

FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

Don't Bug Me!

By Fred Crowder—Ag/Wts. & Meas.

Developing sustainable agricultural systems and pest management strategies are critical factors in making Marin County a healthful environment for visitors and employees. Many county departments are involved. ■ The Agricultural Commissioner and staff

have considerable experience in pest management, whether the pest is in the garden, the homes, or on the range. ■ **Dave Hattem**, Chief of Landscape Services, Parks and Open Space (P&OS), doublechecked



Photo by Fred Crowder

What a team! L to R: Susan Adams, Mischon Martin, Dave Hattem, Jon Wright

leaves and stems of a large umbrella tree in the Civic Center indoor planter. Two weeks earlier he had found whiteflies—insects that are legendary for their persistence. There weren't enough to be a problem then, but as their population increased, so would the "honey dew" they excreted, and eventually the

sticky stuff would rain down, coating other plants, the floors, and passersby, and that *would* be a problem. ■ Rather than spray, Dave cut out the most heavily infested stems and leaves and released thousands of tiny, non-stinging wasps, the kind that lay eggs

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Photo by G.C. Harrington



The very cool "bug"

The Library Will Come to You

By Nancy Davis—Library

If you can't go to the Library due to an incapacity, the Library will now come to you. "Library Beyond Walls" (LBW) is a two-year-old outreach program of the Marin County Free Library which delivers library materials to the homebound by volunteers. ■ **Victoria Gonzalez** has been the coordinator of the program for nearly a year. She interviews volunteers who must pass a background check and then are trained in the procedures of the program. ■ Right now there is a good balance of 34 active patrons and 23 volunteers. Each library branch also has a LBW representative who acts as

Volunteers and patrons work as a team to identify types of materials that will interest the patron.



Photo by Jose Gonzalez

L to R: Patron Beah Charles gets a new book from volunteer Jacky Ford and program coordinator Victoria Gonzalez.

a local liaison. They are **Christine Prusiner, Livia Lewin, Theresa McGovern, Elizabeth Cobey, Sylvia Harris, Tricia Cummings, Liz Robinson, Nancy Lee Hemmingway, Celeste Woo, Dan Carr, and Kerry**

Livingston. ■ Volunteers and patrons work as a team to identify types of materials that will interest the patron. Tastes, of course, are varied. One patron said succinctly, "Do not bring

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Reporter of the Quarter: **Norma Johnson**

Schedule

Articles Due	Publication Date
Tuesday, Nov 21	Friday, February 2, 2007
Tuesday, March 6	Friday, May 11
Tuesday, June 5	Friday, August 17

Photo by Frances Kennedy



Destruction Derby

This year's Record Management Destruction Derby was a "smashing" success with more than six tons of documents shredded. Here, Javier Angel of Ahmed's Moving Express packs a container at the Jeanette Prandi Records Center.

Photo by Bene Da Silva



L to R: James Reagan Jr., Kallie Kull, and Liz Lewis make a final assessment of the culvert to be removed in the salmon restoration project.

A Swimmingly Good Project

By **Kallie Kull**—DPW

The Lagunitas Creek Watershed is one of the most important waterways left for wild California coho salmon. Although the Marin County coho population is approximately 10 percent of its historic numbers, this represents 10 to 20 percent of all wild coho salmon in California. The Public Works Department (DPW) is working hard to stem this decline through the Fish Passage Program, initiated by the Board of Supervisors in 2005. ■ Woodacre Creek in the San Geronimo Valley became a much friendlier stream for coho salmon and steelhead trout this year, due to the efforts of our DPW County Fish Passage Team. Marin County Creek Naturalist **Liz Lewis** explained the problem: "We watched the crossing during winter flows as coho salmon repeatedly tried to jump into the culvert in order to travel upstream to spawn, only to be washed back down by the high velocities through the structure." ■ The solution: a culvert that posed a barrier to spawning salmon was removed and an open-bottomed natural stream channel was

constructed in its place. The new Park Street crossing on Woodacre Creek will provide coho salmon and steelhead trout unimpeded access to 1.3 miles of spawning habitat in the upper watershed. ■ The project required a year of concerted effort from team members **Kallie Kull**, **Liz Lewis**, **Bene Da Silva**, and **Vivien Maisonneuve** (DPW- Flood Control) for project management, permits, and fish relocation. The engineering design and construction team included **Kevin McGowan**, **JoAnna Charlton**, **Ernest Klock**, **John Berg**, and **Marl Madayag**. **Terry Toner** (DPW-Real Estate) assisted with easement acquisition. ■ The Park Street crossing is the second barrier to be removed in Woodacre Creek and the third barrier to be removed as part of the program. Multiple salmon passage projects are planned for the San Geronimo Valley over the next five years. Projects are in the design phase for other watersheds in partnership with the Pt. Reyes National Seashore and the cities of Mill Valley, Novato, and San Anselmo. ■

"We watched the crossing during winter flows as coho salmon repeatedly tried to jump into the culvert... only to be washed back down ..."

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.



Jodi Olson (Assessor's Office) works from her home office in Hercules.

Marin's Easiest Commute

By Jennifer Walter—Treas./Tax

Wouldn't it be great to be able to go to work in your cozy jammies and slippers? Well, the opportunity may be closer than you think with the recent adoption by the Board of Supervisors of a Telework Policy. ■ The county commissioned a study in 2002 by JALA, an international group of consultants that coined the term "telecommuting" over 20 years ago. JALA, together with Human Resources (HR), the County Administrators Office, and representatives of the unions drafted a proposal. ■ Subsequently, a policy was drafted by HR and a group of management advisors that established clear and consistent guidelines to facilitate telecommuting by county employees. It set forth the type of work and

circumstances under which telecommuting would be successful and at the same time protect the security of county technology and data. ■ Although telecommuting is not appropriate for every job, the study determined that at least 37 percent of the county's jobs, or roughly 800 employees, were likely suited to telecommuting at least part of the time. The advantages were readily apparent: elimination of time and stress involved in commuting, reduced air emissions, uninterrupted time in which to work, and increased flexibility for employees to manage their workloads.

