

EMPLOYEE OF THE YEAR

The Employee Recognition Program was created as a way of recognizing employees who have performed in a manner that exemplifies dedication and commitment to public service. Employee of the Year is selected on an annual basis out of over 100 nominees from 35 Tulare County departments. The 2023 Employee of the Year winner was announced at the March 12th Board of Supervisor Meeting.

2023 Employee of the Year

Alberto Cendejas—Parks & Grounds Manager



Albert has been able to transform all County Parks into destinations that all of Tulare County can enjoy. He goes above and beyond to ensure that the parks are maintained to the highest standard possible while taking care of his employees' needs. If anything is needed, he is the first to jump in and tackle any problem or issue, even if that means he must throw on a pair of boots and gloves to complete the task himself. Albert has a full-time job managing 11 County Parks, as well as the grounds of the County facilities. He has also taken on the role of Project Manager. He looks out for his employees' best interests while also getting the most out of his employees and their work production. Always goes the extra mile without hesitation even if it means working longer hours to help with Winter Wonderland, or simply going by the parks on weekends to make sure his employees are doing all right.

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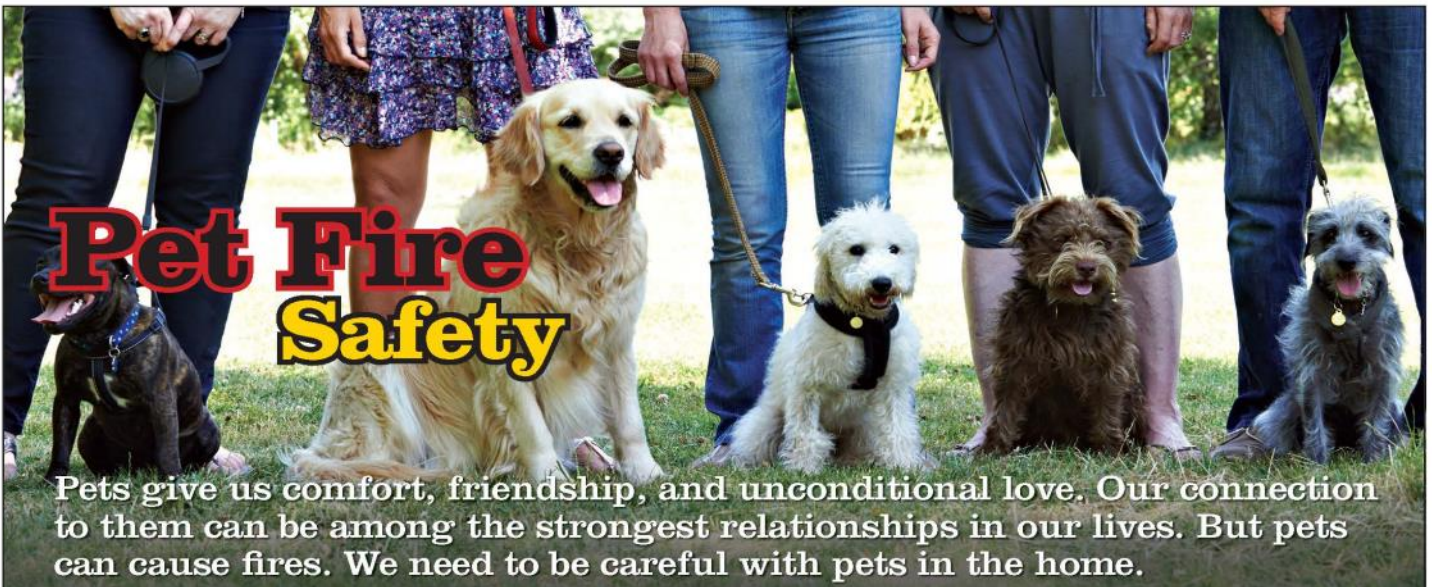
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HUMAN RESOURCES & DEVELOPMENT

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www.tularecounty.ca.gov/HRD



SAFETY TIPS

- Pets are curious. They may bump into, turn on, or knock over cooking equipment. Keep pets away from stoves and countertops.
- Keep pets away from candles, lamps, and space heaters.
- Always use a metal or heat-tempered glass screen on a fireplace and keep it in place.
- Keep pets away from a chimney's outside vents. Have a "pet-free zone" of at least 3 feet (1 meter) away from the fireplace. Glass doors and screens can stay dangerously hot for several hours after the fire goes out.
- Consider battery-operated, flameless candles. They can look and smell like real candles.
- Some pets are chewers. Watch pets to make sure they don't chew through electrical cords. Have any problems checked by a professional.

