (DCSS), and Joy Keys (DCSS)

In Memoriam

Photo by Michelle Pitts



Charles Harding died unexpectedly on September 30 at age 61. Charles worked with the

Probation Department for 13 years as a Juvenile Hall group counselor. Committed to reaching out to at-risk youth, Charles had a special way of working with kids and making meaningful connections. He will be remembered for being a caring, loyal friend and coworker. Charles is survived by his wife, daughters, grandchildren, mother, brothers and sister, and a large extended family.

Photo by Neal Comariser



James Michael Huber died unexpectedly on September 21 at age 58. He had worked as a stationary engineer

for the past 11 years, maintaining outside buildings. He loved his Public Works job and developed friendships with employees throughout the organization. He also loved playing rugby, riding his Harley, fly fishing, and making award-winning wine. Jim leaves behind his wife, stepson and daughter-in-law, sister and brother-in-law, extended family, and two beloved Jack Russell terriers.

Wentling's Studio



Phyllis Callahan passed away on December 14 of cancer. She worked as a Department of Public

Works secretary for 12 years. Before that, she and her husband Mehdi Ziani owned Moroccan restaurants in Terra Linda, San Francisco, and Seattle. Phyllis had a great sense of adventure and loved hiking and travel. She volunteered for Friends of Mt. Tam and MCSTOPPP's Eco-friendly Garden Tour. She is survived by son **Omar Ziani** (DPW), daughter-in-law Halima, and extended family.

WELCOME FAREWELL!

Welcome to New Employees! Listed in order of hire date from June 1 to October 31, 2013

Cynthia Demesa Office Asst. III, HHS
Christopher Tom Dep. Probation Officer I, Probation
Lisa Fidler Employment Devel. Counselor, HHS
Victoria Lau Office Asst. III, Probation
Steven Woodside County Counsel, Co. Counsel
Gino Medeiros Sr. Secretary, HHS
Matthew Watson Fire Fighter, Fire
Phillip Meagor Fire Fighter Paramedic, Fire
Kevin Tsudama Fire Fighter, Fire
Dan Daniels Employment Devel. Counselor, HHS
Jamie Goekler Employment Devel. Counselor, HHS
Nichole Houstone Building Permit Tech. II, CDA
Sara Jones Dir. of County Library Svcs., Library
Jennifer Corning Fire Fighter Paramedic, Fire
Kerri Reidy Child Support Officer I, DCSS
Russell Eberwein Sr. Civil Engineer, DPW
Jennifer Echo Mental Health Nurse Pract., HHS
Larry Hampton Collections Officer I, DCSS
Kevin Wright Sr. Open Space Planner, Parks
Jason Fish Dep. Sheriff Trainee, Sheriff
Doris Skye Engineering Tech. III, DPW
Kenneth Cook Dep. Sheriff Trainee, Sheriff
Neil Willard Group Counselor I, Probation
Richard Chuck Sr. Comms. Engineer, DPW
Joanna Menendez Social Svc. Wkr. II, HHS
Sunha Tallakson Social Svc. Wkr. II, HHS
Elizabeth Ohito Social Svc. Wkr. II, HHS
Dario Santiago Social Svc. Wkr. II, HHS
Suzanne Tavano Mental Health & Substance Use Svcs. Dir., HHS
Maria Abaci Mental Health Pract., HHS
Christopher White Systems Support Analyst II, IST
Margaret Rodgers Systems Support Analyst II, IST
Jessica Diaz Mental Health Pract., HHS
Sarah Sevi Mental Health RN, HHS
Dave Panlilio Eligibility Wkr. I, HHS
Evie Dondi Eligibility Wkr. I, HHS
Tracy Cordova Eligibility Wkr. I, HHS
Hamida Rawls Eligibility Wkr. I, HHS
Seema Adina Eligibility Wkr. I, HHS
Armando Olguin Eligibility Wkr. I-Biling., HHS
Martha Aguiar Eligibility Wkr. I-Biling., HHS
Mahika Rangnekar Eligibility Wkr. I-Biling., HHS
Dorica Herrera Eligibility Wkr. I-Biling., HHS
Cameron Compton Eligibility Wkr. I-Biling., HHS
Anita Sosa-Huerta Eligibility Wkr. I-Biling., HHS
Maria Fernandez Gomez Eligibility Wkr. I-Biling., HHS
Gregorio Juarez Eligibility Wkr. I-Biling., HHS
David Caldwell Engineering Tech. III, DPW
Bret Uppendahl Principal Admin. Analyst, CAO
Amy Biesemeyer Mental Health Pract., HHS
Diana Zahn Legal Secretary I, DA
Alexandra Dicker Real Property Agent I, DPW
Loni Ward Environmental Health Spec. I, CDA
Laurie Jamieson-Collier Public Defender Investigator, PD
Peter Frye Resource Spec. GIS, Parks

