

HCM Transition Journey

Greetings, County of Tulare Team members!

We are thrilled to share some exciting news regarding our commitment to continuous improvement and growth. At Tulare, we believe in fostering a culture of transparency and collaboration, and it is with great pleasure that we bring you the latest updates on our HCM Transition journey.

Growth is a constant, and our collective efforts have propelled us forward. In this spirit, we are excited to share our Project Team, Change Team, and Change Network team members and a little detail that reflects the dedication and hard work of each team member.

As we navigate this transformative journey together, let us celebrate these teams as they work to shape our shared success.

Project Team:

The project team is a cross-functional team of leadership and subject matter experts compiled to share their knowledge in assisting in the setup and transfer over to the new system. This team dedicates time weekly to meetings and deliverables, accumulating many hours devoted to this project.

Members:

Member	Department	Member	Department
Lupe Garza	HR&D	Joseph Halford	TCICT
Stacey Berbereia	HR&D	Ryan McArthur	TCICT
Amanda Hernandez	HR&D	Bob Duke	TCICT
Cass Cook	Auditor	Russ Beechinor	TCICT
Justin Avila	Auditor	Joe Alberti	TCICT
Michelle Schapansky	Payroll	Edgar Benetiz	TCICT
Jessica Garza	Payroll	Alex Haley	TCICT
Karina Orosco	Payroll	Dawnette Jones	TCICT
Eelao Carter	Payroll	Paul Guerrero	CAO
Cassie Alegre	CAO		

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HUMAN RESOURCES & DEVELOPMENT

2500 W. Burrell Avenue
Visalia, CA 93291

Phone (559) 636-4900
Fax (559) 615-3022

www.tularecounty.ca.gov/HRD

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GSFA Member County — "Assist-to-Own" Down Payment Assistance Program



It's The Dream. We're here to help you achieve it.

Down Payment Assistance for GSFA Member County Employees

If you work for a GSFA Member County, you may qualify for Down Payment Assistance (DPA), up to 5.5%, to help you purchase a home.

With down payment assistance, you may be able to purchase a home with little-to-no money out of pocket and/or much sooner than thought possible.

The GSFA Member County "Assist-to-Own" program provides down payment and closing cost assistance (DPA), up to 5.5%, combined with attractive First Mortgage interest rates.

The primary DPA is provided in the form of a deferred Second Mortgage, sized at 3.5% of the First Mortgage Loan amount.

The Second Mortgage has a zero percent interest rate, which means no interest is accrued on the Second Mortgage and no monthly payments are required. The Second Mortgage is due and payable upon sale or refinance of the First Mortgage.

Additional DPA is available in the form of a Gift, up to 2%, for a total of up to 5.5% in DPA for eligible borrowers.

The Program is very flexible. Eligible mortgage loans include FHA, VA, USDA and Conventional mortgages. You don't have to have perfect credit and best of all, **you don't have to be a first-time homebuyer to qualify.**

Program Highlights*

- Down Payment Assistance, up to 5.5% of the Total Mortgage Loan.
- Available with purchase of a primary residence.
- Single-family 1-4 unit residences, condominiums and townhomes are eligible.
- Variety of Mortgage Loan options (FHA, VA, USDA and Conventional Mortgage Loans).
- No first-time homebuyer requirement to qualify.
- Flexible guidelines: Minimum FICO 640; Maximum DTI 50%.



*This flyer contains general program information, is not an offer for extension of credit nor a commitment to lend and is subject to change without notice. Complete program guidelines, loan applications, interest rates and annual percentage rates (APRs) are available through GSFA Participating Lenders. Golden State Finance Authority (GSFA) is a duly constituted public entity and agency. Copyright © 2023

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August 2023

Library News



Visit www.tularecountylibrary.org/calendar to see a list of all the special and wonderful things offered at our 17 Library Branches and Bookmobile across the County. Some highlights include:

Read Across America Week: Come check out the many activities for children and teens in a week long celebration of Read Across America from 3/2-3/9, including prizes while supplies last!

Visalia: Teen Painting, Thursday, 3/28, 2:00pm-4:00pm. Adult Stress Relief Class, Saturday, 3/2, 2:00pm-3:00pm. Adult Mental Health Class in Spanish, Saturday, 3/16, 11:00am-12:00pm.

Northwest Region: Dinuba – Toddler Time, Thursdays, 11:00am-12:00pm. Orosi – Musical Instrument Hour, Fridays, 2:00pm-3:00pm.

Northeast Region: Exeter – Robotics Club, Wednesdays, 2:30-3:30pm. Three Rivers – Kid's Movie, Fridays, 4:00pm-5:00pm.