SMOKE ALARMS

- Have working smoke alarms on every level of the home. Test your smoke alarms at least once a month.
- If the smoke alarm sounds, get out and stay out.
- Never go back inside for pets in a fire. Tell firefighters if your pet is trapped.

Pets and Wildfires

Make sure pets are included in your family's wildfire evacuation plan. Build an evacuation kit for each pet in your household. Ensure each kit is a size and weight that can be quickly and easily loaded into a vehicle when packing to evacuate.



FACT

Pets or wild animals have a part in starting about 750 home fires per year. These involve cooking equipment, fireplaces and chimneys, space heaters, lamps, bulbs, wiring, and candles.



NATIONAL FIRE PROTECTION ASSOCIATION
The leading information and knowledge resource on fire, electrical and related hazards



AGRICULTURAL PEST MANAGEMENT SPECIALIST

It was about 5 years ago when I talked to you last about our new Agricultural Pest Management Specialist and his name was Dennis Haines. In fact, this was a new title for an old position, most known as staff biologist. Dennis was no newcomer to the job as he had 40 years of service to the County at that time and then he put in another 5 years before he retired not too long ago. He will be missed but he did have a little time to work with our newest hire, Alex Mendenhall.

Our Agricultural Pest Management Specialist does a variety of tasks, spending much of his time speaking to the public and community businesses about pests they are dealing with. Homeowners may want to know about the bugs that come in every spring and local Pest Control Businesses may need to know more about a specific pest so they can tailor their treatment plan to that pest. If he isn't doing those things, he is probably identifying a pest that one of our Inspectors found on an export shipment. We are required to certify loads of fruit and other commodities free from certain pests, so we need to have them identified correctly. This is a very important benefit to our local agricultural shippers because they would otherwise have to wait for their results from CDFA up in Sacramento.

I could go on and on about this person's responsibilities, but I wanted to be sure and save enough time to introduce our newest specialist. He has been doing a great job for us and the industry too so please stop in and say hi to him the next time you are in Tulare. Please see his biography below.

Alex Mendenhall, Agricultural Pest Management Specialist: *I was born and raised in Utah and moved to the central valley in the fall of 2011. I quickly enrolled in classes at College of the Sequoias, where I discovered my love for plants and insects. I graduated in 2016 with two associate degrees: in Ornamental Horticulture and Landscape Management. From there I went on to California State University Fresno, I graduated in 2019 with a bachelor's degree in plant science. After graduating I worked for Monrovia Nursery Company in propagation and research. I also worked for the University of California at Lindcove, specializing in citrus entomology. I started with the Tulare County Agricultural Commissioner/Sealers Office in the fall of 2023. Since then, I have continued to expand my knowledge of insects and the various programs and activities within the county.*



Article submitted by Tulare County Ag Commissioner Department



Supervisory Academy 2024

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

February 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
2/7/24	8:30–11:30am	021-HRD	Safety	Kim Starr Raheb, RISK	HRD Training Room
2/14/24	8:30–12:00pm	019-HRD	Hiring and Staffing	Erica Jasso, HRD Danny Berumen, HRD	HRD Training Room
2/22/24	8:30–12:00pm	028-HRD	Your Behavioral Profile & Styles	Terry Sayre, Coach-4-Change	HRD Training Room
March 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
3/13/24	8–5:00pm	135-HRD	Crucial Conversations	Laura Robbins, HHSA Norma Beltran, HHSA	Professional Development Center
3/20/24	8:30–12:00pm	016-HRD	Leave of Absence	Kelli Renard, HRD Tyesha Rening, HRD Gail Rasmussen, HRD	HRD Training Room
3/27/24	8:30–12:00pm	022-HRD	Reasonable Suspicion	Kim Starr Raheb, RISK Rufino Orong, HHSA	HRD Training Room
April 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
4/4/24	8:30–12:00pm	027-HRD	Adding Creativity in Our Work	Terry Sayre, Coach-4-Change	Professional Development Center
4/16/24	8–12:00pm	134-HRD	Leadership and Diversity	Angelica Medina, HHSA Carolina Reyes, HHSA	Professional Development Center
4/24/24	8:30–12:00pm	021-HRD	Safety	Kim Starr Raheb, RISK	Teams
June 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
6/6/24	8:30–12:00pm	028-HRD	Your Behavioral Profile & Styles	Terry Sayre, Coach-4-Change	Professional Development Center
6/12/24	8–5:00pm	135-HRD	Crucial Conversations	Angelica Medina, HHSA Carolina Reyes, HHSA	Professional Development Center
6/21/24	8:30–12:00pm	019-HRD	Hiring and Staffing	Erica Jasso, HRD Danny Berumen, HRD	Teams