■ In a recent survey, 133 employees reported they were teleworking on a regular basis, and as many as 500 employees had secure VPN (Virtual Private Network) hookups at home. ■

In a recent survey, 133 employees reported they were teleworking on a regular basis, and as many as 500 employees had VPN hookups at home.

"On a scale of 4, telecommuters rated their overall employee experience at 3.25 versus 3.09 for those who don't telecommute," said **Laura Armor**, Director of HR. "Thus, the opportunity to telework at appropriate times is an important recruitment and retention vehicle." ■ To find out if your job is eligible for telecommuting, check with your supervisor or manager. For more information, access PMR 27, Telework Policy, on the MINE. ■



PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

There are exactly ten traffic signals along the morning route between my home and the Marin County Civic Center. Although that may not be interesting to many people, it is significant to me because I have never successfully passed through all ten signals without hitting a red light in the nearly 14 years of commuting to my county office. In fact, I hit red lights at every one of the ten signals along the morning route between my home and the Marin County Civic Center quite consistently. ■ What are the odds? ■ Assuming there's a 50 percent chance of missing one signal, the odds of missing all ten on any given morning are 1,024-to-1. That means I should miss all ten signals only once every four years, plus or minus. Taking this analysis to the next step, the odds of missing all ten signals on two consecutive days are 1,048,576-to-1, or once every 4,700 years. And yet I do it regularly. I suppose it's a lot like winning the lottery, except that I don't get any money. ■ And of course, a discussion of red lights wouldn't be complete without a review of yellow lights. The two are linked. In my typical morning commute, I'm able to hit four, five, or more yellow lights. I can't even begin to compute the odds, but I'm sure they're staggering—probably something on par with winning every lottery every week, except that I *still* don't get any money. ■ There are only seven traffic signals along my route on the way home. I don't know what happened to the other three. The evening signals don't bother me so much. As a result, I seem to hit more green lights. Maybe there's some karmic relationship between red signals and needing to be someplace on time. But how do they know? ■ Another commute imponderable. ■

Illustration by Phoenicia Thomas

County Plugs into \$2.4 Million

By Dana Armanino—CDA

Marin has been awarded a PG&E Local Government Energy Watch Partnership, which will provide \$2.4 million in funding over the next three years to support efficiency programs for public agencies, residents, and businesses. ■ Programs in the partnership include the Marin Energy Management Team (MEMT), Small Business Energy Alliance, BTU-Plus, and California Youth Energy Services. The partnership will also help local water districts with water conservation. ■ If the partnership achieves certain energy savings targets within the first year of operation, the funding could be increased up to a total of \$4 million. ■ The partnership will build on an effort begun two years ago when the county, with the help of Supervisor **Hal Brown**, received \$700,000 in funding from the California Public Utilities Commission to create the MEMT to assist Marin's local governments and school districts with energy-efficiency efforts. ■

Health Campus Coming

Photo by Judy Williams



Discussion of plans for the new health campus L to R: Ron Kappe (Kappe+Du Architects); Bobbe Rockoff, Bruce Gurganus, Diane Slager (H&HS); Bob Brown (Buckelew Programs)

By Bobbe Rockoff—H&HS

In an effort to better serve the community, Marin County plans to offer a broad range of services through a new Health and Wellness Campus in San Rafael by the summer of 2008. ■ The Board of Supervisors has approved the purchase of five buildings formerly occupied by Lucasfilm's Industrial Light & Magic; a sixth may be added. The total cost of the project is expected to run between \$64 million and \$73 million. ■ "This campus improves the quality of life for individuals, families, and the community," said **Larry Meredith**, Director of Health & Human Services. "It's designed to meet the needs of working men and women who depend on the county for their health services and hope for a better life." ■ Members of the community, H&HS staff, clinicians, and managers are working closely with architects and the CAO's facility development staff to make the most of the project. The planning also

"This campus improves the quality of life for individuals, families, and the community."

includes community-based organizations, in particular the county's partners on the campus: Buckelew Independent Living and Employment, Community Action Marin (CAM), and the Marin Community Clinic. ■ H&HS and its community partners envision the campus as a human empowerment zone. It will encourage wellness, prevention, and self-sufficiency by creating a service and information network that addresses immediate and long-term physical and mental health needs. ■ Much of the focus is on building healthy communities through education and training. Services will address mental health issues, health literacy, parenting, and other life skills. Programs are designed to help change individual and community norms related to nutrition, physical activity, tobacco, alcohol, and drug use. ■ There will also be an

emphasis on economic literacy and self-sufficiency. For example, the campus will include links to skill training, job development, and housing. It also will provide information on Medi-Cal, Public Assistance, and children's health insurance. ■ The highly accessible services offered on the centrally located campus will reflect the cultures and languages of the people it serves. ■

While the specific locations of various services are still under discussion, the facilities are expected to include:

- a one-stop Welcome Center with exhibits, conference rooms, seminars, and activities;
- the Marin Community Clinic providing outpatient services;
- Public Health Services such as Women's Health Services, Immunization, STD/TB, and HIV/Specialty care; and
- Children & Adult Mental Health Services, including partners, such as Buckelew and the CAM Drop-In Center.



