

THE GRAPEVINE

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FRIENDS
of Tulare County



*Making a difference together
for Tulare County*

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Friends of Tulare County Highlighted Program of the Month

Nutrition Education & Obesity Prevention (NEOP)

Events such as the Fruit & Veggie Fest, held by NEOP at multiple venues throughout Tulare County, are used to facilitate behavior change in the homes, schools, worksites, and communities of low-income residents and to create environments that support fruit and vegetable consumption and physical activity. The goal is to prevent obesity and other diet-related, chronic diseases. Consider donating to the NEOP fund today to support the invaluable work done for our community. For more information visit: friendsoftularecounty.org.

To promote fruit and vegetable consumption in your home, try the easy and delicious "Anytime Pizza" recipe, found on page 5.

HUMAN RESOURCES & DEVELOPMENT

2500 W. Burrell Avenue
Visalia, CA 93291

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

www.tularecounty.ca.gov/HRD

FRIENDS OF TULARE COUNTY *Nutrition Education & Obesity Prevention* (NEOP)

Reinforces healthy cooking activities; distributes nutrition information at community events; helps empower low-income residents to increase fruit and vegetable consumption, physical activity, and food security.

FriendsTC.org

DONATE NOW



Injury and Illness Prevention Program (IIPP) and You

The Injury and Illness Prevention Program (**IIPP**) is the most important safety document our County has, yet many do not know if it even exists or how it helps. The IIPP is the basic written workplace safety program. California Code of Regulations requires every employer, including government branches, to develop and implement an **IIPP**. Effectively, it improves safety and health in the workplace and reduces costs due to injuries. Here is what the **IIPP** can tell you:



- **Responsibility** – Who is responsible for safety in your location.
- **Compliance** – How will the County ensure compliance with safety measures (for example, recognition for safe behaviors or disciplinary actions for unsafe behavior)
- **Communication** –How do you report safety issues, and how will your supervisors relay information on hazards and safety processes to you.
- **Hazard Assessment** – How hazards are discovered and assessed.
- **Accident/Exposure Investigation** – Investigative measures after an accident to find root causes.
- **Hazard Correction** – How hazards are corrected to prevent further safety issues.
- **Training and Instruction** – Ways and frequency employees are trained in their job duties and state-required training.
- **Recordkeeping** – Documentation process of all the steps above.

All Tulare County employees need to know where to access their department's IIPP, and what it contains. Paired with the **IIPP** is your department's Code of Safe Practices, which all Tulare County employees must follow. It contains the dos and don'ts that apply to the worksite or specific job tasks.

All Tulare County employees have the right to access their department/location IIPP. If you have a county computer, your department will provide unobstructed electronic access to review, print, or email the **IIPP**, or if you don't have computer access, your department may provide you the document in hard copy form no later than (5) days after the request. If you are represented by a Bargaining Unit, your employee representative may make a written request for a copy of the **IIPP** to your department's HR Advisor who will provide the document no later than five (5) days after the request is received. Your department should have a copy of your **IIPP** available in an accessible area in the office. You can also partner with your Safety Rep or Supervisor to locate it.

Question or Concerns. If you have a safety question or concern, contact your department safety representative, your supervisor, or Risk Management. The Request for Service-Safety form, can be found at [Forms - Risk Management](#)

Article written by Risk Management.

2024 Supervisor Academy Schedule



Supervisor Academy 2024

Email Train_Reg@tularecounty.ca.gov if you have any questions.

NOTE: You must attend 10 Workshops to qualify for Graduation.