Southeast Region: Lindsay – Builder's Zone, Thursdays, 3:00pm-4:00pm. Strathmore - Block by Block, Tuesdays, 3:00-5:30pm.

Southwest Region: Pixley - LEGO Builders Club, Thursday, 3/7, 3:00pm-5:00pm. Ealimart- Game Days, Fridays, 3:30-5:30pm.

Final Draft Book Club: "Olga Dies Dreaming" by Xochitl Gonzalez at Kaweah Brewing Company in Visalia on Thursday, 3/21, 6:30pm.

Read to Succeed Literacy Center: Know someone who is interested in learning English to improve pronunciation and conversational skills? Join one of our four online conversation circles offered weekly. Become a learner with Read to Succeed Literacy by joining our monthly Family Workshops featuring a community partner each month to get connected to a variety of resources. It is easy to complete high school online with Career Online High School. Call (559) 713-2745 for more information, including volunteering with free tutor training with tutoring sessions that fit your schedule.

Pop Up Tulare County. Join us in Traver, Pleasant View, Lemon Cove, and Badger communities each month with special events around the County. To request a community stop, or special event visit, go to www.tularecountylibrary.org/pop-up.

Check with your Tulare County Library Branch for take and make crafts, ongoing events. Find out more about the Library at www.tularecountylibrary.org or on [Facebook](#), [Instagram](#), and [Twitter](#).

National Wear Red Day



**GENERAL SERVICES AGENCY
2024**

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Fill out the request form to get started:

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Change Team:

The Change Team is comprised of a much smaller group of employees who also meet weekly with the objective of focusing on the employee experience during this change. Our mission is to ensure that all staff are kept well informed about what is currently happening around them regarding this change.

Members:

Member	Department	Member	Department
Dawnette Jones	TCICT	Daniel De La Cruz	TCICT
Nora Gonzalez	TCICT		

Change Network Team:

The Change Network is a branch of the Change team that consists of (at minimum) a representative from each department. This team provides insight to the change team from their department's perspective and offers a tactical approach to support the needs of their co-workers within their department. As we move forward in this project, they will be able to share information with their co-workers, lead conversations, and provide feedback as questions arise.

Members:

Member-Primary	Department	Member-Primary	Department
MaryAnne Albert	Ag-Commissioner	Andrew Boring	Law Library
Serena Ragsdale	Assessor-Clerk/Recorder	Madison Kelly	Library
Ashley Holland	Auditor-Tax	Choua Yang	Probation
Israel Sotelo	Board of Supervisors	Marti Johnson	Probation
Cassie Alegre	CAO	William Jones	Probation
Lilly Flores	County Counsel	Stephanie Mejia	Public Defender
Keiko Yoshimoto	DA	Mike Anderson	RMA
Tessa Calaway	DCSS	Sherman Dix	RMA
Annie Haynes	Fire	Kayla Huerta	ROV
Alexandra Nunez	GSA	Leslie Davis	TCAG
Michelle Alonso	HHSA - Fiscal	Paul Sampietro	TCERA
Echi Sanchez	HHSA - HR	Dyana Bose	TCICT
Lynn Gregory	HHSA - HR	Michele Boling	TCRTA
Shannon Rodriguez	HHSA - HR	Alfredo Parra	TCSO
Dayna Wild	HHSA - HS - Aging	Javier Martinez	TCSO
Allison Hendrix	HHSA - HS - CWS	Michael Stelow	TCSO
Roxanna Cruz	HHSA - HS - TW	Rekah Gridley	TCSO
Angela Sahagun	HHSA - MH	Robert Hamlin	UC Co-Op
Mila Orth	HHSA - PH	Johanna Washam	WIB

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Keiko Yoshimoto	DA	Mike Anderson	RMA
Tessa Calaway	DCSS	Sherman Dix	RMA
Annie Haynes	Fire	Kayla Huerta	ROV
Stacey Berbereia	HR&D		

Member-Secondary	Department	Member-Secondary	Department
Maria Valenzuela	Ag-Commissioner	Crystal Flores	HHSA - HS - CWS
Rebecca McArthur	Assessor-Clerk/Recorder	Anita Suarez	HHSA - HS - TW
Erica Muller	Auditor	Bernadette Elszy-Perez	HR&D
Marta Rodriguez	CAO	Gail Rasmussen	HR&D
Jae Kiser	County Counsel	Marie M Dowdy	HR&D
Victoria Beierschmitt	DA	Choua Yang	Probation
Patricia Myers	DCSS	Sandra Silva	Public Defender
Trisha Perez	Fire	Armando Romo	Public Defender
Sarah Brassfield	GSA	Chantele Tactacan	ROV
Larry Serrano	GSA	Guillermo Hermoso Jr	Solid Waste
Darcy M Nunes	TCERA		
Brian Castelle	HHSA - HR		
Echi Sanchez	HHSA - HR		
Fernando Saldivar	HHSA - HR		
Lynn Gregory	HHSA - HR		
Sophie Hart	HHSA - HR		
Michelle M White	HHSA - HR		

Message from Lupe:

"Wow, so many people and so much dedicated time to this advancement for the county of Tulare! As you can see, team, we are working hard to ensure that we consider every department and the needs of all of our team members within the county. Thank you to the Project Team, Change Team, and our Change Network Team for your diligence and dedication to moving us forward. I and the Leadership team could not have gotten here without you.

