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## I Read the News Today

Two days after Christmas probably wasn't the most uplifting time for Associated Press to announce that the murder rate in New York and other major U.S. cities reached their highest levels in a decade. All over the country – including in Oakland and Richmond – the numbers climbed from last year and years in the past.

Most of us didn't need that news story to know that we are facing a street violence epidemic. I wrote about this last March when I described a report we submitted to the Board of Supervisors, *Health Indicators of Selected Cities and Places in Contra Costa County 2004*. The report said homicide was the third leading cause of death in the county among those under age 25. One shocking statistic was that more than half of the homicides in the County occurred among African-American men and the homicide rate for African-American men was nearly 25 times that of the rest of the county. I wish that I could say that in the almost year since, there have been great strides made but with 42 homicides in Richmond in 2006, I don't think things have gotten better. I do want to share some thoughts about the growing problem of street violence.

### Meeting with Richmond Health Center Staff

I met recently with staff at the Richmond Health Center (RHC) to hear their concerns about safety at RHC and in the community it serves. I know those who work in other Health Centers throughout the County have similar thoughts. Without a doubt, we want to create the safest work environment we can while not discouraging our patients from seeking the care they need.

I was impressed with the staff's genuine compassion for the residents who live in Richmond, the families of victims and neighbors. I was also moved by the courage they showed, continuing to work even when they feel less than secure. Many RHC staff brainstormed ideas about how we could support the community as it searches for answers on how to end the street violence.

### Meeting with the Police Chief

Because of the issues raised by RHC staff, CCRMC/Health Centers Director Dr. Jeff Smith and I met with Richmond Police Chief Chris Magnus. Echoing what law enforcement officials are saying across the country, Chief Magnus said there has been a definite change in violence patterns. Where once rival gangs "rumbled" over "turf" with knives, now individuals who feel they've been "disrespected" resort to guns to act out their anger. Although he said the area around RHC is generally not a violent neighborhood, it isn't possible to say that any neighborhood is completely safe. While this information was disturbing, I was heartened by Chief Magnus' interest in building a partnership with us and his commitment to have his officers treat their assigned beats as "if they lived there."

### What Are The Answers?

If all it took to solve this problem were willing partners, there would be no homicides anywhere in Contra Costa. Many organizations, residents and concerned staff have stepped forward and expressed their willingness to help, suggesting establishment of zero tolerance for violence zones, peace gardens, youth programs, anger management classes and more. In the 1980s, our prevention programs did considerable amount of work on controlling gun dealers in Contra Costa, developing a violence prevention plan and working with others to try to implement the plan. We had some success, although obviously it proved to be



Dr. Walker

Continued next page

## DID YOU KNOW

Our Mental Health Division and its contractors received **371,951** client visits last year.

temporary. Now experts are saying that drugs, the availability of illegal guns and more are contributing to the increase in street violence. We also know there have been too few resources available to fund programs that might help, but that is only part of the explanation.

### Complex problems

We're a health department and finding a solution to this problem doesn't rest entirely on our shoulders, but I want to draw a parallel between street violence and another health problem that has no easy answers. On the Reducing Health Disparities page of this newsletter, you'll read about prostate cancer. Not nearly as much money has been spent on prostate cancer research as is needed, so we don't really know what kind of treatment is most effective and whether early screening and detection really saves lives. But I am confident that eventually, medical research will answer these medical questions and maybe even find a cure for this cancer.

What I am not nearly so sure about is how to find a "cure" for street violence. Last year, I directed Public Health's Outreach, Education and Collaboration Unit to convene a cross-divisional team to examine how we could effectively support community efforts. The work group, with input from key community leaders, developed 10 recommendations, which are being implemented (read them online at iSITE, our Intranet.)

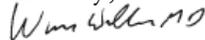
Meanwhile, one of my first priorities is to ensure that staff is safe. With that in mind, I have arranged with the Sheriff's Office to permanently station deputies at both the Pittsburg and Richmond Health Centers. We have also arranged to have closed circuit surveillance cameras around the Pittsburg Health Center perimeter and are exploring a similar approach with Richmond. I've also assigned staff to help the Ambulatory Care Division beef up their protocols and policies around safety issues. I hope these measures will contribute to improving staff and patient safety. They will, of course, do nothing to stop the street violence.