Shannon Burke Open Space Park Ranger, Parks
Michael Warner Open Space Park Ranger, Parks
Jeong Ha Detention Lic. Vocational Nurse, HHS
Danielle Niemi Eligibility Wkr. II, HHS
Katie Behsmann Eligibility Wkr. II, HHS
Tina Marie Lewis Finance Svcs. Supervisor, DOF
Darby Jaragosky HHS Planner/Evaluator, HHS
Ginetta Huntress Systems Support Analyst II, IST
Jesus Carlos Lopez Sr. Network Svcs. Analyst, IST
Brian Rockwell Admin. Analyst III, CAO
Ian McLorg Open Space Park Ranger, Parks
Christopher Good Jr. Engineer, DPW
Diana Lopez Community Library Spec., Library
Craig Richardson Open Space Planner, Parks
Tara Mc Intire Park Planner, Parks
Mari Izumikawa Personnel Tech., HR
Thomas Tucker Shipping & Receiving Clerk, DPW
Blain Thompson Park Ranger, Parks
Ralph Hernandez Admin. Analyst III, CAO

Farewell to Retirees!

Ron Matteson Enterprise Systems Mgr., IST
James Cleaves Landscape Svcs. Wkr. II, Parks
Leighann Jorin Sr. Public Health Nurse-Biling., HHS
Randolph Heubach Commissioner, Courts
Ann Forsell Microbiologist III, HHS
Nancy Davis Sr. Librarian, Library
D. Helen Steppler Employee Program Coord., HR
Leticia Alcantar Support Svc. Wkr. II-Biling., HHS
Linda Armstrong Public Health Program Mgr. I, HHS
Douglas Dion Shipping & Receiving Clerk., DPW
Theresa Brown Microbiologist III, HHS
Kim Hansard Microbiologist II, HHS
Richard Gibson Supervising Open Space Park Ranger, Parks
Steven Blair Dir. Probation Svcs., Probation
Hiram Elliott Lic. Mental Health Practitioner, HHS
Linda Fortelka Asst. Chief Fiscal Officer-HHS, HHS
Neal Osborne Sr. Planner, CDA
Sara Peterson Courtroom Clerk, Courts
Nicki Azarakhsh Executive Asst. to CAO, CAO
Julie Withey Supervising Courtroom Clerk, Courts
Gerald Jones Sheriff's Sergeant, Sheriff
Douglas Long Engineering Tech. III, DPW
Paula Robertson Social Svc. Program Mgr. II, HHS
Barbara Stoke Court Processing Spec. II, Courts
John Rader Appraiser II, ARCC
Richard Brothers Asst. Comms. Dispatch Mgr., Sheriff
Nan Hefflin Lic. Mental Health Pract., HHS
John Paterson Environmental Compliance Spec., DPW
Theresa Mahoney Sr. Child Support Officer, DCSS
William Nelson, Jr. Admin. Svcs. Mgr., DPW
Michael Kirby Dep. Sheriff, Sheriff
Shelley Friedman Court Processing Spec. III, Courts

Compiled by Bonita Shannon—CDA