July 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
7/10/24	8:30-12:00pm	022-HRD	Reasonable Suspicion	Kim Starr Raheb, RISK Rufino Orong, HHSA	HRD Training Room
7/17/24	1:30-5:00pm	016-HRD	Leave of Absence	Kelli Renard, HRD Gail Rasmussen, HRD	HRD Training Room
August 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
8/1/24	8:30-12:00pm	027-HRD	Adding Creativity in Our Work	Terry Sayre, Coach-4-Change	HRD Training Room
8/14/24	8-12:00pm	134-HRD	Leadership and Diversity	Angelica Medina, HHSA Carolina Reyes, HHSA	Professional Development Center
September 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
9/4/24	8:30-12:00pm	021-HRD	Safety	Kim Starr Raheb, RISK	HRD Training Room
9/18/24	8-5:00pm	135-HRD	Crucial Conversations	Angelica Medina, HHSA Melissa Melban, HHSA	Professional Development Center
October 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
10/2/24	8-12:00pm	134-HRD	Leadership and Diversity	Melissa Melban, HHSA Norma Beltran, HHSA	Professional Development Center
10/3/24	8:30-12:00pm	028-HRD	Your Behavioral Profile & Styles	Terry Sayre, Coach-4-Change	HRD Training Room
10/23/24	8:30-12:00pm	019-HRD	Hiring and Staffing	Erica Jasso, HRD Danny Berumen, HRD	HRD Training Room
November 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
11/5/24	8-5:00pm	135-HRD	Crucial Conversations	Laura Robbins, HHSA Melissa Melban, HHSA	Professional Development Center
11/6/24	8:30-12:00pm	016-HRD	Leave of Absence	Kelli Renard, HRD Gail Rasmussen, HRD	HRD Training Room
11/20/24	8:30-12:00pm	022-HRD	Reasonable Suspicion	Kim Starr Raheb, RISK Rufino Orong, HHSA	HRD Training Room
11/25/24	8:30-12:00pm	027-HRD	Adding Creativity in Our Work	Terry Sayre, Coach-4-Change	HRD Training Room
December 2024					
Date	Time	Relias Course ID	Workshop	Instructor	Location
Continuous	Continuous	001-HRD	Professionalism in the Workplace	E-Learning	Relias
Continuous	Continuous	050-HRD	AB1825 Sexual Harassment	E-Learning	Relias
Continuous	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.



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

National Library Week: Check out the activities for children and teens in a week long celebration of libraries from 4/7-4/13, including giveaways while supplies last. Follow our social media channels for more information.

Visalia: Children's programs – Sensory Play Day, Saturday, 4/13, 11:15am. Teen Programs – Hat Tie-Dye, Saturday, 4/20, 1:00-4:00pm. Adult Programs – Self-Compassion Class/Clase de Autocompasión. In English on Friday, 4/5, & en Español on Sábado, 4/6, 11:00am-12:00pm.

Northwest Region: Dinuba – Storytime, Wednesdays, 11:00-11:30am. Ivanhoe– Crochet, Fridays, 10:00am-1:00pm.

Northeast Region: Exeter – Robotics Club, Wednesdays, 2:30-3:30pm. Woodlake - Family Board Game Night, Fridays, 3:00-4:00pm.

Southeast Region: Lindsay – Toddler Time, Fridays, 10:00-11:00am. Strathmore - Block by Block, Tuesdays, 3:00-5:30pm.

Southwest Region: Pixley - Storytime, Tuesdays, 4:00-5:00pm. Earlimart- Game Days, Fridays, 3:30-5:30pm.

Final Draft Book Club: “Yellowface” by R.F. Kuang at Kaweah Brewing Company in Visalia on Thursday, 4/18, 6:30pm.

Read to Succeed Literacy Center: Learn English to improve pronunciation and conversational skills by joining one of our four online conversation circles offered weekly. Become a learner with by joining our monthly Family Workshops featuring a community partner 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 to be a tutor with free training and tutoring sessions that fit your schedule.

Pop Up Tulare County. Join us at bookmobile stops in Traver, Pleasant View, Lemon Cove, and Badger communities each month. Find us at 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 even more about the Library at www.tularecountylibrary.org or on [Facebook](#), [Instagram](#), and [Twitter](#).

