

# CITY OF RACINE

*Quarterly Newsletter curated by the Human Resources Department*



## WELCOME!

Welcome to the City of Racine Newsletter for the second quarter of 2023! 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.

## SPRING IS COMING!

The weather will soon get nicer, and the flowers will start to bloom! Get outside and enjoy the sunshine. The smallest walks outside can make the biggest difference to your mood and overall well-being.



"Some old-fashioned things like **fresh air** and **sunshine** are hard to beat"



## NEW EMPLOYEES

Welcome to the City of Racine:

- |                              |                                      |
|------------------------------|--------------------------------------|
| • John Anderson - DPW        | • Ben Kasper - DPW                   |
| • Citlali Aviles - Health    | • Kyle Klugiewicz - Fire             |
| • Maxwell Bayer - Fire       | • Brett Larson - DPW                 |
| • Donald Beidatsch - Fire    | • Quino Ledesma - DPW                |
| • Seth Burton - Fire         | • Ismael Ortiz-Colon - City Dev      |
| • Andrew Coe - DPW           | • Dominic Pedicone - Library         |
| • Alyssa Crisci - Police     | • Damonshay Pitt - DPW               |
| • Noah Curtis - Fire         | • Matthew Rondone - DPW              |
| • Donald Devore - Wastewater | • Sammy Smith - Fire                 |
| • Korrin Dezek - Library     | • Camryn Thomas-Walker - DPW         |
| • Kellie Folkerts - Finance  | • Stephan Trinidad - DPW             |
| • Nicholas Gordon - Fire     | • Brian Van Schyndel - City Attorney |
| • Norberto Gutierrez - DPW   | • Alex Verikas - DPW                 |
| • Solomon Hutcherson - DPW   | • Jackson Weber - Fire               |
| • Charnita Johnson - HR      |                                      |
| • Bruce Johnson - Fire       |                                      |

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## BENEFIT REMINDER:

This is your reminder to check your paystub at least once a month. Mistakes can happen, and it is a lot easier to fix them now than at the end of the year.

Paystubs are emailed to the email you provided HR, and are password protected. To view, enter the last 4 digits of your social security number.



## HUMAN RESOURCES WEBSITE

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.



### Employee Resources

The employee resources page offers access to the Employee Handbook, general employee forms such as direct deposit, a direct link to Employee Self Service, and much more.

[View Employee 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](#)



### 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](#)

# HEALTH & WELLNESS CORNER

*Curated by the Human Resources Department*

## WELLNESS INCENTIVE & FITNESS REIMBURSEMENT



[www.cityofracine.org/CityWellness](http://www.cityofracine.org/CityWellness)

### NEW LAYOUT THIS YEAR!



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

## EASY CHAIR STRETCHES TO HELP WITH PRODUCTIVITY



**1**

**CAT**

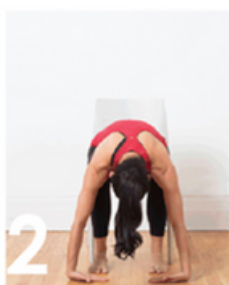
Releases upper back & neck



**2**

**COW**

Releases lower back tension



**3**

**FORWARD FOLD**

Releases entire backside, & wrist pain



**4**

**CHAIR TWIST**

Opens shoulders and waist sides



**5**

**CHAIR PIGEON**

Stretches hip muscles

Everyone knows that sitting for long periods of time is bad for your body and your mind. Getting the blood flowing helps you stay fresh with creativity, boost energy, and helps you stay productive. Many of us don't have the opportunity to get up and move around as often as we should, but these simple chair stretches added into your daily routine can help significantly with getting your body moving



# HEALTH & WELLNESS CORNER

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## LATEST TREND - WEARABLE TECHNOLOGY

**Wearable technology has been a rising trend since around 2016. Things like, fitness trackers, smart watches, heart rate monitors, and GPS tracking devices have increased in popularity.**

These devices are used for the following:

- Step counter
- Heart rate monitor
- Track body temperature
- Track calories
- Track amount of time you sit
- Sleep time
- And much more



### Top Fitness Trackers



Apple Watch



Garmin Vivoactive



FitBit Versa

# HEALTH & WELLNESS CORNER

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## SELF-CARE TIPS!