February 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
02/07/24	8:30am-11:30am	021-HRD	Safety	Kim Starr Reheb, RISK	HRD Training Room
02/14/24	8:30am-12:00pm	019-HRD	Hiring and Staffing	Erica Jasso, HRD Danny Berumen, HRD	HRD Training Room
02/21/24	8:30am-12:00pm	028-HRD	Your Behavioral Profile & Styles	Terry Sayre, Coach-4-Change	HRD Training Room
March 2024					
Date	Time		Workshop	Instructor	Location
03/06/24	8:30am-11:30am	017-HRD	Ergo	Kim Starr Reheb, RISK	HRD Training Room
03/13/24	8:00am-5:00pm	135-HRD	Crucial Conversations	Laura Robbins, HHSA Norma Beltran, HHSA	Professional Development Center
03/20/24	8:30am-12:00pm	016-HRD	Leave of Absence	Kelli Renard, HRD Tyesha Rening, HRD Gail Rasmussen, HRD	Virtual Teams
03/27/24	8:30am-12:00pm	022-HRD	Reasonable Suspicion	Kim Starr Reheb, RISK Rufino Orong, HHSA	HRD Training Room
April 2024					
Date	Time		Workshop	Instructor	Location
04/04/24	8:30am-12:00pm	027-HRD	Adding Creativity in Our Work	Terry Sayre, Coach-4-Change	HRD Training Room
4/16/24	8:00am-12:00pm	134-HRD	Leadership and Developing	Carolina Reyes, HHSA Norma Beltran, HHSA	Professional Development Center
4/24/24	8:30am-11:30am	021-HRD	Safety	Kim Starr Reheb, RISK	HRD Training Room
May 2024					
Date	Time		Workshop	Instructor	Location
5/15/24	8:30am-11:30am	017-HRD	Ergo	Kim Starr Reheb, RISK	HRD Training Room
June 2024					
Date	Time		Workshop	Instructor	Location
6/5/24	8:30am-12:00pm	028-HRD	Your Behavioral Profile & Styles	Terry Sayre, Coach-4-Change	HRD Training Room
6/12/24	8:00am-5:00pm	135-HRD	Crucial Conversations	Angelica Medina, HHSA Carolina Reyes, HHSA	Professional Development Center
6/21/24	8:30am-12:00pm	019-HRD	Hiring and Staffing	Erica Jasso, HRD Danny Berumen, HRD	Virtual Teams
July 2024					
Date	Time		Workshop	Instructor	Location
7/10/24	8:30am- 12:00pm	022-HRD	Reasonable Suspicion	Kim Starr Reheb, RISK Rufino Orong, HHSA	HRD Training Room
7/17/24	1:30pm-5:00pm	016-HRD	Leave of Absence	Kelli Renard, HRD Tyesha Rening, HRD Gail Rasmussen, HRD	Virtual Teams
August 2024					
Date	Time		Workshop	Instructor	Location
8/1/24	8:30am-12:00pm	027-HRD	Adding Creativity in Our Work	Terry Sayre, Coach-4-Change	HRD Training Room

2024 Supervisor Academy Schedule Continued



Supervisor Academy 2024

Email Train_Reg@tularecounty.ca.gov if you have any questions

NOTE: You must attend 10 Workshops to qualify for Graduation.

8/14/24	8:00am-12:00pm	134-HRD	Leadership and Developing	Angelica Medina, HHSA Carolina Reyes, HHSA	Professional Development Center
September 2024					
Date	Time		Workshop	Instructor	Location
9/4/24	1:30pm-4:30pm	021-HRD	Safety	Kim Starr Reheb, RISK	HRD Training Room
9/18/24	8:00am-5:00pm	135-HRD	Crucial Conversations	Laura Robbins, HHSA Norma Beltran, HHSA	Professional Development Center
October 2024					
Date	Time		Workshop	Instructor	Location
10/2/24	8:30am-12:00pm	028-HRD	Your Behavioral Profile & Styles	Terry Sayre, Coach-4-Change	HRD Training Room
10/9/24	1:30pm-4:30pm	017-HRD	Ergo	Kim Starr Reheb, RISK	HRD Training Room
10/16/24	8:00am-12:00pm	134-HRD	Leadership and Developing	Norma Beltran, HHSA Carolina Reyes, HHSA	Professional Development Center
November 2024					
Date	Time		Workshop	Instructor	Location
11/6/24	8:30am-12:00pm	016-HRD	Leave of Absence	Kelli Renard, HRD Tyasha Rening, HRD Gail Rasmussen, HRD	Virtual Teams
11/13/24	8:00am-5:00pm	135-HRD	Crucial Conversations	Laura Robbins, HHSA Angelica Medina, HHSA	Professional Development Center
11/20/24	8:30am- 12:00pm	022-HRD	Reasonable Suspicion	Kim Starr Reheb, RISK Rufino Orong, HHSA	HRD Training Room
11/25/24	8:30am-12:00pm	027-HRD	Adding Creativity in Our Work	Terry Sayre, Coach-4-Change	HRD Training Room
December 2024					
Date	Time		Workshop	Instructor	Location
Relias					
Continuous		001-HRD	Professionalism in the Workplace	E-Learning	Relias
Continuous		050-HRD	AB1825 Sexual Harassment	E-Learning	Relias
Continuous		020-HRD	Managing a Team	E-Learning	Relias

*Employees must register for all courses via Relias unless the employee is within a department that does not utilize Relias or does not have an email address. In these cases please contact Train_Reg@tularecounty.ca.gov for registration.

**Employees must complete an evaluation for all courses after attending each. The evaluation can be found via Relias on your Course dashboard. This must be completed to receive credit for the course.