Celebrating Tulare County



The Tulare County Public Law Library has partnered with the Tulare County Museum to showcase photographs that celebrate the rich history of Tulare County's diverse community.

You can view the exhibit in the Public Law Library, located in the Visalia courthouse, from 8:30am - 4:00pm, Monday through Friday, on the Ground Floor in Room 1.



221 S. Mooney Blvd., Rm. 1, Visalia CA 93291
Phone: 559-636-4600 Email: lawlibrary@tularecounty.ca.gov

STEP UP YOUTH CHALLENGE

The Tulare County Health & Human Services Agency is honored to manage the Step-Up programs and to provide a variety of services to help all at-risk youth in Tulare County. If you would like to be a part of making a difference for our youth, please visit FriendsOfTulareCounty.org to donate.

Step Up is a consortium of programs and partnerships that are united by the shared goal of improving outcomes for youth in Tulare County. The consortium was created by the Tulare County Board of Supervisors in 2008. Initially begun as a Gang Prevention initiative, it has evolved to encompass all at-risk youth in Tulare County.



StepUpYouthChallenge.org

STEP UP PROGRAMS

Since its inception, Step Up has created six different programs, including:

- **#LEAD** – Leadership and College readiness program serving high school juniors and seniors.
- **#GROW** – Leadership and Civic Engagement program serving high school freshmen and sophomores.
- **Youth Commission** – The program makes recommendations to the Board of Supervisors regarding the Step Up Youth Activities Grant. This is a grant that provides financial support for nonprofit organizations that work with underserved areas in the county. The grant ranges between \$5,000 and \$10,000 per supervisorial district.
- **Summer Night Lights** – Provides funding to community organizations up to \$1,000 per event to host positive events such as swim nights, resource fairs, movie nights, etc., during the summer months.
- **Youth Challenge** – The program is contracted to TCOE to challenge students in high school and middle school in coordinating a community service project.
- **Loop Bus** – Provides free transportation to free activities for at-risk youth around Tulare County.



HEAT ILLNESS



With our recent precipitation, it may seem like the warm weather is far away, but it is right around the corner. Sunlight is warm, inviting, and linked to positive emotional health, preventing Vitamin D deficiency and Seasonal Affective Disorder (SAD). Without it, Earth would not be able to sustain life. With the benefits of sunshine come its safety concerns as well. UV rays can harm the body, and the intense valley heat can place additional stress on the body during the summer. Avoiding the sunlight isn't always voluntary, so take these safety precautions when working in high-heat situations.

- **Heat Illness Safety Training.** If you work outdoors during high-heat situations, your department will provide proper training to prevent heat illness.
- **Plan. Get acclimated.** If you are new to working in the heat, start slowly to get your body used to the heat. Check the weather ahead of time to know when heat waves are approaching. Plan your outdoor work early to avoid peak heat times. Do not drink alcohol before working in the heat.
- **Be Proactive.** Drink cool, fresh water, 8 ounces every 15 minutes during the work shift. Do not wait until you are thirsty to start drinking water. Choose water over soft drinks. Rest under shade to cool down.
- **Know the Symptoms.** You know when the weather is hot, but how do you know when **YOU** are too hot? Fatigue, heavy sweating, headache, cramps, dizziness, high pulse rate, and nausea/vomiting are all early symptoms of heat illness and require intervention. Life-threatening symptoms include high body temperature, red/hot/dry skin, confusion, convulsions, and fainting.

With the proper precautions, summer can be an enjoyable time. Beat the heat by reviewing your Heat Illness Prevention Plan, planning, being proactive, and knowing the symptoms of heat-related illnesses.



Helpful Link. A **Heat Safety Tool App** available for iPhone and Android users can be found at the following website: <https://www.cdc.gov/niosh/topics/heatstress/heatapp.html>. The application puts a heat index location-based calculator, heat-related illness signs and symptoms, and basic first aid at your fingertips.

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



SEQUOIA SYMPHONY
BRUCE KIESLING MUSIC DIRECTOR

Two tickets for the price



\$40 for new students



10% off all menu items

MARK A FRANTZ, CPA, CFE

15% off standard fee for personal tax



\$4.00 off their bi-monthly service

Read the Tulare County newsletter online now for updates from the Supervisors, Pet of the Month, links to County services, and more. Want it sent to your inbox every month? Sign up now on the Newsletter page! <https://tularecounty.ca.gov/county/newsletters/>



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