### Long Range Solutions

Supervisor John Gioia has been working with us, the City of Richmond and other partners to establish a Youth Center in Richmond. When it is launched – which won't be immediately – it could provide a range of recreational, educational and health activities for youth in that city. Chief Magnus and I agreed to explore other partnerships to provide alternatives to young people and improve the quality of life for the community.

The cure for street violence is a complex one involving the education system, law enforcement, economic remedies and much more. We surely have a role in coming to the table and working to explore strategies. When I reread last March's message about this topic, I think I sounded more optimistic about moving forward and having an impact. I must admit that what I know now is that it will take considerable time to meet this enormous challenge. I want to repeat, however, what I said last year: our job is to save lives, and we must continue to work together to reach that goal, whether it involves seeing patients in Health Centers, inspecting restaurants, responding to hazardous materials spills, promoting immunizations — or finding a way to reduce violence.

Sincerely,



William Walker, MD

## Surveys at CCRMC

There has been a significant amount of attention recently on the results of a survey of Contra Costa Regional Medical Center conducted in September by U.S. Department of Health and Human Services, Centers for Medicare and Medicaid Services (CMS). I'm pleased to say that in general, the survey gave us a clean bill of health in major departments like Surgery, Obstetrics and Gynecology, the Emergency Department, Internal Medicine, Intensive Care and Outpatient Services. I'm also happy with the results (reported in this issue in a separate story) of a survey of our Cancer program. The CMS survey spotlighted three departments for improvement: Psychiatric Inpatient, Dietary and the Pharmacy. We take these findings very seriously because they affect patient outcomes and safety – our number one priority. You can read more about this and CCRMC's long-term transformation efforts on our website at [cchealth.org](http://cchealth.org) – WW

## CCRMC Auxiliary Gives the Gift of Giving

The CCRMC Auxiliary had a busy and characteristically generous end of 2006. They purchased 10 new portable radios for Dave Brown, Chief of Security for CCRMC, to replace the antiquated and underpowered radios used by the hospital's public safety officers. This will improve communication between staff and the officers, which thereby improves the safety of the officers, staff, patients and visitors and security of the campus overall. The Auxiliary also purchased a new teaching tool for the Healthy Start program for expecting mothers. The four-DVD set includes the titles *Works of Wonder*, *Because You're Pregnant*, *News About Newborns* and *Starting out Safe and Sound*. They replaced a set of 30-year-old videotapes to help nurses Caroline Killough and Florence Nicholas to teach their childbirth classes at CCRMC. Additionally, Auxiliary member Helen Queenan made 495 "cough pillows" for the Surgery Unit last year. They are used for heart or abdominal surgery patients and sometimes even Caesarean section patients. Helen has been a volunteer and member of the CCRMC Auxiliary for eight years.



*From left, Auxiliary President Ray Ulmer, Officer Dave Brown and Auxiliary member Jean Farizell show off the new radios.*

 For more information or to join or help the CCRMC Auxiliary, contact Louise Lawson at [llawson@bsd.cccounty.us](mailto:llawson@bsd.cccounty.us) or 925-370-5440.

## Staff on TV to Describe Mental Health Services Act Progress

Having awarded the latest of numerous service contracts funded by the Mental Health Services Act, staff and activists with our Mental Health Division recently went on cable television recently to promote the new services and the extensive outreach and planning process that preceded the contracts. Guests on the most recent episode of our *Get Ready, Get Healthy* talk show on Contra Costa Television included Donna Wigand, Director of the Division, Sharon Kuehn of the Division's Office for Consumer Empowerment, and Scott Singley of the Contra Costa Mental Health Commission. On the show, they talked about how Prop. 63 was passed by voters in November 2004 to bring badly needed funding to the mental health field. Our Mental Health Division went through an extensive planning process to use that funding, a process that included families of patients, Mental Health Commissioners and other members of the public. This led to contracts being awarded to provide mental health services to children, "transition-age youth" and adults in specific areas of the county.

 Visit [cchealth.org](http://cchealth.org) for more information about *Get Ready, Get Healthy* airtimes and other topics. Keep up with the latest on the Mental Health Services Act by visiting [http://cchealth.org/services/mental\\_health/prop63/](http://cchealth.org/services/mental_health/prop63/) and clicking on "Did You Know That."

