

CITY OF RACINE

Quarterly Newsletter curated by the Human Resources Department



WELCOME!

Welcome to the City of Racine Newsletter for the first quarter of 2022! We hope you enjoy this edition, and if you have any questions on the information listed, please contact the Human Resources Department at 262-636-9175. Here is to a strong start to the new year!



EMPLOYEE APPRECIATION

We would like to take the time to thank all of our employees at the City of Racine. You are all doing an amazing job and wonderful work during these difficult times. Thank you for your dedication and commitment to serving the Racine community! Your hard work hasn't gone unnoticed!

NEW EMPLOYEES

Welcome to the City of Racine:

- Ryan Balchitis - Police
- Khadeja Dismuke - Police
- Benjamin Eiden - Police
- Damian Evans - Major's Office
- Chad Haebig - City Development
- Sandra Hansen - Health Department
- Devin Jander - Police
- Cindy Kach - Police
- Mark Manbeck - City Development
- Willie McDonald - Transit
- Kenneth Michur - Library
- Frank Petrick - Transit
- Rebecca Hoaglund - Transit
- Michelle Sylvester - Transit
- Jonathan Rios - Transit
- Guadalupe Arriaga - Water
- Mary Tenort - Library
- Rayven Craft - Library
- Joquin Gomez - Water
- Adrian Myhre - DPW
- Viridiana Rocha - Library
- Ruby Flynn - Recreation
- Derrick Stephen - Police
- Christopher Vertz - Police
- Marc Bissonnette - MIS
- Melissa Fritz - Transit

Welcome

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2022 BENEFIT CHANGES OVERVIEW

Plan year 2022 came with some benefit changes. To view what these changes are, please see the benefits guide for 2022 on our Benefits Website at www.cityofracine.org/EmployeeBenefits/

HUMAN RESOURCES WEBSITE

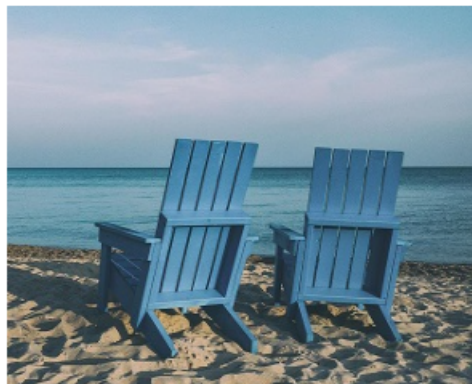
Just a reminder that our website is here to help you! It has information related to, retirement planning, worker's compensation, benefits overview, wellness program, FMLA and additional information. News from our Human Resources Department and benefit vendors is also posted here.



Family Medical Leave

If you are looking to apply for Family Medical Leave, view this page for the policy, how to apply for FMLA, and supporting resources to help you with this process.

[View FMLA](#)



Thinking About Retiring?

Are you thinking about retiring from the City of Racine? View this page to get the steps and the information that you need in order to prep for your retirement!

[View Retirement Resources](#)



Human Resources News

Keep up with the latest news and resources from the Human Resources Department. Make sure to also check out our quarterly newsletter!

[View Human Resources News](#)

HEALTH & WELLNESS CORNER

Curated by the Human Resources Department

WELLNESS INCENTIVE & FITNESS REIMBURSEMENT



www.cityofracine.org/CityWellness



Full time employees (and spouses) who are enrolled in the City's health insurance are eligible for the wellness incentive and fitness reimbursement.

****Only can do each incentive once per year****

Wellness Incentive - employee receives \$200 and spouse receives \$100.

Fitness Reimbursement - 50% of yearly membership fee or fitness class/course, up to \$200 per household

You can find both forms on the Human Resources page on CORI, or at <https://www.cityofracine.org/HR/Wellness/>



The Racine Health and Wellness Center is available to employees and family members who are active on the City's health insurance.

They can see individuals for things like:

- Flu
- Cold
- Minor cut
- Sprained ankle/hand
- Yearly physical
- Lab work (only select ones)
- Preventative screens