Health and Wellness Campus

Graphic by RHAA

Library cont'd

From front cover me trash." ■ Another patron, Beah Charles, devours six books a week. Living alone with no car or family close by, she loves discussing each book with volunteer **Jacky Ford**, a retired Bookmobile driver. ■ Victoria tells the story of one particular triumph in finding exactly the right book. When she visited a patron's home, she noticed numerous photographs of jazz musi-

cians of the 1950s, including shots of the patron's husband. Victoria found a book about the Los Angeles jazz scene from the 1920's to the 1960's. A few days later, the patron called Victoria and excitedly told her that one of her pictures was in the book, and her husband was described in it. Members of her family were unaware of his part in the jazz world. "You added to my family history," she said. ■ "I didn't realize how much books are a part of

people's identity," says Victoria. "Reading is what they do all day. They've called the service 'my lifeline.' Some patrons can read two or three things at a time. And many are relieved that they can continue to read library books, even though they can't go to the library themselves." ■ If you are interested in becoming a volunteer or if you know someone who would benefit from this service, call Victoria at 499-7451. ■

The Mouths of Babes

By Margaret Fisher—H&HS

The Children's Oral Health Project is a Health & Human Services (H&HS) program funded almost completely by Marin First Five Children & Families Commission funds. Dental hygienist **Margaret Fisher** and Registered Dental Assistant **Carlos Cam** screen low-income preschoolers and pregnant women for dental decay, and provide onsite dental cleanings, exams, and x-rays with portable dental equipment to over 400 young children and 150 pregnant women every year. The project also provides oral health education classes to parents at state-subsidized preschools, at Women's Health Services, and at other community centers throughout the county. ■ Many children in our county suffer from untreated dental decay for a variety of reasons including lack of transportation, insurance, money, or dentists who accept MediCal and other publicly funded insurances, and lack of knowledge in how to prevent decay. ■ One single mother in the project works seven days

Photo by Carlos Cam



Margaret Fisher provides dental screening to Manuel Gomez at Pickleweed Park Community Center.

a week as a housekeeper in a motel. Her hours are always changing according to the needs of the employer. Her older daughter watches her younger children while she works. She has no insurance, no car, and no time. Her son had rampant decay. Almost all his teeth needed fillings or needed to be extracted when he was first screened. The little boy came for many visits to the project's once-a-month Saturday kids' dental clinic until he was cavity free. ■ In response to the need for dental services in our county, H&HS also recently

expanded the county dental clinic in San Rafael and is planning for dental services in Novato.

Shirley Watt, Program Manager of the Marin County Dental Services, has devoted years of her time to improving dental services for our children. In collaboration with the Marin Dental Care Foundation, she coordinated

hospital dentistry for those children who can't travel to San Francisco for treatment. ■ Drs. **Clayton Perry** and **Brian Hollander** donate their time to provide treatment for children who need anesthesia at Marin General Hospital. County dentists now treat children at Kaiser Hospital as well. Shirley also has orchestrated the monthly portable dental services at the Pt. Reyes Medical Clinic for the last several years, providing access to dental care for adults and for children whose parents can't take them to the San Rafael dental clinic. ■

Tips to prevent dental decay in children:

- Take your child to the dentist by one year of age.
- Brush baby's teeth as soon as they come in with a tiny speck of fluoride toothpaste.
- Make those snacks healthy with fruits, vegetables, cheese, and whole grains—not candy, sweets, juice, or soda.
- Never let a baby go to sleep with or walk around with a bottle or sippy cup filled with juice or milk.
- Take care of your own teeth! Parents pass on the bacteria that cause cavities to their babies and young children.

They Get a Village

By Maria Reyes—H&HS

It's been said that it takes a village to raise a child. Women's Health Services at the Montecito Plaza Clinic has taken this truism a step further by acknowledging it also takes one to support a pregnant woman. ■ Community support during pregnancy is very important. Studies have concluded that premature babies born to women who receive group prenatal care have higher birth weights than babies born to women who receive individual care. The group atmosphere nurtures social interaction among the women and encourages them to share experiences and information and to form friendships that extend beyond the time of their pregnancy. ■ Certified Nurse Midwives **Adrienne Plasse**, **Irene Delaney**, **Erinn Lance** and others collaborate with Case Managers **Cleo Deras**, **Monica Mazzini**, **Letty Alcantar**, **Isabel Hernandez**, and **Carmen Rios-Ramirez** to co-facilitate prenatal care in a supportive group setting. ■ This innovative group approach to prenatal care is called Centering Pregnancy and is funded this year as a pilot program by a \$25,000 March of Dimes grant. Prenatal patients gather in groups of about ten women, based on the month their babies are due, and are scheduled for nine

Certified Nurse Midwife **Adrienne Plasse** performs a physical assessment of patient **Alma Mendoza**.

group visits, similar to patients who receive traditional individual prenatal care. ■ During the two-hour group visits, a nurse midwife performs a brief medical assessment for each woman in a private corner of the room. While waiting for their turn to be examined, the women weigh themselves, check their own blood pressure, and test their own urine. ■ Centering Pregnancy providers facilitate lively group discussions for the soon-to-be mothers on topics ranging from preterm labor to discomforts of pregnancy to domestic violence. In addition, guest speakers from other programs and agencies, such as the Women, Infants, and Children Program (WIC) and Marin Abused Women's Services (MAWS), add to the variety of resources and referrals that are provided. Facilitating learning and community through group prenatal care gives WHS patients and providers a "village of support." ■



Photo by Erinn Lance

Lois St. Sure (Treas/Tax) got engaged on August 3 to Jay Conner after 21 years of courtship! ■

Those tying the knot since last issue include **Greg Pryor** (Assessor) and Anastasia Lebedoff on May 27 at San Francisco's Log Cabin in the recently restored Presidio. (Greg's father **Bill Pryor**, *Frankly Speaking's* volunteer Copy Editor, was in attendance.) On August 12, **Mischon Martin** (P&OS) married Kevin Beneda at the Lost Trail Lodge in Truckee. ■

