

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

TeamWorks Art Mentoring Program works with artists from juvenile detention and alternative-education high schools.

Art Works

By Phyllis Gray—ARCC

We've all heard of the elephant in the room, but did you know the County Counsel had an alligator in the room? Her name was Crystal, she was over six feet long, and she rested atop a cabinet most of this year. The papier mâché gator created by teen artists was a staff favorite. "We dressed her up for holidays!" said **Sasha Sanderson** (Co. Counsel). ■ Crystal was part of an art-at-work show which included for-sale paintings, drawings, murals, and sculptures—all by TeamWorks Art Mentoring Program artists from juvenile detention and alternative-education high

schools. The display was arranged by Marin Grand Jury foreperson **Jay Hamilton-Roth**. He had noticed pieces while working at Juvenile Hall and San Quentin and was struck by



Probation's Wall of Change display

their power and accomplishment. When the display closed last month, purchases by staff and visitors had generated \$400 to buy art supplies for students. ■ Meanwhile, the Grand Jury Room on the second floor of the Civic Center features art on permanent loan from the San Quentin Prison Arts Project, as well as pieces by TeamWorks and Marin County Jail artists. ■ The Health and Human Services Department features locally produced art at the Health and Wellness Campus and in its North San Pedro Road offices. The pieces are created at Senior Access classes by adults with memory loss. "We all love it," enthused **Judy Williams** (HHS). Her favorite is a collaborative mural of images and words including "who,"

"what," "we," and the poignant phrase, "call me," next to a telephone. ■ And at the Probation Department, colorblindness was no obstacle for **Sebastian Tillman**, son of **Teresa Torrence Tillman** (ret. Probation), who volunteered to paint three pictures: the title banner for the department's Wall of Change, an embellished canvas, and an image of the Probation badge that highlights the department's outstanding employees. Staff members are justifiably proud when a successful client's story is placed on the Wall of Change, or when an employee is recognized for excellence. ■ Adding art beautifies the workplace, shows appreciation for creative thinking, and helps employees connect with colleagues and the community. ■



Crystal the alligator with Sasha Sanderson

MY Home Needs Parents

By Sandra Mancilla—Probation

Marin Youth Home, known as "MY Home," is an innovative foster care program providing focused support for kids who need a temporary stable home. MY Home is a leader among foster programs in California—and it needs more adults involved. ■ MY Home parent **Rachel Smith** said her role allows her "to do what I do best, which is love kids." She and her

husband provide Marin's only current home with certified resource parents—formerly known as foster parents. They can serve up to two boys between the ages of 14 and 18. Rachel believes most people can "love outside biology" and she encourages everyone to "look beyond fear to see that these kids need help." ■ MY Home is operated via a partnership between the Marin County Probation Department

and Seneca Family of Agencies. (Seneca provides child placement, parenting training, and related services across California.) ■ MY Home's short-term housing option is for probation youth who can't stay with their families due to familial issues such as substance abuse, mental illness, or domestic violence. MY Home children are carefully screened and don't have histories of violent crime. Resource parents provide stability as

Continued on page 2

Resource parents provide stability as kids move from juvenile hall and group homes.

FRANKLY SPEAKING

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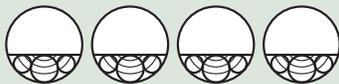
Frankly Speaking is published three times a year for and by Marin County employees. It is accessible on the MINE homepage and at www.marincounty.org: enter *Frankly Speaking* in the search box. Email articles, photos, poems, and so on, to **Anne Starr** at astarr@marincounty.org. Digital photos must be shot at the highest-quality setting.

Reporter Award: Cathy Selmi (IST)

Schedule

Articles Due
Friday, November 3

Publication Date
Friday, January 26, 2018



Did You Know?

By **Libby Garrison**—CS

Originally, Frank Lloyd Wright wanted a gold roof on the Civic Center to match the golden hills of Marin County. However, in the 1960s there wasn't a gold paint or material available that wouldn't tarnish almost immediately.

That's why the Civic Center roof is blue!

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.

MY Home

Continued from page 1

kids move from juvenile hall and group homes, offering “a chance to settle, to practice being outside a facility, to practice independent-living skills,” said Rachel. Recently a former foster child contacted Rachel to say that “part of my getting better was remembering what you told me: that I was a good kid, that I had a good heart.” ■

Now, MY Home's ability to grow depends on community members serving as resource parents.