**Self-care means taking the time to do things for yourself, that will help you live well and improve both your physical and emotional health.**

Here are some ways to incorporate self-care into your weekly routines:

- Get regular exercise
- Eat healthy, regular meals and stay hydrated
- Make sleep a priority
- Try a relaxing activity
- Focus on positivity
- Stay connected to family and friends

TAKE CARE



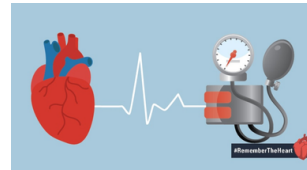
OF YOURSELF

it's not selfish to  
*Love Yourself.*

**TAKE CARE**  
of yourself  
& to make your  
**HAPPINESS**  
a priority.  
*it's necessary*

*Mandy Hale*

## BLOOD PRESSURE SUPPORT



Managing blood pressure may help to prevent or delay heart disease, eye problems, kidney damage and more. People with high blood pressure should schedule an appointment to keep blood pressure in check. Have a doctor monitor it, then keep track of the numbers.

High blood pressure (also referred to as HBP or hypertension) is when the force of blood flowing through your blood vessels is consistently too high

Tips to help achieve blood pressure goals:

- Check blood pressure regularly
- Eat Smart - choose foods with lower amount of sodium, saturated fats and added sugars
- Move more - this helps control blood pressure, weight and stress
- No nicotine - this causes a temporary increase in blood pressure

# HEALTH & WELLNESS CORNER

*Curated by the Human Resources Department*

## Understanding blood pressure readings

Blood pressure category	Systolic mm Hg (upper number)	and/or	Diastolic mm Hg (lower number)
Normal	Less than 120	and	Less than 80
Elevated	120–129	and	Less than 80
High blood pressure (hypertension) stage 1	130–139	or	80–89
High blood pressure (hypertension) stage 2	140 or higher	or	90 or higher
Hypertensive crisis (consult your doctor immediately)	Higher than 180	and/or	Higher than 120



# TRAINING & RESOURCES

*Curated by the Human Resources Department*

## EMPLOYEE HANDBOOK SPOTLIGHT

### Jury Duty

Employee Handbook - Section 5.12, Page 43



#### *Did you know?*

*The City will provide time off if you receive notice to report to Jury Duty. Documentation required.*

Employees shall be granted time off with pay for reporting for jury duty upon presentation of satisfactory evidence of such duty or service; on condition, however, that they endorse their jury duty check less travel allowance over to the City Treasurer's Office. Employees shall be required to report to work if excused from jury duty in the regular workday or forfeit pay provided in this paragraph. Leave will not be paid for days when benefited employees are not scheduled to work



# BENEFIT RESOURCES & NEWS

*Curated by the Human Resources Department*

## WELLNESS PORTAL - THROUGH WELLRIGHT

Employees and employee spouses covered by the City health insurance plan are eligible to participate in our wellness program, which includes a collection of holistic activities to help you form healthy habits. You can complete the wellness incentive program online through the wellness portal hosted by Ascension. The Ascension platform is fully HIPAA compliance, which means all personal health data you share with the system will never be shared with the City of Racine.

**To register,** go to [corwp.wellright.com/act/auth/login](http://corwp.wellright.com/act/auth/login) and click register



### BENEFITS WEBSITE

[www.cityofracine.org/CityWellness/Requirements/.com](http://www.cityofracine.org/CityWellness/Requirements/.com)



TO HELP MEET YOUR WELLNESS GOALS,  
SCHEDULE AN APPOINTMENT WITH  
BRITTANY SVIEN AT THE EMPLOYEE HEALTH  
AND WELLNESS CENTER

Health Coaching sessions can take place virtually, telephonically or in-person, and you may choose 30- or 60-minute appointments.

Health Coaching is FREE to all Racine County, City and School District employees and their spouses who are on the insurance plan. To schedule a Health Coaching appointment with Brittany, call the Racine Employee Health & Wellness Center at 262-687-5565 or email her directly at [brittany.svien@ascension.org](mailto:brittany.svien@ascension.org)



**Schedule an  
Appointment**



# BENEFIT RESOURCES & NEWS

*Curated by the Human Resources Department*



The Health and Wellness Center is available to employees (and spouse and dependents) enrolled on the City's health insurance. Every non-preventative visit is \$4.00.