We may have four new rangers in P&OS ready for seasonal work in 16 years. John Flynn McConneloug was born May 20 to **John** and Nicole. On June 1, **Don Grafe** and wife Jamie welcomed William Duke. Caleb Andreas Reza arrived July 9 to **Greg** and Kate. **Gabe Ngarangad** and Susie's baby Eva Edie, was born July 22. ■

Miranda Ysabelle Gibson, born August 8, is not only the daughter of **Nita** (H&HS, Probation) and **Steve** (Sheriff), but the niece of **Celia Allen** (H&HS) and **Cesar** (H&HS, Probation). **Wendy Sorensen** (Assessor) and husband Dave welcomed baby girl Casey Lynn on August 11. On August 19, **Victoria Gould** (DA) and **Allison Johnson** (H&HS) welcomed their son, Jackson Thomas. Ezra Thaler was born to father **Reid** (CDA) and mother Karen Seal on August 27. The next day, Tristan Charles Bernard Vuillermet was born to **Jennifer** (Co. Counsel) and Eric. **Cathryn Tait** (Assessor) greeted new granddaughter, Katelyn Nicole; and

Rob Smith (Superior Court) and Deborah Perrone-Smith welcomed granddaughter Giabella Leilani Perrone on September 9. ■

A number of the Assessor's staff went to Disneyland for their summer vacation, including **Nelson Gremmels** with his son **Tom** (Assessor staff in the mid-1990's), daughter-in-law Kevin Kenney, and other family members. **Gail Drury** and his family played with Mickey, as did **Connie Siebler** with three of her grandchildren. **Steve Hancock** (Sheriff's) pulled off the annual Disney trip for the whole family again! Hawaii was also a popular destination for the Assessor's office staff. **Bill Pierson**, **Marc Pelissetti**, and **Florence Shimano** went (separately). **Joan Thayer** ran into Florence there twice! Just to be different, **Mike Kelleher** spent some time in Alaska, **Olga McKenna** visited Colombia, **Shannon Chamberlin** went to Costa Rica with her family, and **Janet Neal** vacationed in North Carolina. ■

Congratulations to the Outstanding Employee Exhibitor for the Marin County Fair, for the second year in a row, to **Dawn Carlson** (H&HS) with 11 ribbons in a variety of art and writing entries. ■

Professionals from 33 countries attended the first International Conference of Community Psychology held at the University of Puerto Rico in June. ■ The Community Mental Health Children's Team was honored that three of its members—**Marisol**

Muñoz-Kiehne (psychologist), **Rachel Arthur** (mental health practitioner), and **Demi Rhine** (Psy.D. intern)—decided to attend using their own resources. ■

Enjoy the gift of giving! Children & Family Services' Holiday Toy Drive needs new toys, new clothes, and gift certificates. Please contact **Jeannie Damazio** at 497-7135. ■



Photo by Nancy Davis

Jackie Foster walked 60 miles over three days to help raise funds to fight breast cancer.

Jackie Foster (Library) participated in a 3-day, 60-mile walk in Seattle, August 25–27, to raise funds for the Susan G. Komen Breast Cancer Foundation. ■

Lisa Chapman (Sheriff) won the International Gold Medal in the trio event in the 2006 World Master Synchronized Swimming competition. Wow! ■

Deputy District Attorneys **Tom McCallister**, **Howard Skebe**, **Geoff Iida**, **Chris Shea**, and **Tom Brown** all completed the San Francisco Marathon on July 30. Both **Sarah Brubaker** and **Paul Haakenson** completed the half-marathon on the same date. ■

Murat Ozgur (DA) won an 88-mile bicycle road race for his category, and got eighth place, four seconds short of the win, to be a part of Team Discovery at the US Pro Championships in North Carolina in August. ■

Put swim, run, and bike together, and you get the Tiburon Triathlon. Team CDA members **Curtis Havel** (swim), **Ian Roth** (bike), and **Jeremy Tejirian** (run), placed first in the team competition with best time overall for the race. ■

Ian Roth and 10-year-old son Cole, and CDA's **Kristin Drumm** and **Jeremy Tejirian** rode 108 miles in eight hours as part of the Marin County Bicycle Coalition's annual ride. ■

Fore! **Stacy Carlsen** (Ag/Wts. & Meas.), **Jim Flageollet** (Co. Counsel), **Steve Petterle** (P&OS), and **Dennis Jauch** (retired, P&OS) won the Annual California Park and Recreation Society District 1 Golf Tournament with a staggering 16 under par. ■

Editor's note: Thanks and good luck to Ian Roth who left the county staff to become Finance Director for Fairfax.

For the next issue, please e-mail information from your department to the new Odds & Ends columnist, Rick Fraites, at rfraites@co.marin.ca.us.

Photo by pascerbly



L to R: Demi Rhine, Marisol Muñoz-Kiehne, and Rachel Arthur at the conference in Puerto Rico

What's in a Name?

By Martin Graff—H&HS

CPS. Child Protective Services. Child Welfare Services. Say these words in the presence of a parent of young children and you may see a look of fear or anxiety. Even professionals who are required to report suspected child abuse and neglect may be fearful that their call will result in a social worker swooping in and removing children from their parents. ■ CFS (also known as Children's Services) has recently changed its name to Children & Family Services, fitting with the agency's dual mission of ensuring the safety, protection, and health of children while strengthening and empowering families. ■ According to **Heather Ravani**, manager of both CFS and Adult Social Services, the name change came out of the agency's efforts to develop a mission statement. ■ "We went through a lengthy process that involved managers, supervisors, and child welfare workers who perform this challenging work. Staff at all levels felt

strongly that our mission statement *and our name* should reflect *all* of the work we do... and in Marin County we work really hard to keep families together, providing services to help families keep their children safe at home," she said. ■ "Part of these redesign efforts is ensuring that we are engaging the families that we work with in ways that both prevent the need to remove children from their homes and allow us to quickly reunite families as soon as it is safe to do so." ■ For more information about CFS or to obtain a copy of the agency's new mission statement, contact Heather at havrani@co.marin.ca.us. ■



Photo by Julie Lenhardt

Children & Family Services' Heather Ravani talks strategy with Child Welfare Worker Bree Marcham (seated).