Resource parents receive weekly support from a clinician, while youth have counselors. A deputy probation officer, reentry coordinator, and access to counseling, employment, education, transportation, and recreation are part of the support. ■ MY Home aligns perfectly with Assembly Bill 403's Continuum of Care Reform

(CCR), designed to improve outcomes for foster care youth. A basic principle of the reform is for foster youth to be in home-like settings close to their families for a short time with appropriate rehabilitative services. At the first annual CCR conference, the Probation Department, Seneca, and a Marin resource parent were selected to speak about MY Home's innovations. ■ Now, MY Home's ability to grow depends on community members serving as resource parents. County employees are encouraged to apply. Applicants receive a background check, at least 20 hours of training, a home study, and CPR/First Aid certification. To help with costs, there is financial assistance starting around \$900 a month. Seneca-certified parents receive another \$1,000 a month, and children receive a clothing allowance. ■ To learn more, please contact Seneca at 877-380-5300 or Director of Juvenile Probation Services **Kevin Lynch** at 415-473-6620. ■

PEP Talk Equals Action

By **Jackie Mulroy**—CDA

There's a shift occurring in the county: employees are becoming more proactive in advocating for their growth and development. Managers in turn are supporting their teams by building skills, strengthening team members, and building on their successes. ■ The Performance Excellence Program (PEP) Portal, officially launched in May, is a toolkit designed to support employees and managers as they develop growth opportunities for themselves and their teams. The PEP toolkit links new and existing resources to support this effort. ■ The PEP Portal is a website that not only offers information for both employees and managers but also connects them to the right resources and keeps them headed in the right direction. The portal was developed by the 2015 Fall Leadership Academy PEP Squad, led by Technology Systems Coordinator **Domenico Giampaoli** (HHS). County Training Manager **Chantel Walker** (HR) of the Executive



Chantel Walker and Domenico Giampaoli

Steering Committee for Growth and Development said, “The PEP Portal was designed by county staff to meet county staff needs. It started with requests for clear and easy access to career development information, as well as for follow-up materials for county training courses. I was thrilled to be part of the effort.” ■ Learn more by visiting the portal on the MINE. ■

County Media Team Goes Public

Photo by Brent Ainsworth



Media Manager Laine Hendricks (CAO) observes public information team members during a writing exercise.

By Julian Kaelon—DPW

In our world of information overload, government must go the extra mile to have its message heard. ■ Striving to better serve the public, Marin County's 5 Year Business Plan, initiated in 2015, includes strengthening communications as a focal point. Since the plan began, media manager, specialist, and technician roles have been approved and filled. This group includes managers **Libby Garrison** (CS), **Laine Hendricks** (CAO), and **Tina Torresan** (Parks); specialists **Brent Ainsworth** (CAO), **Erin Cochran**, **Alison Sexauer** (both HHS), **Julian Kaelon** (DPW), **Lisa Bui**, **Pamela Kuhn**, **Dana Lui**, and **Rosemary Passantino** (all Parks); and technicians **Maggie Gurley**, **Vivian Lo-Lew**, **Thomas Tucker** (all CDA), **Karen Walsh** (Parks), and **Keith Waye** (Library). While HHS, DPW, Cultural Services, Parks, and the Library have their own

staff, most departments utilize the CAO media team. ■ Media staff focus on engaging the public in the county's work by the timely dissemination of information via traditional and new media. "Having a specialist has helped significantly with our department's messaging," said Capital Projects Manager **Patrick Zuroske** (DPW). "This allows project managers to focus on their work and know that the public outreach is in good hands." ■ Media staff can keep residents informed in

fast-changing situations. For example, a January 10 storm had major impacts on roads, trees, and creeks. Over 24 hours, DPW's media specialist, Julian, tweeted 67 updates about flooding, road conditions, and other dangers.

"As a team, we strive to reinforce public trust."