Lost your insurance ID card? You can obtain them by using the vendors app or website. If that does not work, contact the Human Resources Department!



The Human Resources Department is always here to help you! If you need assistance or have questions, please reach out at 262-636-9175 or [human.resources@cityofracine.org](mailto:human.resources@cityofracine.org)

# BENEFIT RESOURCES & NEWS

*Curated by the Human Resources Department*

## STUDENT LOAN REPAYMENT PROGRAM



**Eligibility:** Full-time and regular part-time employees are eligible. You must be employed for at least 30 days in order to receive the benefit

\*Excludes Water Union and Wastewater Union

**Eligible Expenses:** Reimbursement is offered for loan repayments. Monthly payments will be made on the 1st of each month directly to the institution servicing your loan

**How Much am I eligible for?** The amount which you are eligible for is based on your employee classification. City of Racine residents receive \$2,400 per year. Non-residents receive \$1,200 per year.

\*New hires will receive prorated amount depending on hire date

**How it works?** Employees who want to take advantage of this program must complete the online enrollment process. The enrollment can be submitted through [myFlexDollars.com](https://myFlexDollars.com). The enrollment must be done annually, each calendar year in order for your reimbursement limit to be made available. Once you have the itemized bill for your loan, log in to [myFlexDollars.com](https://myFlexDollars.com) to claim reimbursement for your loan payment. All reimbursement submissions must include a detailed statement.

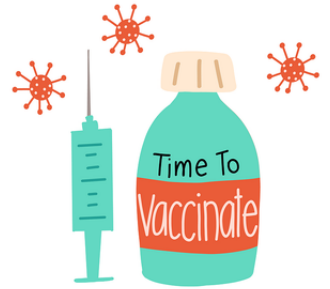
**Don't know what to bring for lunch, here are some easy meals you can make:**

- [20 Work lunches you can pack in the morning](#)
- [50 Easy Lunches to take to work \(so you love lunch!\)](#)
- [Quick and Easy Meals](#)

# BENEFIT RESOURCES & NEWS

*Curated by the Human Resources Department*

## ADULT VACCINES - ARE YOU MISSING YOUR SHOTS?



There are many adults that are missing vaccines recommended by the CDC. The following vaccines are recommended:

- Flu
- Pneumococcal pneumonia
- Shingles
- Tetanus/diphtheria/pertussis

\* These vaccines can help stop these diseases before they start. If you are interested in receiving any of these vaccines, please call your healthcare provider today.



## VIRTUAL CARE NOW INCLUDES ADDITIONAL SPECIALIST - PROVIDED BY UHC

Virtual care is accessible from anywhere on your schedule and is designed for affordability. With United Healthcare, members have access to quality virtual specialist who may help you create a personalized care plan, eliminating the inconvenience of travel and waiting rooms.

- **Easy access** - Get a care plan from the comfort of your home, or anywhere on the go, through a secure video, chat or email
- **Works on your schedule** - Request a visit and get care within a few days rather than months.
- **Designed for affordable, quality care** - Get access to care from specialists trained to understand your condition and deliver personalized care wherever you are

To get started, go to [myuhc.com/virtualcare](https://myuhc.com/virtualcare) to find the right care for you!

# BENEFIT RESOURCES & NEWS

*Curated by the Human Resources Department*

## FINDING WAYS TO HELP SOLVE THE YOUTH MENTAL HEALTH CRISIS



Young people need our help. So do the people who care for them. Recent research is guiding our understanding of how to provide the right type of support. The following insight is provided by Dr. Yusra Benhalim, a Sr. National Medical Director of Behavioral Health.

Interviews were done on youth, ages 13-26, who are experiencing Behavioral health symptoms, conditions, and treatment. Here are some findings:

- Traditional intervention paths and solutions are not working for this generation
- Primary care physicians generally see youth too infrequently to identify mental health concerns, much less make referrals for them
- Teachers, coaches, and other community leaders may have more interactions and influences with youth, but are not always focused to such concerns or professionally equipped to address them
- Many youths say they are reluctant to confide in their parents and caregivers because they don't want to burden them, fear they will overreact or don't believe they can help
- When youth seek care, they expect their care experiences to be tailored to their specific needs and wants
- Youth are more likely to trust another person when they feel seen, heard and validated. For most youth though, this means keeping a close circle of selected individuals

The world has changed, and youth no longer need to rely on their caregivers or nearby community resources for support and information. With instant access to a global network, they can easily find validation and resources online.