Cracking Down on Elder Abuse

By Edward Berberian—District Attorney



Poster by Roehrick Design

Elder abuse prevention poster, created in collaboration with Frankly Speaking graphic designer Rob Roehrick

According to the best available estimates, between one and two million Americans, age 65 or older, have been injured, exploited, or otherwise mistreated by someone on whom they depended for care or protection. ■ The Marin County District Attorney's Office (DA) is collaborating with many county agencies and community-based organizations to address the subject of elder abuse in our community, whether it

stems from neglect, physical abuse, or financial fraud. ■ The office is a member of the Multidisciplinary Team (MDT) composed of law enforcement, prosecution, and public sector

agencies charged with protecting and safeguarding our seniors. The DA coordinates the Rapid Response Team, an offshoot of the MDT that renders immediate assistance when needed.

■ In particular, the office is working with Legal Aid of Marin, which is recruiting a team of experts to work on a Financial Abuse Expert Team (FAET). The team can provide expert forensic assistance in the myriad legal issues that often arise in this type of litigation. FAET will also provide training to law enforcement personnel and to the professional community. ■ The DA has targeted funding to address real estate fraud and has recruited **Malcolm Vaughan**, an investigator with extensive experience in fraud investigations. Many cases involve elders who have been victimized. Malcolm's priority is to investigate cases of financial elder abuse that may involve real estate fraud. ■ An initiative formally began October 2 with posters placed on Golden Gate Transit buses and bus shelters, highlighting elder abuse and advertising the DA's new elder abuse prevention hotline. ■



Photo by Janice Hughes

Investigator Malcolm Vaughan

Neighbors and friends need to keep an eye out for some of the warning signs of elder abuse, according to DA Investigator Malcolm Vaughan. Here are a few:

- The elder suddenly changes a long-standing routine, like picking up the paper or walking the dog.
- A new "best friend" tends to isolate the elder from the family and friends.
- The elder loses weight, has physical injuries, or shows other signs of possible neglect or abuse.
- The elder unexpectedly seems dazed or confused.

Bus Card by Roehrick Design



Team of the Quarter

By Jennifer Walter—Treas/Tax

The team brought together a cross-section of those dedicated to eradicating breast cancer.

This quarter's honored team is Health and Human Services' (H&HS) Breast Cancer Research and Coordination Team. Members include team leader **Rochelle Eremán**, and **Kathy Koblick**, **Jennifer Welle**, **Lee Ann Prebil**, **Mark Powell**, and **Vickie Pollick**. ■ The number of breast cancer cases for women in Marin is significantly higher than in other California counties. To address this issue, H&HS received grants from the Center for Disease Control and Prevention, and the Cancer Research Section of the California Department of Health Services. The Breast Cancer Research and Coordination Team was formed to define and implement research projects regarding breast cancer causes and prevention in Marin County. The team brought together a cross-section of those dedicated to eradicating this formidable disease—advocates, researchers, survivors, physicians, and other health care providers. It coordinated the efforts of a host of organizations such as Northern California Cancer Center, Marin General Hospital, Kaiser



Photo by Janet Lirette

L to R: Lee Ann Prebil, Rochelle Eremán, Jennifer Welle, Mark Powell, Kathy Koblick Not pictured: Vickie Pollick and former team members Gail Cummings, Zania Robinson, and Lani Hin

Permanente, and Marin Cancer Institute to gather and analyze data and to explore new research endeavors. ■ The team created diverse groups such as: the National Scientific Advisory Group to guide research; the Andrea Fox Trust Fund to provide grants to projects that help people deal with their cancer; the Bay Area Breast Cancer and the Environment Research Center for Excellence to investigate environmental stressors that may influence breast cancer development; and the Marin Women's Study, which collects data on mammography findings as well as biological specimens to help researchers better understand why risk factors affect women in different ways. ■ Public Health Director **Frima Stewart** says, "The work of this team has been

guided by a compelling vision to contribute to finding the causes of breast cancer utilizing the unique circumstances we have in Marin, i.e. the active involvement of strong and committed grassroots leaders, strong ties to academic and research institutions, vibrant collaborative relationships with community organizations, and strong support and leadership from H&HS Director **Larry Meredith**, the Board of Supervisors, and the Administrator's Office." ■ October is Breast Cancer Awareness Month and the team is launching a new study in Marin in collaboration with Marin General Hospital and Kaiser Permanente. To participate, visit the Marin Women's Study website at www.mwstudy.org or call 415-507-4077. ■

MERIT Novice Becomes 'Mr. SAP'

By Tom Murphy—HR

Photo by Tom Murphy



Larry "Mr. SAP" Elliott at the keyboard.