Those 67 messages generated 177,000 Twitter impressions. ■ Media professionals bring diverse skills, from print and broadcast to social media expertise—important now that 62% of the population uses social media to get news. The team meets once a month to synchronize strategies. ■ "There is a collaborative approach across departments," said Tina, the Parks media manager. "As a team, we strive to reinforce public trust." ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—Parks

"Each box contains 5,000 staples." I didn't believe it, so I read it again: "Each box contains 5,000 staples." Wow! I've put new staples in my stapler maybe five times in 25 years. Why do I keep 5,000 staples in my drawer? ■ Another statement on the box said, "210 staples per strip for use with full size staplers." I don't know if I have a full size stapler. But the more immediate question is, if each strip has 210 staples, and each box contains 24 strips (I counted), then either each box has 5,040 staples, or one of the strips is only 170 staples long. ■ Plainly, they're either lying about the number of staples in the box, or there's one short strip. There didn't appear to be one short strip, so why wouldn't they brag about the extra 40 staples? "Now with 5,040 staples—a 40 staple bonus!" It seems like it would be a good marketing ploy. ■ I'm confused. Wouldn't it just be easier to make strips of 200 staples, and sell them in boxes of 4,800? Why did they pick 210 and come up with a phony number of staples in each box? Now I don't trust staple manufacturers. If they lie about the number of staples in the box, maybe they're lying about the "chisel point" too. ■ This is only important to me because I have two staplers on my desk. I don't know how that happened. But maybe ten years ago when I needed more staples, I found it simpler to find a second stapler than to go through the whole "5,000 staples" thing. ■ From now on, I'm just using paper clips. ■

Illustration by Phoenicia Thomas

Photo by Misty Hendricks



Meet Laine Hendricks

Laine Hendricks has joined the County Administrator's Office (CAO) as Public Information Officer/Media Manager and is enjoying the opportunity to unify the county's communications systems while building capacity to share county news. ■ Laine came to the county after seven years as public relations director for The Salvation Army's Golden State Division, which stretches from San Francisco to the Mojave Desert.

Previously she was with the National Parks Conservation Association. She earned a B.A. and M.A. in mass communications and journalism at Fresno State University. She grew up in Bakersfield. ■ "I feel fortunate to be in the CAO where I have the opportunity to work with programs across the county," Laine said. "I like knowing what's going on and meeting the people behind the work." A Marin resident, she is active in Rotary International and enjoys the outdoors. ■

When adoptive parents come before Judge **Mark Talamantes** (Courts) to get adoption decrees signed, they get a special surprise. “The emotion is so strong for me every time I sign the order approving adoption,” says Judge Talamantes. “I bake a cake for every new adoption.” Judge Talamantes got the idea from a retired judge who said it was his favorite part of the job. One adoptive parent, **Katie Kelly**, wrote a thank-you letter that concluded, “The icing on the cake was truly the cake you baked! It was delicious and made the day more memorable.” ■

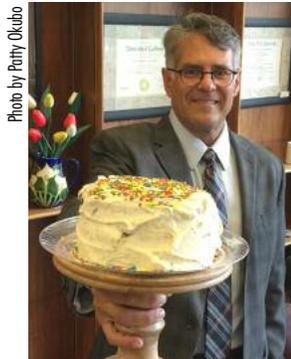


Photo by Patty Okubo

Judge Mark Talamantes



Photo by Katie Rice

L to R: Southbound commuters Robyn Madias (HR) with Guide Dog in Training Connor, Sean Kensinger (DA), Brett Rhodes (DOF), Ann Hearty (DPW), Stephanie Weldy (HR), and Chris Choo (DPW) arrive at the Civic Center station on the first day of regular SMART train service.



Photo by Norma Johnson

Patty Okubo with Elizabeth Turner’s blue-ribbon photo

Elizabeth Turner (Courts) won three ribbons—one first place and two seconds—in photography at the California State Fair 2017 in Sacramento. **Patty Okubo** and **Norma Johnson** (both Courts) checked out her accomplishments in person. ■

Mariya Popova (IST) and husband Stas welcomed Vera on June 25, making **Irina Popova** (IST) a first-time grandmother! ■



Photo by Heather Selzer

Julian Kaelon (DPW) and **Remy Mercer Slomoff** tied the knot on Saturday, August 12, at the Falkirk Cultural Center in San Rafael. Their “daughter,” a fluffy little schnauzer named Lily, is happy that her “parents” made it official after eight years. ■