## Health Conductors Initiate Bay Point's First Kwanzaa Celebration

Evelyn Dodson and Ublanca Adams are African-American Health Conductors at our Bay Point Health Center. They envisioned a grand Kwanzaa celebration in honor of Bay Point's black community, culture and values, and this vision came true on December 28. The community gathered at the Ambrose Community Center to enjoy food and inspiring song and dance while learning about the seven principles of Kwanzaa. Opening remarks by County Supervisor Federal Glover set a spirited tone of joyfulness and gratitude, followed by a singalong of the Black National Anthem, "Lift Ev'ry Voice and Sing." The essence of the Kwanzaa principle "Umoja," which means Unity, was truly realized during the event, which was funded by Kaiser Permanente and the Keller Canyon Mitigation Fund and sponsored by the Bay Point Family Service Center, Bay Point Family Health Center, our African-American Health Conductor Project and the County Employment and Human Services Department.



*Young people help Suzette Johnson light the Kinara representing the seven principles of Kwanzaa.*

 For more information, contact Connie James at 925-427-8297 or Tiombe Mashama at 925-313-6826.

# GOING THE EXTRA MILE FOR SERVICE EXCELLENCE

## *Honor Roll*

### **Rita Cabeza**

*Community Health Worker II  
California Children's Services*

For being an amazing help to the staff of California Children's Services and the families we serve and for consistently going above and beyond expectations in assisting our therapists in providing excellent care to the Spanish-speaking families of Far East County.

—Nominated by Beth Chew

### **Joe Chen, Pharmacist**

**Guy Hardaway, Pharmacy Technician**  
*Detention Pharmacy*

For picking up much of the day-to-day work in the Pharmacy so the Chief Pharmacist could troubleshoot and improve a special project.

—Nominated by Kandy Heinen

### **Mark Clark**

*Programmer Analyst III  
Information Services*

For working diligently with the Health Plan on changing the ASPECT telephone system to accommodate the new Medicare Plan SelectCare and for being good humored and patient and fully applying himself to the task, even making spot calls during off-hours to check connections and messaging.

—Nominated by Judy Louro

### **Jan Cobaleda-Kegler**

*Program Director  
Chris Adams Girls Center*

For her guidance and leadership through months and months of difficult staffing challenges and for keeping the program strong.

—Nominated by Linda Kline

### **Community Education and Information Unit**

For assistance with the planning, preparation and participation in Project Homeless Connect in December 2006. Their help creating flyers, developing website material and signage (and finding enough easels) and media efforts contributed to an outstanding experience for all those who participated.

—Nominated by Cynthia Belon

### **Dr. Kimberly Duir**

*Richmond Health Center*

For her tireless efforts on behalf of RHC and the community, her leadership in arranging and facilitating talk sessions after the recent shooting at RHC and for her compassion and energy.

—Nominated by Richmond Health Center Staff

### **Kenji Freitas, PC Coordinator**

**Adrian Cooley, IS Manager**  
*Information Systems*

For quickly putting together a new mandated report for the ASPECT system's incoming member calls. They came to a meeting fully prepared and within 30 minutes we had reviewed the reporting requirements and set up ASPECT to compile the data.

—Nominated by Judy Louro

### **Phyllis Johnson**

*Community Health Worker Specialist  
Prenatal Care Guidance Program*

For her tireless support and education of pregnant women and their families. She went above and beyond in providing guidance to one family in particular who had difficulties surrounding the pregnancy and birth of their twins.

—Nominated by Jana Oloo

## **Employee Milestones**

Congratulations to these employees who have given us long years of service: Barbara A. Paul, Cecelia O'Neil, Elwin E. Getty, Kenneth Randall, Kennett S. Mallory, Kim S. Walker, Leslie G. David, Paula J. Williams, Roda F. Linan, Steven Christensen, Vanessa T. Colon (10 years); Angelo R. Blancaflor, Asefeh A. Mosofi, Conrado J. Robles Jr., Daniel Cremin, Denise M. Bishop, Hala I. Yowakeen, John Thomas, Louise A. Mallory, Rommeyer L. Qualls, Shari L. Hollander (15 years); Sharyn L. Anderson, Robert E. Boyd Jr., Mouang Choy Saeturn (20 years); Carol Wagner, Jo Elliff, Kristen E. Mesa and Francine T. Davis (25 years).