Larry Elliott (CS) had a very good reason to be nervous when Project MERIT* Release I was launched in July. ■ "Eight months ago, I couldn't turn a computer on," he laughed. "I didn't know where the on-off switch was." ■ However, as Utility Lead Worker at Marin Center, Larry was required to track purchase orders in the new system designed with SAP. So he decided to make up for lost time. ■ It wasn't that he was afraid of computers; he just had no interest in them. "I've gotten this far in life without them," he recalled with a grin. "I'm kind of stubborn." ■ Now his coworkers call him "Mr. SAP" because he not only has conquered his own tasks, but he often helps coworkers

complete their assignments. "They give me little compliments because I've been helping some people," he said. "I give people help whenever I can." ■ Larry's experience should be a comfort to other county employees who'll start using the dynamic new system soon. Human Resources will start working with Release II on Dec. 17. On Jan. 2, the system will go live for workers in Accounts Receivable, Budget Preparation, Training, Work Order Management, and Reporting. ■ "When the MERIT system came on line, I went to the class, but I didn't think I'd ever be able to do it," the 12-year county veteran chuckled. "But it's a process of repeat, repeat, repeat, and then you hold onto it." ■

* Marin County Enterprise Resource Integration Technology

EMPLOYEES OF THE MONTH

Photos by Janice Hughes

TIM SWAN



JULY

Tim Swan's 35-year career as a Park Equipment Mechanic II (P&OS) has him working behind the scenes fixing and maintaining the equipment necessary to keep the Parks, Landscape, and Open Space divisions up and running. ■ Next time you walk around the Civic Center Lagoon Park, visit any of the county parks, or admire the fire break work done on open space lands, thank Tim. His dedication to repairing and maintaining P&OS equipment is essential to the development and maintenance of these areas. Tim repairs it all—from tractors to mowers, sweepers, chainsaws, weed-whackers, and department trucks. ■ His integrity and professionalism add to Tim's being an outstanding employee. Over the years, he's always been willing to help co-workers who find themselves stuck after work with a flat tire or a dead battery. Tim serves as a model of excellence to his colleagues and is a true asset to the County of Marin. ■

By Brian Sanford—P&OS

MY TRAN



AUGUST

As a County of Marin Deputy Probation Officer, **My Tran** has a positive influence on people. Her ability to speak three languages and her proficiency in sign language have enabled the Probation Department to better serve a large, diverse population. My always extends a helping hand and has earned the appreciation and respect of her colleagues. ■ My started her career in 1999 as the probation specialist liaison for the Canal Alliance doing own recognizance reports. She has served as a Supervision Officer working with monolingual clients, has handled restitution cases, and currently works in the Investigations Unit providing comprehensive reports to the Marin Courts. My's hard work and understanding manner have had a remarkable impact on her clients who are working toward rehabilitation. ■ My is a soft-spoken professional and consummate team player. Her dedication and caring work ethic serve as a model of excellence in public service. ■

By Jessica Fort—Probation

SAMANTHA KLEIN



SEPTEMBER

Samantha Klein, Principal Administrative Analyst, is a dedicated, hardworking member of the county staff. She is the County Administrator's Office lead for the budget and plays a pivotal role in the development of the new MERIT business system. ■ Samantha works with the Board of Supervisors, department heads, and staff at all other levels. Samantha treats everyone with kindness and respect. She uses her engaging work style and collaborative skills to help departments achieve their goals. She listens well, has a great sense of humor, and most important, takes the initiative to make things happen. ■ Samantha makes herself available at all times, in or out of her office. She always has a smile on her face, and makes people feel their concerns are important and will be addressed. Samantha is a great role model because of her willingness to take on assignments with enthusiasm and always produce excellent results. ■

By Janet Lirette—CAO



Photo by nassetby



Slow pitch does not mean soft competition, at least not when county employees walk onto the diamond. DPW defeated the Sheriff's Office 11-4 this year. The winning team is shown here. L to R, Front: Tom Buell, Carey Colton, Renee Pickett, Nancy Fox Middle: Cody Buell and friend Back: Scott Hall, Rachel Hall, Jerry Channel, Jimmie Hudson, Tom Johnson, Ken Tisdale, Vanard Goodman, Craig Straii Not shown: Mike Coleman and scorekeeper Liz Johnson. The Sheriff's team included: Brian Fay, Keith Boyd, Domenick Yazzolino, Brian McMains and Matt Stott (Sheriff), Elana Gulbransen (Sheriff—retired), Don Wick and Brennan (Courts), Katie Fay (Probation), Joe Avila (Richmond PD), and Luke Offenbach (Cafeteria).

It's Been a Great Year

By Kellie Moore—Fire

The end of the year is a great time to pause from scurrying about and reflect upon what a great year it has been! Looking at the achievements throughout the county departments is an excellent reminder of the magnitude of hard work and dedication we have for the Marin County community. Just look at what's been achieved.