Luke Cogswell Boughey arrived around 9 p.m. on July 30. Parents **Valorie Boughey** (Co. Counsel) and **Conor Boughey**, big brother **Mason**, and grandma **Susannah Clark** (BOS) are all thrilled and delighted. ■



2015 Arts & Crafts Fair Photo

Hand-crafted jewelry at Employee Arts & Crafts Fair

Ready to shop? More than 20 vendors from 14 departments are making jewelry, potting mini-gardens, knitting wearables, building display frames for vinyl records, painting pictures, crafting holiday ornaments, and otherwise gearing up for the 17th annual Employee Arts & Crafts Fair. Find a unique gift—or treat yourself to something special. The fair springs to life for two hours on Thursday, November 16, 3:00–5:00 p.m., at the Civic Center cafeteria. See you there! ■

Please email adventures, events, and department happenings to **Cathy Selmi**, cselmi@marincounty.org.

EMPLOYEES OF THE MONTH



Photo by Janis West

JOE ONCINA (ARCC)

MAY



Photo by Janis West

STEPHANIE WELDY (HR)

JUNE



Photo by Brent Ainsworth

AUSTIN BUSHNELL (HHS)

JULY



Photo by Brent Ainsworth

PEDRO OLIVEROS (PD)

AUGUST

What's Your Immigration Story?

By Ann Hearty—DPW

Last issue, we promised to include more responses to the question, "What is your family's immigration story?"

For many, hard work and sacrifice lead to appreciation in the next generation:

Photos by Ann Hearty



Angie Fong

Human Resources Technician **Angie Fong** said, "My grandfather came to California through the Bracero Program in the 1940s. He worked hard in the fields during the day and slept on a dirt floor in an old shed at night so that he could save every penny to bring my grandmother, mother, aunt, and uncle over from Mexico. They all worked tirelessly to create the American Dream for themselves and were all very proud to become U.S. citizens. Because of their sacrifices I am blessed with my opportunity to live a life of privilege and enjoy the many comforts that many of us take for granted." ■

Some families find themselves at the mercy of other people's dreams:



Sandra Alvarez

Sandra Alvarez, Support Services Worker, HHS, said, "My dad came to the U.S. in the late '60s after his employer's company closed. He risked going back and forth illegally for our family to have better opportunities. After years of hard work, the rest of the family arrived; I was 7. My parents opened a restaurant in the Tenderloin in San Francisco. My brothers, 10 and 11, helped there and I helped at home cooking and caring for my youngest brother and sister. When my parents traded the restaurant for Arturo's on Octavia Street, my dad's dream was complete. I am grateful my parents pushed us to become U.S. citizens. America has given me the opportunity to study, live comfortably, and I feel blessed to love what I do." ■

Some county employees are their own immigration stories:



Bené da Silva

"I came from São Paulo, Brazil, at 25," said Water Resources Engineering Assistant **Bené da Silva** (DPW). "With super-inflation and

extremely limited opportunities, many young people were leaving. I came in 1988 on a plane; suddenly, I was in the Bay Area and felt very welcomed. I found Portuguese communities here; the Portuguese are part of California's history. Now I think about dual citizenship. I have the opposite of 'immigrant syndrome'—in my case, a good syndrome of loving two countries." ■

Other employees go through the transition with a family member:



Shane Ebert

"My wife was sworn in as a citizen on September 7," said Library Assistant **Shane Ebert**. "Our immigration story began at the Corte Madera library branch. She worked as a nanny and regularly brought in the kids in her care. We dated, married three years ago, and have a son. Originally from El Salvador, my wife decided to pursue U.S. citizenship, making a considerable adjustment to declare her identity as part of an American family. She sailed through the seven-month process. Meeting today's requirements means living with-

out fear, no matter what the climate toward immigrants may be." ■

Your name may not tell the expected story:



Ed Ramazzini

"In the late 1880s, three cousins from Carpi, Italy were sailing for Argentina," said Family Court Services Associate **Ed Ramazzini** (Courts). "At a stop in Guatemala, one of the cousins loved the landscape and decided to stay. He had a family, which is how I got my Italian name, but I was born and raised in Guatemala. I became a proud U.S. citizen in the 1990s. I'm proud of my heritage, I love this country, and I hope my contributions of honest and hard work can be an example for my children and grandchildren." ■