Our Vision is coming to light. As we make progress and inch ever closer to HCM go-live, I want to share our reasons for taking on this challenge. We noticed opportunities within our current HR system to integrate our applications with other applications to ease the experience for the end users. We want to save our staff time and automate some of the current business processes that are time-consuming for our employees in their day-to-day activities. We have the data, but we saw opportunities to improve data collaboration and standardize some of our existing processes to something much more user-friendly. We know these things will not happen overnight, and it will take some effort on our part, but we hope all employees will reap the benefits of these team-calculated efforts. We look forward to what the future holds and can't wait to share more with you!

Again, thank you so much team. Without you all, this advancement for the county would not be possible!"

-Lupe Garza, HRD Director

**FEBRUARY IS NATIONAL SPAY/NEUTER AWARENESS MONTH.
LET'S TAKE A LOOK AT THE MANY POSITIVES
TO FIXING YOUR FURRY FRIEND!**



Tulare County Animal Services | 2023 Clinic Totals

Cat Spays - 1,211	Dog Spays - 577
Cat Neuters - 1,037	Dog Neuters - 454
Total Cat Surgeries - 2,248	Total Dog Surgeries - 1,031

Top Reasons to Spay or Neuter Your Pet

Whether you've recently adopted a pet or you're considering it, or just never got around to fixing your furry friend, one of the most important health decisions you'll make is to spay or neuter your cat or dog. By spaying or neutering your pet, you'll help control the pet overpopulation and homelessness crisis, which results in millions of healthy dogs and cats being euthanized in the United States each year simply because there aren't enough homes to go around. There are also medical, behavioral and other benefits to spaying (female pets) and neutering (male pets) your animals.

Want to Learn More?

Visit: [TCAAnimalServices.org](https://www.tcanimalservices.org)



**If you are interested in making a difference,
visit the Friends of Tulare County Website and
Donate Today!**

Visit: [FriendsTC.org](https://www.friendsofTulareCounty.org)

Did you Know?

Tulare County Animal Services received a grant in January for \$100,000 with part of the funding reserved for surgeries and vaccinations.

\$20,000 – to cover spay and neuter for community or feral cats

\$10,000 – to cover spay, neuter, and vaccinations for people experiencing homelessness or are low income and cannot afford to get their personal pets fixed and vaccinated

FRIENDS OF TULARE COUNTY

Animal Services

SPAY/NEUTER CLINIC

Do you care about the
well-being of animals?

Your donations to TC Animal Services
will help provide reduced-cost
spay/neuter vouchers and help bring
mobile spay/neuter clinics to
communities with no access to
veterinary care.

Visit us at <https://bit.ly/2Zrwhsk>





Winter Driving Tips

Driving in the winter can be harrowing, especially in rainstorms or icy conditions. By getting your car ready for winter and using simple tips to drive safely, you can face almost any weather Mother Nature sends you.

Prepare Your Car

- ✓ *Test your battery; battery power drops as the temperature drops.*
- ✓ *Make sure the cooling system is in good working order.*
- ✓ *If using all-season tires, check the tread and replace if it is less than 2/32 of an inch.*
- ✓ *Check the tire pressure; tire pressure drops as the temperature drops.*
- ✓ *Check your wiper blades and replace them if needed.*
- ✓ *Add wiper fluid rated for cold temperatures.*

Before You Start Out

- *Clean your car's external camera lenses and side mirrors.*
- *To prevent carbon monoxide poisoning, never leave a vehicle running in your garage – even with the garage door up.*
- *If the forecast looks iffy, wait out the storm; if you must travel, share your route with family or friends.*

Avoiding A Crash

- ❖ *Avoid using cruise control in wet conditions.*
- ❖ *Accelerate and decelerate slowly.*
- ❖ *Increase the following distance to 8 to 10 seconds.*
- ❖ *Never drive through standing water. It may be deeper than you anticipate and could wash you away.*

Remember, you are your car's best safety feature. Take precautions to ensure you arrive safely at your destination. If you become stranded in an unfamiliar area, try not to leave your car. Call for help from your mobile device.



Did you Know?