# GOING THE EXTRA MILE FOR SERVICE EXCELLENCE

## *Honor Roll*

### **Dr. Robert Liebig**

*Radiology Department  
CCRMC*

For consulting about a pediatric patient and assisting the family in getting a necessary test immediately, with sensitivity, compassion and professionalism.

—Nominated by Leigh Pierson-Brown

### **Dr. Joe Macedo**

*Pittsburg Health Center*

For diagnosing and successfully and meticulously treating cervical cancer, being very nice, comforting and encouraging, and for keeping my spirits up. I am cancer free!

—Nominated by a patient

### **Martinez Followup Team**

*CCRMC*

For professionalism and dedication, meticulous documentation and going the extra mile to help get the right medications to patients and providers in a timely fashion, processing more than 24,000 refills a year.

—Nominated by Jeremy Fish

### **Melinda Paras and Barbara Wenger**

*Paras and Associates*

For their assistance in helping to set up the Health Care Interpreter Network that will help providers and patients with limited English communicate effectively during health encounters.

—Nominated by Dr. William Walker and José Martín

### **Veronica Perez**

*Senior Clerk  
Pittsburg Health Center*

For making the clinic much more manageable and for being sharp, organized and proficient in all she does.

—Nominated by Sheilah Zarate

### **Leigh Pierson Brown**

*Public Health Clinic Services*

For always being there for my kids' asthma needs – especially for my fragile son. She is full of action, love and has the warmest heart and smile. I always feel that my children are in good hands.

—Patients' mother

### **Timothy Tam**

*Detention Chief Pharmacist*

For his extraordinary efforts in initiating the detention medication “robot” and in making adjustments to make it more useful, working uncountable hours, coming in on days off to plan, educate, troubleshoot and support other staff in implementing the project.

—Nominated by Kandy Heinen

## **Do you know someone who's going the extra mile?**

To recognize a CCHS employee, vendor or volunteer for outstanding Service Excellence performance, submit the “Going the Extra Mile” commendation form, available from every CCHS Division Director, or email your commendation to [ServicEX@hsd.co.contra-costa.ca.us](mailto:ServicEX@hsd.co.contra-costa.ca.us) or fax it to 925-313-6219. The form can also be downloaded from the Internet (About Us page) or iSite, our Intranet.

As part of our Reducing Health Disparities Initiative (RHDI), our divisions are working on three key areas: improving linguistic access, implementing educational activities on diversity and cultural and linguistic competence, and developing an organizational climate that values patient, customer and employee diversity. Each month, this page highlights what CCHS is doing to address health disparities and what still needs to be done.



# Reducing Health **Disparities**

## Prostate cancer deaths a health disparity for African-American men

African-Americans in Contra Costa are more likely to die of cancer than the rest of the county as a whole. In particular, prostate cancer deaths are the largest disparity for African-American men, who are nearly three times as likely to die from this type of cancer as other men living in the county as a whole. (See our *Community Health Indicators for Selected Cities and Places in Contra Costa* available online at [cchealth.org](http://cchealth.org) by clicking on Health Data.)

The cancer disparity is probably related to lack of health care or late detection, but there also may be other factors. And unlike other disparities that we are working to address, the solution for prostate cancer isn't as clear.

### Breast Cancer Success Story

We've had some successes addressing cancer disparities. For example, our Public Health Division successfully tackled the disparity for early detection of breast cancer among African-American women in the 1980s and '90s and eliminated that disparity. But unlike breast cancer, more research is needed on prostate cancer to determine what kind of treatment is most effective and whether early screening and detection really saves lives.

### What We Can Do

We have been able to improve patient access to urology services in our system in recent years, which helps expedite diagnosis and treatment of prostate cancer. However, the controversy over prostate cancer screening has divided opinions on the best course of action. In the meanwhile, this disparity will have to be among the health inequities that we remain aware of until we can do more.

The American College of Physicians provided a useful summary of discussion points to consider when counseling patients about prostate cancer screening:



*African-American men in Contra Costa are three times as likely to die from prostate cancer as other men in the county.*

- Prostate cancer is an important health problem.
- The benefits of one-time or repeated screening and aggressive treatment of prostate cancer have not yet been proven.
- Digital rectal examinations and PSA measurements can have both false-positive and false-negative results.
- The probability that further invasive evaluation will be required as a result of testing is relatively high.
- Aggressive therapy is necessary to realize any benefit from the discovery of a tumor.
- A small but finite risk for early death and a significant risk for chronic illness, particularly with regard to sexual and urinary function, are associated with these treatments.
- Early detection may save lives.
- Early detection and treatment may avert future cancer-related illness.