County interns bring stories, too:

Photo by Anne Sior



Akram Abdulrahman

"I was born and grew up in Stockholm, the son of a refugee from Ethiopia," said SF State senior and Environmental Health Intern **Akram Abdulrahman** (CDA). "My father was in the resistance against the military dictatorship in the '60s and '70s. Fortunately, he was able to leave for university in Egypt, then worked in Saudi Arabia, immigrated to Sweden, and married my mother, who is from Eritrea. Others in my father's family came to the U.S., and I visited them as a child, liked it, and feel blessed I could come here to study." ■

Our individual immigration stories may differ, but we share our joint service as members of the county family.

In Memoriam



Photo by Dan Miling

Employment Development Counselor **Lisa Fidler**, 58, passed away August 25 after an illness. A member of HHS's Marin Employment Connection team since 2010, she facilitated workshops and helped clients reach employment goals. An accomplished jewelry designer and artist with a bachelor of fine arts degree, Lisa volunteered for an expressive-arts program for homeless children. She was an avid gardener, traveler, and outdoorswoman. Among the survivors are her father, Civic Center Volunteer **Roy Fidler**, and family in New York. Colleagues dearly miss her generous and compassionate spirit.

Beyond the Blue Roof — OUTSTANDING IN THE FIELD

By Susannah Clark—BOS

Photo courtesy of DPW



Engineering Technician Alekzander Pang (DPW) saws a fallen tree so it can be removed from a creek.

You won't see our Roads Division crews or Flood Control staff walking the halls of the Civic Center. They are in the field or, in some cases, in the creek, repairing eroded banks and levees, checking pump motors, clearing storm drains, testing electrical systems, and making sure rain gauges and weather stations work properly. ■ Roads crews focus year-round on pedestrian, cyclist, and motorist safety on 422 miles of roadway in the unincorporated areas of the county. Vegetation management ensures that the right of way is clear for line of sight, safe passage, and fire prevention. From late summer to early

fall, storm preparation work means hot temperatures while clearing vegetation in creeks and culverts. "I can't say we have a slow time of year. If we aren't cleaning up after storms, we're prepping for the next rainy season," said Engineering Technician **Gerhard Epke** (DPW). "We have to be out of the creeks by October 15." ■ Maintenance happens year-round, and crews are mindful of wildlife. "We had to push back repairing the Fairfax-Bolinas Road to accommodate the northern spotted owl's nesting season," said Principal Civil Engineer **Ernest Klock** (DPW). ■ Many neighborhoods in flood zones require help from county crews to control water flow. They rely on a system of pumps, levees, ditches, and discharge facilities all working together. ■ The county employees performing this essential work often labor day and night to ensure roadways and drainage systems are functioning properly at all times. ■

Outstanding Employee Team of the Quarter April—June 2017

Photo by Janis West



For effective support of youth who have been removed from their homes and referred to Probation because of concerns about their safety, the Juvenile Services Placement Unit is the Team of the Quarter. This unit identifies the residential treatment program that best meets each youngster's needs and provides ongoing supervision. It then seeks to return the youth to family or to an alternative arrangement that offers the best chance for success in life. It takes a strong team to do this critical work. **L to R:** Yuliana Valenzuela, David Fahy, Selina Johnson, Martha Grigsby, Sandra Mancilla (all Probation), Nita Lagleva Gibson (HHS). **Not pictured:** Angela Arenas (Probation).

Roving Reporter

By Ann Hearty—DPW

Do you ever dream about work?

Liz Clark, Business Systems Analyst, DOF: "When I dream, I'm problem-solving. Often I wake up without a solution, but I've had moments of inspiration."



Photo by Ann Hearty

Benjamin Warren, Office Assistant, HHS: "Sometimes I dream about a different way I might handle a client issue or deal with something left unresolved."



Ellen Grant, Accounting Assistant, DOF: "No, I've trained myself not to think about work when I'm home. Truth be told, I'm not always successful, but I try to keep work and home separate."



Dianah Scott-Branscomb, Office Assistant, Parks: "Unfortunately, yes! I see numbers and calendars, thinking I've missed something on a particular Parks field reservation. I always have to double-check when I get in."