2333 Northwestern Ave.
Suite 114
Racine, WI 53404

To schedule an appointment: 262-687-5565

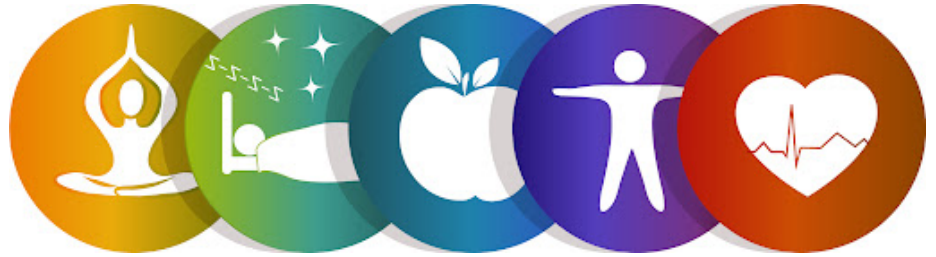
HEALTH & WELLNESS CORNER

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WELLNESS COMMITTEE

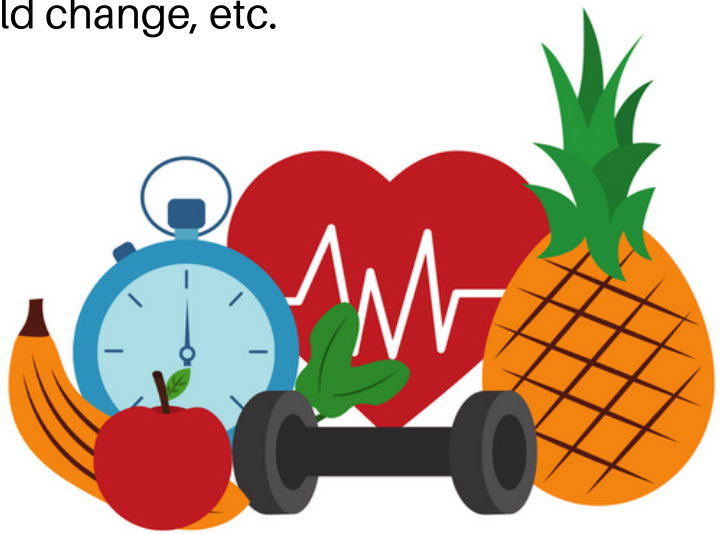
The Human Resources Department is looking at bringing back the Wellness Committee!

If you are interested in joining the committee, please email Emily Ross in HR at emily.ross@cityofracine.org



Wellness Committee

- We would like to have 10+ employees on the committee who would be willing to volunteer their time
- Want to help others meet their wellness and/or fitness goals
- We will be using "word-of-mouth" and member suggestions to promote and produce a wellness committee that is strong and engaging
- Members will meet once per quarter to discuss new findings, how to move forward, what should change, etc.
- And of course....Have fun!!



HEALTH & WELLNESS CORNER

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EMPLOYEE ASSISTANCE PROGRAM (EAP)



NEW in 2022 - The EAP is available to all employees; no matter if enrolled in the City's health insurance.

Things to remember about the EAP:

- Completely Confidential
- Available to employee and family members residing in same household
- Help begins as soon as you make the 1st call
- Committed to helping you find the right solutions

To make an appointment, call 800-236-3231

DID YOU KNOW THIS ABOUT MENTAL HEALTH?

- More than 43 million Americans struggle with mental illness.
- Depression is the leading cause for disability worldwide.
- Woman are more likely to seek mental health treatment than men.



Don't be afraid to seek help



Stay Active

Manage Stress



Restful Sleep



Mindfulness



TRAINING & RESOURCES

Curated by the Human Resources Department

POLICY SPOTLIGHT

Tuition Reimbursement

Employee Handbook - Section 5.25, Page 52



Did you know?

This policy is for full-time and regular part-time employees.

(Library employees are not eligible for this program)

Employees shall let the Human Resources department know their intent to participate at least 30 days prior to the beginning of a semester. To qualify, an employee must be regularly employed either part-time or full-time, and be enrolled in a qualifying program at an Accredited Institution. Employee must receive a degree or Graduate-level certificate.

Full-time employees receive 80% of the total tuition cost, with a maximum of \$1,000.00 per year. Part-time employees may receive a pro-rated amount based on hour worked per week in the year prior, per year.

Employees shall be granted reimbursement for their tuition once they have submitted the tuition reimbursement form, proof of amount paid, and final grade report (must receive a grade "C" or better)



Tuition Reimbursement



BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department

EMPLOYEE BENEFITS



CITY OF RACINE RESIDENTS

If you live in the City of Racine, you are eligible for the 3% salary increase in 2022. In order to have this added, you must complete the City Resident Verification form. This form is located on our Benefits Website, www.cityofracine.org/EmployeeBenefits/ Under HSA section / City of Racine Residency Verification Form

Note: 3% salary increase excludes police union, fire union, water utility, wastewater utility, and Library.

If you live in the City of Racine and have an H.S.A, you also get an increase in your City H.S.A contribution. These amounts are located on our Benefits Website, www.cityofracine.org/EmployeeBenefits/ Under HSA section / 2022 HSA Contributions



Munis Self Service

If you need help with your username and password, you can contact Human Resources at (262) 636-9175 and we will be able to assist you.