*To comment on the RHDI page or suggest a topic, contact Kate Fowlie at [kfowlie@hsd](mailto:kfowlie@hsd).*

## **‘Lock It Up’ Hits the Airwaves on CCTV**

A youth-driven campaign to prevent access to alcohol in the home by minors was managed last year by our Alcohol and Other Drug Services Division (AODS) and partners, and it recently made it onto Contra Costa Television (CCTV), the county cable TV station. “Lock It Up: An Environmental Prevention Project” is a nine-minute documentary about last year’s campaign that was paid for by a grant from the Safe and Drug-Free Schools and Communities project. The video was completed last month and is now airing on the station. It describes how the youth groups designed a campaign and logo that was displayed last year in BART stations, busses and movie theaters. The video features teens from the Beyond the Youth group from Riverview Middle School in Bay Point and the Youth in Power group from Carquinez Middle School in Rodeo. It is the first video produced by CCHS and CCTV starring teen activists since our 2000 production on the Tobacco Industry Gets Hammered by Teens group. Sakima Williams, a young adult leader of the groups, worked on the video along with Laura Spaugy and Fatima Matal Sol of AODS and Dan Smith of the Community Education and Information Unit.



*For more information about the CCTV airtimes for the Lock It Up video, visit [www.contracostatv.org](http://www.contracostatv.org) or call 925-313-6833.*

## **Healthy Outlook Column Features HPV Vaccine**

Public Health Immunization Coordinator Erika Jensen wrote about a new vaccine that can help protect women against cervical cancer in the most recent installment of our “Healthy Outlook” column, which runs in the Contra Costa Newspapers chain. The federal Centers for Disease Control and Prevention (CDC) recently began recommending the new vaccine for girls ages 11-12 years as part of their regular immunizations. The vaccine protects against the human papillomavirus (HPV), which causes the majority of cervical cancer and also happens to be the most common sexually transmitted virus in the United States. More than 50 percent of sexually active men and women will be infected with HPV at some point in their lives. The new vaccine can prevent most cases of cervical cancer and is now available at CCHS Public Health Immunization Clinics throughout the County. The HPV vaccine has been approved for females ages 9-26 years old. Studies are underway to determine the vaccine’s safety and effectiveness in boys, men and older women.



*Erika Jensen*



*To read more of this and other “Healthy Outlook” columns, visit [cchealth.org](http://cchealth.org) and click on the Healthy Outlook link in Items of Interest or on the Publications page. The website also has more information on HPV.*

## **New Uses of iSite Improving Efficiency, Reducing Waste**

Coming up on its first birthday in March, our in-house iSite intranet site is proving its worth in more ways all the time. Many employees go there (by typing [cchs](http://cchs) in their Internet browser field) to read this very newsletter, which is one of several ways the site is cutting down on paper waste in CCHS. Contracts and Grants keeps many of our Standard Contract forms, Small Business Enterprise (SBE) documents, and other required forms on the site so that Program managers throughout the Department can easily obtain them. “iSite has made it much easier to upload new forms, and more importantly, update existing forms in a timely manner,” noted Larry Smith, Contracts and Grants Specialist. Dr. Diana Mahar is similarly enthusiastic about how iSite has improved efficiency in the CCRMC Pediatric Unit. “Now that we have everything in one location on the Intranet, it is easy for any staff person to locate the form or document they need and print it out only when they need it,” she said. “I believe this will have a significant impact on the quality of care we provide in pediatrics.”



*For more information about how iSITE features can help you streamline operations in your workplace, contact Shabrzad Klingner at [sklingner@bsd.cccounty.us](mailto:sklingner@bsd.cccounty.us) or 925-313-6961.*

## **Department Gives Generously to Food Bank, Combined Charities**

Department employees gave generously and helped Contra Costa County win the annual competition with Solano for The Big Apple, awarded for highest contributions per employee to the Food Bank of Contra Costa and Solano. According to campaign coordinator Kate Sibley, Contra Costa employees gave an average of \$11.07 compared to \$7.88 in Solano. CCHS employees gave an average of \$8.08, led by remarkable generosity in Mental Health (\$2,769 total, most of any division) Emergency Medical Services (\$49 per employee) and Personnel/Payroll (\$24 per employee). Altogether, county employees donated \$79,449 in cash to the Food Bank and more than \$295,000 to the “Sharing the Harvest” combined charities campaigns. The latter includes \$57,109 from CCHS staff.