Bob Goralka, Principal Civil Engineer, DPW: "I had a dream that Farhad* built a train. Isn't that crazy?"



*Farhad Mansourian is a retired director of the Department of Public Works and the current general manager of Sonoma-Marin Area Rail Transit (SMART).

WELCOME FAREWELL!

Welcome to New Employees! Listed in order of hire date from May 7 to August 26, 2017

Anjurle Duchaussee
Eligibility Supervisor, HHS
Michael Campos
Park Ranger, Parks
Nadia Iqbal
Dep. Public Defender I, PD
Jacqueline Johnson
Collections Officer I, DCSS
Samantha Haimovitch
Park/Open Space Supt., Parks
Laurel Hamilton
Comm. Dispatcher Trainee, Sheriff
Kaci Dement
Coroners Investigator, Sheriff
Mary Sackett
District 1 Board Aide, BOS
Carlos Hernandez
Park Equipment Mechanic II, Parks
Chelsea Geyer
Child Welfare Worker II, HHS
Roberto Walton
Dep. Sheriff, Sheriff
Elia Narayan
Park Ranger, Parks
Alma Jimenez
Dep. Sheriff Trainee, Sheriff
Carlos Mena
Dep. Sheriff Trainee, Sheriff
Melissa Fennessy
Dep. Sheriff Trainee, Sheriff
Kellie Douglas
Dep. Sheriff Trainee, Sheriff
Haydon Turpin
Mental Health Pract., HHS
Jenny Lacy
Road Maintenance Worker I, DPW
Travis Mellor
Admin. Assistant III, HHS
Amanda Hassler
Social Service Unit Supervisor, HHS
Eddie Estrada
Office Assistant III, HHS
Ha Nguyen
Court Processing Specialist I, Courts
Christina Brennan
Office Assistant III, HHS
Amalia Gutierrez Molina
Court Processing Specialist I, Courts
Ian Koller
Dep. Sheriff Trainee, Sheriff
Zachary Perryman
Dep. Sheriff Trainee, Sheriff
Kevin Brady
Staff Psychiatrist, HHS
Martin Epton
Child Welfare Worker II, HHS
Loren Rothberry
Inspector Trainee, Ag/Wts. & Meas.
Dann Walters
Inspector Trainee, Ag/Wts. & Meas.
Raoul Wertz
Court Processing Specialist I, Courts
Denise Da Cunha
Court Processing Specialist I, Courts
Bhavna Sharma
Court Operations Manager, Courts
Latonia Wilson
County Counsel II, Co. Counsel
Tarisha Bal
Accounting Technician, DPW
Melissa Edney
Sr. Systems Support Analyst, IST
Turker Yilmaz
County Counsel II, Co. Counsel
Ayriel Bland
HHS Projects Coord., HHS
Melissa Struzzo
Admin. Services Technician, Farm Advisor
Caroline Kurema
Legal Research Assistant, DA
Adrianna Siniawski
Accounting Assistant, DOF
Ellen Grant
Accounting Assistant, DOF
Kelly Carolla

Brenda Haas
Purchaser II, DPW
Cynthia Nisbet
Office Assistant III, HHS
Dana Lui
Media Specialist, Parks
Nancy Henderson
Dep. Clerk III, BOS
Rocio Anaya
Mental Health Pract., HHS
Jeffery Husk
Dep. Sheriff Trainee, Sheriff
Linda Martinez
Benefits Technician, Retirement
Rachelle Rabinovich
Dep. Sheriff Trainee, Sheriff
Maria Del Pilar Arnao
Support Service Worker II, HHS
Gwendolyn Baert
Sr. Environmental Health Specialist, CDA
Kelly Faszholz
Sheriff's Service Assistant, Sheriff
Kathleen Bauer
Welfare Fraud Investigator, HHS
Sara Bolduc
Community Library Specialist, Library
Maricruz Sanchez Quispe
Office Assistant III, HHS
Raquel Balogh
Office Assistant III, HHS
Lucia Vieira
Child Welfare Worker II, HHS
James Hunt
Installer, DPW
Katrina Mae Gomez
Accounting Assistant, DOF
Ava Hajirassouliha
Sr. Systems Support Analyst, IST
Michael Jorgenson
County Counsel IV, Co. Counsel
Simon Woodard
Mobile Library Assistant, Library
Tracy Vega
Child Welfare Worker II, HHS
Dielly Diaz
Child Welfare Worker II, HHS
Dru Parker
Dep. Public Guardian, HHS
Dennis Lance
Traffic Safety Maintenance Supervisor, DPW
Grethel Richmond Pallavicini
Sr. Nutritionist, HHS
Yvonne Lee
Office Assistant III, HHS
Jessie Miller
Crisis Specialist, HHS

Farewell to Retirees!