Reducing your speed by just 10 mph on icy roads can nearly double your vehicle's traction.



What's New With NU!

Join us to learn more about our new programs and free Google certificates.



Ready to Get Started?

Join us for a webinar with National University's workforce education solutions team to learn more about the new programs and certifications now available at NU. Are you curious about programs like Project Management, Human Resources, Data Science, and Entrepreneurship? Would you like to learn more about these new programs and Google certifications available to NU students? Sign up today!

About National University

National University, a veteran-founded nonprofit, has been dedicated to meeting the needs of hard-working adults by providing accessible, affordable, achievable higher education opportunities since 1971. As San Diego's largest private nonprofit university, NU offers over 190 online and on-site programs and four and eight-week classes designed to help students reach their goals while balancing busy lives. Since its founding, the NU community has grown to over 50,000 students and 230,000 alumni around the globe, many of whom serve in helping industries such as business, education, health care, cybersecurity, and law and criminal justice.

NU Supports the Whole You

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Webinar topics will include:

- Scholarships available at NU
- New BS in Project Management
- New BS in Human Resource Management
- New BS in Data Science
- New MS in Entrepreneurship
- Free Google Certificates for NU Students

Webinar dates:

- Wednesday, February 28th- 9 am PT
- Thursday, March 7th - Noon PT

Register Today!

Those who register will receive a link to the recording.
Space is limited.

Contact Us!

Denise Brandt

Email: WESCorp@nu.edu

Cell: 916-817-7515



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A Leader's Perspective: Cultural Intelligence Matters. March 13, 2024, 12pm - 1pm PT



With Guest Speaker:
Dr. Kevin Groves

Virtual Event Overview

Leadership is contingent upon continuous personal and professional development, beyond traditional work-ready skills. Leaders that can navigate our dynamic places of work that thrive on thought leadership and diversity in culture are the ones that display the unique gift of cultural intelligence (CQ).

Dr. Groves Will Discuss:

- Why our globalized world requires leaders to adapt a new approach to work differently with teams, clients, and partners from diverse cultural backgrounds.
- Given the emphasis on diversity, equity, inclusion, and belonging, leaders with high CQ can create a work environment where unconscious bias is mitigated so that employees from various backgrounds and generations feel valued and can contribute their best.
- Leaders with cultural intelligence are better equipped to navigate and resolve conflicts, preventing them from escalating and affecting team dynamics.

Dr. Groves will provide an overview of UCI's Global Leadership Program, that he designed specially to help learners build and develop their cultural intelligence skills.

Register Today

UCI Contact: Kathy Tam, kstam@uci.edu

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We're saying thanks March 1st and all
month long with limited-time deals on
everything you love.

- **Walt Disney World Resort:** Get adult tickets at child prices
- **Hotels:** Save up to 60% on hotels nationwide



Tax Preparation

During tax season, make sure you file
your taxes online or in person on time
and take advantage of savings on:

- **H&R Block:** Get 15% off DIY online tax filing
- **TurboTax:** Save up to an additional 20% on federal products



Book a Spring Cruise

Embark on adventures with fresh
savings on cruises! Discover premier
cruise offers to your ideal destinations.

- **Cruises:** Up to \$1,500 onboard cash exclusive
- **Carnival Cruise Line:** Choose fun from \$199

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Employee Discounts

Tulare County employees, and their families, can take advantage of discounts and offers on products or services from local and regional businesses and benefit from this resource! Click here to visit the HRD website page [Employee Discounts](#) for more discounts to email HRD@tularecounty.ca.gov



Various discounts



10% off



10% off purchases in store



15% off online orders

Benefit Plan Providers

Employee Assistance Program

Anthem Blue Cross
[www. AnthemEAP.com](http://www.AnthemEAP.com)
1-800-999-7222

Voluntary Benefits Benefits Communication Group (BCG)

www.bcgenrolls.com
888-996-4449

Vision Services Plan (VSP)

www.vsp.com
1-800-877-7195

EmpiRx Health

www.empirxhealth.com
1-877-262-7435

Deferred Compensation Empower Retirement

[www.empower-retirement.com/
participant](http://www.empower-retirement.com/participant)
1-800-701-8255
559-967-2280 *preferred

Delta Dental

www.deltadentalins.com
1-800-422-4234

TCERA

www.tcera.org
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98point6

www.98point6.com
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Flexible Spending Accounts Navia Benefit Solutions, Inc

www.naviabenefits.com
425-452-3500
Company Code: OYT

Kaiser Permanente

www.kp.org
1-800-464-4000
Mail Order Drugs: 1-888-218-6245

Anthem Blue Cross

www.anthem.com/ca
1-800-662-5502

Foundation for Medical Care

888-720-4724