Benefit Changes for 2022

- 1% cost of living increase
- WRS employee contribution rates will be 6.5%
- Retention Bonus - All full-time, non-represented employees with a hire date of on or before 1/1/2022, who are still employed as of 4/30/2021, will receive a retention bonus of \$750.00 in May 2022.

BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department



Need more information about employee benefits? Look at the 2022 Benefits Guide, on our Benefits Website at www.cityofracine.org/EmployeeBenefits/



If you misplaced your Insurance ID card, please contact HR, and we can order you a new one, plus send you a PDF copy until you receive your new one via mail.



The Human Resources Department is always here to help you! If you need assistance or have questions, please reach out at 262-636-9175

BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department

NATIONAL CANCER PREVENTION



February is National Cancer Prevention month!

Research has shown that more than 40% of all cancers diagnosed and nearly half or all deaths from cancer in the USA, can be attributed to preventable causes (smoking, excess body weight, physical inactivity, exposure to the sun)

Identifying Risk Factors that are linked to Cancer:

- Tobacco use is the leading preventable cause of cancer
- Nearly 20% of U.S. cancer diagnoses are related to excess body weight, alcohol, poor diet, and physical inactivity
- Many cases of skin cancer could be prevented by protecting the skin from ultraviolet radiation from the sun & indoor tanning devices
- Know your family medical history, and get regular cancer screenings

Nearly 50% of the most common cancers can be prevented



Make sure to schedule your annual preventative physical for the year!

- Preventative care may help detect otherwise undetectable issues early, when health conditions are typically more treatable.
- Visit www.myuhc.com to find an in-network provider today!

BENEFIT RESOURCES & NEWS

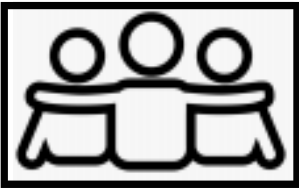
Curated by the Human Resources Department

AURORA EAP



Work Smarter, Not Harder - A Message from Aurora EAP

Tips to relieve some stress and fatigue in your work life:



Delegate more: If you need help because you are overwhelmed or have too much on your plate...don't be afraid to ask your coworkers for help!



Cut down your to-do list: Try to limit your list to four to five items you would like to get done each day. A shorter list is less intimidating, and will ease your stress level a bit.



Take a break; know when to leave your desk for a bit: Taking short breaks throughout the day will increase your concentration, productivity, and decrease your stress levels significantly.

Advocate Aurora EAP is here to help. We offer support through video sessions, as well as scheduling in-person and telephonic assistance. Give us a call at 800-236-3231 or email us at eap@aurora.org to set-up an appointment.

JOB OPPORTUNITIES

Curated by the Human Resources Department



Job Title	Type	Salary	Closing	Department
Director of City Development	Full-Time	\$102,440.00 - \$131,726.40	Continuous	City Development
Bookmobile Driver	Part-Time	\$19.20 - \$20.30 Hourly	Continuous	Library
Electrician	Full-Time	\$59,446.40- \$76,398.40	Continuous	Public Works / Maintenance
Electrician Wastewater	Full-Time	\$71,156.80 - \$85,384.00	Continuous	Wastewater
Private Firefighter	Full-Time	\$52,774.93	Continuous	Fire
Plant Operator 1	Full-Time	\$51,750.40- \$60,881.60	Continuous	Wastewater
Plumber	Full-Time	\$58,864.00 - \$75,649.60	Continuous	Building Maintenance / Public Works
Seasonal Truck Driver - \$1,000 Sign on Bonus	Full-Time	\$22.69 Hourly	Continuous	Public Works
Seasonal Laborer/Truck Driver	Full-Time	\$22.69 Hourly	Continuous	Parks Recreation & Cultural Services
Seasonal Truck Driver	Full-Time	\$22.69 Hourly	Continuous	Public Works / Sanitation
Truck Mechanic - 2nd Shift	Full-Time	\$54,683.20 - \$70,262..40	Continuous	Public Works / Vehicle Maintenance
Human Resources Director	Full-Time	\$107,224.00 - \$148,158.00	Continuous	Human Resources
Public Health Nurse - \$5,000 Sign on Bonus	Full-Time	\$59,446.40 - \$76,398.40	Continuous	Health Department
Police Officer - Patrol	Full-Time	\$59,446.40	7/19/2022	Police

Above are just some job postings that are currently open. To see more, go here:
www.governmentjobs.com/careers/racinewi/#