## Accreditation, Commendations for CCRMC Cancer Program

The Cancer Program at CCRMC underwent inspection for accreditation recently by the American College of Surgeons' (ACS) Commission on Cancer and passed with flying colors. The commission reviews cancer programs nationwide every three years, scoring them on 36 standards in eight categories. Our program has been accredited since 1987, and this year we received a perfect score plus commendations for seven standards. Commendations were given for clinical trial research, performance improvement and cancer prevention among others. Only about 1,430 of the approximately 5,000 hospitals where cancer patients are treated in this country are accredited through the Commission of Cancer. Only one in 10 accredited programs receive the highest mark of Approval with Commendation, as we did. Kudos to the entire program staff, including Program Director Dr. Sharon Hiner, Dr. Jane McCormick and Cancer Registrars Diane Roberti and Eula Banks, who worked with the survey specialist from the ACS.



*The CCRMC Cancer Program staff is, from left, Eula Banks, Rose Martinez, Alice Dequilla, Diane Roberti, Sue Dickerson, Carla Dockham, Dr. Jane McCormick and Dr. Sharon Hiner.*

## Board Honors Employee, Manager of the Year Nominees

The Board of Supervisors on January 23 honored each County department's nominees for County Employee and Manager of the Year. Lori Braunereither, Environmental Health Specialist, was nominated for Employee of the Year and Kim Cox, Health Emergency Response Coordinator, for Manager of the Year. Lori has been with our Environmental Health Division for more than 12 years. She conducts inspections at the West Contra Costa Sanitary Landfill to ensure that it meets the state regulations and to protect the public health and safety. She monitors the landfill permit conditions, operational requirements, mandatory documents and reports, and conducts solid waste vehicle inspections. She is highly proficient in her understanding and application of the California Environmental Quality Act. Kim has been with Health Services for almost 10 years and in her current position for just over a year. She works with federal, state and county staff, law enforcement, community agencies, private physicians and the public. She has developed plans for and successfully staged several response drills and exercises that have contributed to dramatically improving Contra Costa's ability to respond to a health emergency such as a pandemic flu outbreak.



*Kim Cox*



*Lori Braunereither*

## Asthma Program to Issue 'Blueprint,' Honor Bus Driver

Public Health's Asthma Program is preparing for two big events in the coming weeks, including a presentation to the County Board of Supervisors. The presentation will feature *Blueprint for Asthma Action*, a 16-page report with findings and recommendations for how to reduce the impact of asthma in Contra Costa. Asthma is the most common chronic childhood disease and number one cause of school absenteeism due to chronic illness. Program staff and the Contra Costa Asthma Coalition are issuing the report in partnership with Kaiser Permanente. CCHS participated in issuing a related report in 2005, *Deluged by Diesel: Healthy Solutions in West County*. It documented that the amount of diesel emissions in Inner West County (Richmond and San Pablo) are six times that in the county overall and more than 40 times the average of the state. With this in mind, the Coalition is preparing to honor a Laidlaw schoolbus driver in San Pablo this month for her dedicated, continuing compliance with the California law that prohibits busses and big rig trucks from idling for more than five minutes at schools or residential areas.

 Visit [cchealth.org](http://cchealth.org) to read *Blueprint for Asthma Action*. For more information about asthma in Contra Costa, contact Cedrita Claiborne, program manager, at [cclaibo@hsd.cccounty.us](mailto:cclaibo@hsd.cccounty.us) or 925-313-6861 or Ann Song, program staff, at [asong@hsd.cccounty.us](mailto:asong@hsd.cccounty.us) or 925-313-6828.

## Steve Morioka Promoted to Assistant Director of HazMat

Steve Morioka, a veteran of 15 years with our Hazardous Materials Programs Division, was recently promoted to Assistant Director of the Division. Steve has worked as a Hazardous Materials Specialist I and then II since being hired in 1991, and he was selected from a field of eight candidates. He has a Bachelor of Arts degree in Environmental Science from UC Berkeley. Randy Sawyer, Division Director, said Steve has taken responsibility over hazardous materials generators and business plans, and that the two of them will share supervision of the Incident Response Teams.