***Employees have 2 years to complete the academy once started. Failure to complete all required courses will result in retaking the academy at a later date.

Continued from page 1...

Anytime Pizza

Make your own pizza topped with green peppers, mushrooms, or other vegetables.

Makes: 2 servings

Ingredients

- 1/4 mini baguette or Italian bread, about 9" long (split lengthwise, or 2 split English muffins)
- 1/2 cup pizza sauce
- 1/2 cup mozzarella or cheddar cheese (part-skim, shredded)
- 1/4 cup green pepper (chopped)
- 1/4 cup mushrooms (fresh or canned, sliced)
- other vegetable toppings (as desired, optional)
- Italian seasoning (optional)



Directions

1. Wash your hands with soap and water.
2. Toast the bread or English muffin until slightly brown.
3. Top bread or muffin with pizza sauce, vegetables and low-fat cheese.
4. Sprinkle with Italian seasonings as desired.
5. Return bread to toaster oven (or regular oven preheated to 350 °F).
6. Heat until cheese melts.

MyPlate Food Groups



Vegetables
Grains
Dairy

1/2 cups
1/2 ounces
3/4 cups

serving: 1 slice, 1 English muffin or 1/2 of recipe (144g)

calories: 180kcal, carbohydrates: 18g, Protein: 11g, fat: 7g, saturated fat: 3g, Cholesterol: 15mg, Sodium: 502mg, potassium: 335mg, fiber: 2g, sugar: 4g, vitamin calcium: 251mg, iron: 1mg

Source:

Pumpkin Post and Banana Beat Newsletters
University of Massachusetts Extension
Nutrition Education Program





American Heart Association.



NATIONAL WEAR RED DAY®

Friday, February 2, 2024

**This February, let's Go Red
for each other.**

Show your support for women across the nation, for the special women in your life, and for YOU. On Friday, February 2, share your heart and **WEAR RED.**

WearRedDay.org
#WearRedDay



Go Red for Women is nationally sponsored by



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Library News



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

Visalia: Teen – Saturdays: Make Your Own Stickers 2/11, 1:30-3:30pm; Adult - Craft: African Inspired Wall Art, 2/3, 10:00am-1:00pm. Stress Relief Class, 2/3, 2:00-3:00pm. Branch – Historical Photo Exhibit on Allensworth all month.

Northwest Region: Dinuba – Senior Center Program, Thursday, 2/22, 1:00-2:00pm. London – Anime Club, every Friday, 3:30–5:00pm.

Northeast Region: Exeter – Robotics Club, every Wednesday, 2:30-3:30pm. Woodlake – Family Board Game Night, Friday, 2/16, 3:00-4:00pm.

Southeast Region: Lindsay – Storytime every Thursday, 12:00-1:00pm. Strathmore - Block by Block, every Tuesday, 3:00-5:30pm.

Southwest Region: Pixley – Family Movie Night, every Wednesday, 3:00-5:00pm. Earlimart - Game Day, every Friday, 3:30-5:30pm.

Final Draft Book Club: BYOB(Bring Your Own Book) to discuss. At Kaweah Brewing Company in Visalia Thursday, 2/15, 6:30pm

Read to Succeed Literacy Center: Know someone who is interested in learning English or improving pronunciation and conversational skills in English? Join one of our four online conversation circles offered weekly. Become a learner with Read to Succeed Literacy by joining our monthly Family Workshops where we bring in a community partner each month to get connected to a variety of resources. Want to complete high school online with Career Online High School it is easy. Give us a call at (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 and 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](#).



Save on a life-friendly degree, packed with career-relevant skills

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this **FREE** 30-min
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more

Education Benefits Webinar
Date: Wednesday, January 31, 2024
Times: 12pm & 4pm

Learn more
phoenix.edu/tularecounty



¹The Bachelor's in Education, Bachelor's and Master's Nursing and Counseling programs contain courses that require a ground field experience/clinical component experience. These experiences are not available at all times or on all days. ²With your education benefits, you'll get your next course free after completing five courses in your degree. The University's Central Administration is located at 4035 S. Riverpoint Parkway, Phoenix, AZ 85040. © 2023 University of Phoenix, Inc. All rights reserved. | MKT3869

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

15% course discount



Various discounts

10% off parts, accessories and bikes

10% off

Benefit Plan Providers

Employee Assistance Program

Anthem Blue Cross
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
1-800-701-8255
559-967-2280 *preferred

Delta Dental

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

TCERA

www.tcera.org
559-713-2900

98point6

www.98point6.com
1-866-657-7991

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