Susan Brown
Human Resources Technician, HR
Michelle Balch
Accountant II, CDA
David Buccheri
Social Service Unit Supervisor, HHS
Edwin Ramazzini
Court Support Services Associate, Courts
Lillian Jang
Office Services Supervisor, HHS
Michael Sferrati
Assessment Recording Co. Clerk Supervisor, ARCC
Nancy Smith
Sr. Child Support Officer, DCSS
Nicole Terry
Bookmobile Assistant, Library
Theresa McGovern
Librarian II, Library
John Oakes
Eligibility Worker II, HHS
David Brown
Chief Dep. Public Defender, PD

Compiled by Robyn Madias —HR

Electronic Option Saves Time

The Recorder Division of the Assessor-Recorder-County Clerk's Office has added an electronic feature to save processing time. (The Recorder maintains the permanent public record on ownership of real property in Marin.) Now, title companies have a paperless option to record real estate changes. This secure method saves up to 10 minutes per document. "We have seven people trained on e-recording," explained Assessment Recording Supervisor **Wendy Sorensen**. "We can ring up the transaction while we examine the document, which is already scanned into our system, and we don't need to mail it back—so we also save on postage."



Photo by Michael Infante

L to R: Senior Recorder Technician Janet Neal and Wendy Sorensen discuss one of the thousands of transactions the division handles each year.

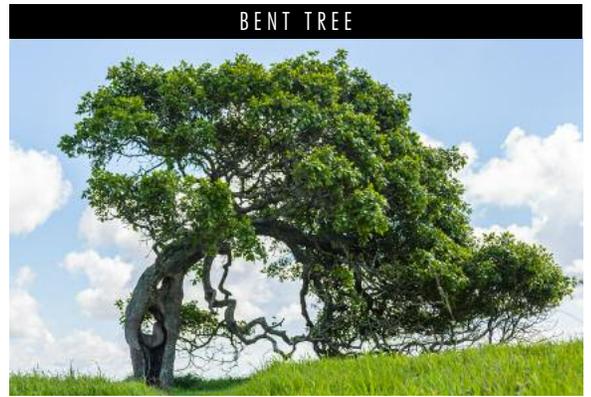
Photo Contest Winners!

By **Serena Hubert**—Parks

Congratulations to **Mina Martinovich** (DOF), **Jairo Leiva** (HHS), and **Tara McIntire** (Parks) on winning the 2017 *Frankly Speaking* Vacation Photo Contest. Each receives two park passes, a hat, and a tote bag provided by Marin County Parks. We also applaud this year's honorable mentions: **Dana Armanino** (CDA), **Olivia Rojo** (HHS), and **Vivian Lo-Lew** (CDA). The six photos will be on display in the Civic Center cafeteria during November. Participation was great, with nearly 80 entries. Many thanks to all the photographers! ■



Bodega Bay—Mina Martinovich (DOF)



Helen Putnam Regional Park, Petaluma—Jairo Leiva (HHS)



Nome, AK, along the Kougarok Road—Tara McIntire (Parks)

Honorable Mention



Antarctic Iceberg—Dana Armanino (CDA)



Kauai Water Lily—Olivia Rojo (HHS)



Hallelujah Mountain—Vivian Lo (CDA)

Photo by Alison Szwarc



L to R: Lee Pullen, Cesar Lagleva, Elaini Negussie, Brian Robinson (all HHS)

Employees Influence HHS Strategy

At left, strategic planning team members from different divisions of Health and Human Services discuss priorities during a retreat. A new internal strategic plan, 15 months in the making, has been developed with input from hundreds of staff members. It will guide HHS's organization and operations through 2022. Employees agreed on core values of support, unity, trust, and excellence. We'll report on how the plan is influencing work across the department in a future issue of *Frankly Speaking*.