- Cultural Services hosted the largest community event in the county with new records being set at the Marin County Fair's 61st Anniversary. (See FS, Q2.)
- The Sheriff's Office led in the purchase and coordination of the design, training, and implementation of a records management system for six police departments. The Office of Emergency Services coordinated an effective response during and after the winter floods. (See FS, Q2 & Q3.)
- The Library improved hi-tech capabilities with faster connection speeds, wireless networking in all branch libraries, electronic courtesy notices, and a collection of downloadable audiobooks.
- The Public Defender's Office continued to provide excellent legal services using innovative, cost-effective ways to strengthen existing programs such as the Restoration of Rights expungement project, and continued plans to create the GIDEON case management system.
- Human Resources implemented an upgraded JobApps recruitment software system and dedicated significant resources to the HR and payroll components of MERIT Release II. (See FS, Q3.)
- The District Attorney's Office increased staff with an investigator specializing in financial elder abuse, particularly within real estate. It also promoted DA's focus of "Respect and Protect Our Seniors." (See FS, this issue, p. 7)
- The Auditor Controller's Office led the MERIT team to a successful Go-Live of Release I on July 3. (See FS, Q3.)
- CDA programs included eliminating pharmaceutical drugs from the waste stream, implementing new disability access regulations and improved residential design guidelines, and reducing greenhouse gas emissions by 15 percent by 2020.
- Child Support Services ranked third among 58 counties. They worked on learning three new systems: MERIT, the State Disbursement Unit, and a child support case management system.
- The Coroner's Office brought closure in three cases by identifying three bodies from the 80s.
- H&HS Mental Health began implementation of a plan to develop new and expanding services.
- The Treasurer's Department purchased new voting equipment, finalized the redesign of the county's 457 deferred compensation program, and secured a \$672,000 reimbursement from the State of California.
- Farm Advisors focused a worldwide spotlight on Marin's organic and sustainable agriculture when they co-sponsored the visit of Prince Charles and Camilla, Duchess of Cornwall, to the Point Reyes Farmers Market. (See FS, Q1 & Q3.)
- The County Administrator's Office coordinated a survey of employees' impressions of the county organization. Overall results indicated that employees feel the county is building an organization that continues to meet community and employee needs. (See FS, Q3.)
- The Fire Department purchased 12 lead defibrillators, giving paramedics a tool to assist in expediting treatment to save lives, and worked diligently through the floods and a catastrophic mudslide. Fire crews continued to clear hazardous fuels from critical areas. (See FS, Q2.)
- Agriculture/Weights and Measures implemented an ordinance to perform routine scanner inspections of retail stores and groceries to ensure pricing accuracy and provide greater consumer protection.
- IST ranked fifth nationally for its website in the digital communities competition—up from tenth a year ago—and added the new G Channel with access to audio, video, and Spanish-language instruction. (See FS, Q2 & Q3.)
- The Assessor-Recorder Department produced an assessment roll that helped schools, cities, the county, and special districts, and initiated the conversion of over 1.6 million images of official records from microfilm and paper to digitized images.
- DPW's Engineering Division completed the final phase of the Novato creek flood control project, begun in the mid-1980's. More than 200 miles of county roads have been repaired since the New Year's Eve storm last year.

Roving Reporter

By Rick Fraites—BOS

November 8–14 is National Pursuit of Happiness Week. How do you pursue happiness?

Sandy Laird, BOS:
"I kayak, shop, hike, walk my dogs, shop, quilt, shop, eat, and explore new adventures."



Photos by Rick Fraites

Jeff Sherman, Coroner's Office:
"My greatest happiness is to spend time with my twin daughters, Camille and Emily."



Jan Nakashige, IST:
"I achieve happiness by avoiding stress. I do this by leaving my work at work, getting plenty of exercise, and enjoying my family life."



Lisa Salinas, PD:
"My happiness increases with a shopping day at the mall, long rides with my kids, having my hair and nails done, and enjoying a cool, refreshing margarita."



Caroline Foster, Elections:
"My happiness is spending time with my five grandchildren. Two are in Sonoma County and three are in Marin County. We do things that they want to do."



Haiku

By Bob Beaumont—DPW

In spite of it all
Undaunted by our follies
The dawn brings promise.

Fair Sets Records

Sheriff Leads

Organic Royale

Defibrillator City

Upgraded JobApps

Reduce Elder Abuse

Flood Control

New G Channel

Voting Machines

Cold Cases Closed



Photo by Mischon Martin

Pulling goat grass on Terra Linda Ridge L to R: Rick Fraites, Stacy Carlsen, Greg Reza

Bug cont'd

From front cover

in the whiteflies that then become both food and shelter for the egg and developing wasp. When the young wasps emerge as adults, the whitefly is killed in a manner reminiscent of that memorable scene from the first *Alien* movie. Today, Dave can't find whiteflies, though he knows some are still there. Biocontrols almost never eliminate all of the pests, but ecological balance is the yin and the yang of integrated pest management (IPM) and key to successful pest management. ■ Dave and his supervisor, **Ed Hulme**, are two of many in the "county family" who manage insect and weed pests that find their way into our landscapes, buildings, food, or invade sensitive habitats. To proactively address pest problems and reduce reliance on sprays, the county adopted an Integrated Pest Management Ordinance and mandated a 75 percent reduction in pesticide use on county properties. Such a significant reduction places a premium on ingenuity to find economical and effective alternatives. Dave and other staff rely on prevention, education, and regular inspections to monitor for pests and literally to nip problems in the bud. ■ **Liz Lewis, Gina Purin, and Jennifer Lueder** in DPW's Marin County Stormwater Pollution Prevention Program (MCSTOPPP) develop and distribute information on eco-friendly pest control products, educational materials on pest management, and sponsor education classes. (Call MCSTOPPP at 499-6528 for a listing of classes.) With the help of **John Wilson** of IST, they also maintain

OurWaterOurWorld.org and get to drive the very cool lime green Volkswagen bug covered with lady bug logos. The "bug" is part of the county fleet and can be reserved through **Larry Laino** or **Paul Makinson** at the county

Biocontrols almost never eliminate all of the pests, but ecological balance is the yin and the yang of integrated pest management (IPM) and key to successful pest management.

garage. ■ You will often find **Mischon Martin** (P&OS) hand-pulling barbed goat grass in the serpentine rock outcroppings of Terra Linda Ridge. How this noxious and very invasive weed was introduced is unknown but it threatens to displace endangered plants found only on this unique soil type. Mischon and **Greg Reza** coordinated a volunteer weed-pulling team that included Supervisor **Susan Adams** and Agricultural Commissioner **Stacy Carlsen**, who also serves as the county's IPM Coordinator. Alongside volunteer community members, they spent two Saturdays pulling, bagging, and hauling the weeds to the landfill. Greg and Mischon's diligence in coordinating community activities reduces the need for herbicides and promotes environmental health. ■ Agriculture/Weights and Measures (Ag/Wts. & Meas.) staff are also involved in promoting environmental health. Inspector **Amanda Stephens** is the local chairperson for the Weed Management Area Group and often works with Mischon and others to coordinate weed projects. Supervising Inspector **Laurel Thomassin** oversees the local pesticide regulator program

and often works with Dave on regulatory issues. Inspector **Anna Sauber** was recognized by the Board of Supervisors (BOS) for her efforts in developing the Marin Organic Certified Agriculture (MOCA) program. ■ Under the watchful eye of **Jon Wright** (DPW), it's not likely you will be sharing your office or Civic Center corridors with any six- or eight-legged critters. Jon is the Integrated Pest Management contact for the Civic Center. He says it was his supervisor, **Rich Wallace**, who enthusiastically embraced IPM and was instrumental in establishing an intelligent approach to pest management in county buildings. Jon became the go-to guy for dealing with pests. First he identifies them, and often follows up by interviewing employees to determine when and where the pests were seen, what attracted them, and where they came from to determine why they are there. Jon then cleans up the bug pathways, often needing only caulk to block future passage. He reminds employees to keep workspaces clean and to keep food stuffs in sealed containers as food is an invitation. ■ With the new IPM regimen, cafeteria pest control efforts



Photo by Rich Gibson

Mischon Martin hauls the noxious weed.

focused on closing pest access, placing traps and baits, and most important, hiring extra staff so the kitchen would be cleaned thoroughly and routinely. These changes have seriously paid off and unwelcome critters have been eliminated. The kitchen staff received the IPM Annual Award presented by the BOS. To describe the preventive maintenance of today's kitchen staff, sous chef Rob McDonnell uses such superlatives as "off the hook" and "fantastic." ■

Vacation Photo Contest Winners

Congratulations to our winners: **Mark Pioli** (Assessor), **Kara Skahill** (CDA), and **Pat Wall** (H&HS). Their photos, in color, will be on display in the Civic Center during the month of November. Special thanks to Marin Filmworks of San Rafael, which donated a \$25 gift certificate for each winner. ■

*Laras and Diwa
on Gili Island, Indonesia
By Mark Pioli, Assessor's Office*



PEACEFUL REFLECTION



*Harbor in Vancouver,
British Columbia
By Pat Wall, H&HS*

CHANGE OF PRIORITIES



*Naxos, Greece
By Kara Skahill, CDA*

WELCOME & FAREWELL!

Welcome to New Employees!

Listed in order of hire date from June 4 to August 26, 2006

Ian Adams	Fire Fighter/Paramedic I, Fire
Lorelei Bresler	Eligibility Asst.-Billing, H&HS
Mark Burbank	Fire Fighter/Paramedic I, Fire
Scott Gamba	Fire Fighter/Paramedic I, Fire
Tracie Holland	Engineering Asst., DPW
Matthew Larson	Deputy Sheriff, Sheriff
Eugene Lew	Equipment Svc. Asst., DPW
Haley Mears	Child Welfare Wkr. II, H&HS
David Ray	Fire Fighter/Paramedic I, Fire
Jeff Riddleberger	Fire Fighter/Paramedic I, Fire
Arian Ahmadi	Sr. Accounting Asst., H&HS
Steven Gibson	Sheriff's Svc. Asst., Sheriff
Lisa Jack	Sr. Clerk/Typist, H&HS
Michelle Prince	Deputy District Attorney, DA
Anna Rose Sibeto	Assessment/Record Tech. I, Assessor
Carla Wyatt	Assessment/Record Tech. I, Assessor
Jeanene Gibson	Sr. Clerk/Typist, DPW
Kristin Krasnove	Planner, CDA
Karen Eddy	Sr. Secretary, Probation
Kathleen Freeman	Soc. Svcs. Unit Supervisor, H&HS
Maria Hernandez	Registered Dental Asst., H&HS
Elizabeth Tellez-Talavera	Sr. Clerk/Typist, H&HS
Derrick Bell	Sr. Programmer Analyst, IST
Denise Caramagno	Soc. Service Worker II, H&HS
Ward Hayter	Asst. Comm. Dispatch Mgr., Sheriff
Jacqueline Hoppensteadt	Legal Process Asst. I, DA
Maria Reyes	Sr. Clerk/Typist, H&HS
Eric Swift	Office Svcs. Supervisor, H&HS
Steve Trenam	Library Tech. Asst. I, Library
Alec Hoffmann	Asst. Planner, CDA
Kristen Sweet	Child Welfare Wkr. II, H&HS
Nabil Alsoufi	Prog. Coordinator, H&HS
Kimberly Fitzgerald	Deputy Public Defender II, PD
Scott Smolar	Med. Director Mental Health, H&HS
Gustavo Carmona	Road Maintenance Wkr. I, DPW
Joshua Chaddock	Road Maintenance Wkr. I, DPW
Anthony Cordero	Road Maintenance Wkr. I, DPW
Maria-Ceci Guillermo	Mental Health Pract., H&HS
Jedediah Learned	Appraiser I, Assessor
Sheila Lichtblau	County Counsel III, Co. Counsel
John Rohrbacher	District Attorney Inspector, DA
Patrick Yeana	Road Maintenance Wkr. I, DPW
Anessa Larson	Lic. Mental Health Pract., H&HS

Farewell to Retirees!

Hettie Partridge	Legal Process Supervisor, DA
Myla Lyons	Legal Process Specialist, Sheriff
Gaeton Ingrassia	Sheriff's Property Evidence Clerk, Sheriff
Jocelyn Moss	Sr. Library Asst., Library
Carol Jean Cady	Public Health Nurse, H&HS
Jacqueline Ford	Mobile Library Svcs. Asst., County Library
Alice Rundle	Court Svcs. Supervisor, Court
Rosemarie Machon	Judicial Secretary, Court
Glenda Brewer	Deputy Public Defender IV, Public Defender
Farimah Koleini	Appraiser II, Assessor
Sandra Lamke	Eligibility Program Specialist, H&HS
Jane Lee Archer	Assessment/Recording Tech. II, Assessor
Carol Ford	Administrative Svcs. Associate, CDA