The **Aurora EAP** program is also available to all employees and dependents residing at the same household. To schedule an appointment, call 800-236-3231

IT'S OK  
TO NOT  
BE OK  
MENTAL HEALTH  
MATTERS





# BENEFIT RESOURCES & NEWS

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## FARMERS MARKETS NEAR RACINE - SUPPORT LOCAL!

Even during the winter season, farmers markets still happen. Support local businesses; and eat healthy non-processed foods.



### **Great Lakes Farmers Market @ Milaegers** **4838 Douglas Ave**

Sundays from 10am - 2pm

View vendor list, [HERE](#).



### **Kenosha Winter Market @ Kemper Center** **6501 Third Ave**

Saturdays from 10am - 2pm

View vendor list, [HERE](#)



### **Kenosha Harbor Market @ Union Club**

3030 39th Ave

Saturdays from 9am - 1pm

### **Milwaukee Winter Farmers Market @ The Table**

**5305 W. Capitol Dr**

Saturdays 9am - 2pm

View vendor list, [HERE](#)



# BENEFIT RESOURCES & NEWS

*Curated by the Human Resources Department*

## Health and Wellness Center Employee Spotlight!

### MEET THE NEW PROVIDERS!



#### **Caitlin Stansil, MSN, APNP, FNP-C**

Caitlin is a dedicated, patient-focused Family Nurse Practitioner with a passion for assisting patients with reaching their health goals. Caitlin brings her advanced assessment skills and strong clinical judgment as well as an extensive history of providing nursing care in Women's Health.

##### **Education & training:**

- Masters of Science in Nursing Education  
Grand Canyon University
- Bachelor of Science in Nursing  
Alverno College



#### **Patricia Missall, BSN, MSN, MSN-Ed, CCD, Certified FMCSA ; DOT Medical Examiner**

Patti is a dedicated and patient focused Family Nurse Practitioner. Her unique skills and experiences enhance the core service offerings provided at the Racine Employee Health & Wellness Center. In addition to general family medicine, she enjoys caring for people with arthritis, sports injuries, fractures, overuse injuries, osteoporosis, wounds and working with patients on injury prevention.

##### **Education & training:**

- Bachelor and Masters of Science in Nursing (BSN, MSN, MS Ed, FNP-BC)  
Concordia University

Scan the QR code to learn more about your onsite clinic and to schedule an appointment online!



**Have questions or want to schedule an appointment, call 262-687-5565**

# JOB OPPORTUNITIES

*Curated by the Human Resources Department*



Job Title	Type	Salary	Closing	Department
Civil Engineer	Full-Time	Depends of Qualifications	4/16/2023	Public Works
Electrician	Full-Time	\$59,446.40 - \$76,398.40	Continuous	Electricians
Firefighter	Full-Time	\$59,406.88 Annually	6/18/2023	Fire
Lead Paralegal	Full-Time	\$60,632.00 - \$77,916.80	4/30/2023	City Attorney
Maintenance Mechanic	Full-Time	\$61,110.40 Annually	4/9/2023	Wastewater
Police Officer - Lateral Transfer	Full-Time	\$59,446.40 - \$72,716.80	12/31/2023	Police
Public Health Nurse	Full-Time	\$59,446.40 - \$76,398.40	12/31/2023	Health Department
Fixed Route Bus Operator	Part-Time	\$19.06 - \$20.60 Hourly	4/30/2023	Transit Department
Relief Crossing Guard	Part-Time	\$15.45 - \$15.69 Hourly	12/31/2023	Police
Bookmobile Driver	Part-Time	\$19.39 - \$24.93 Hourly	12/31/2023	Library
Adult Softball Umpire	Part-Time	See Position Description	Continuous	Parks and Recreation
Adult Volleyball Referee	Part-Time	See Position Description	12/31/2023	Parks and Recreation
Circulation Clerk I	Part-Time	\$16.69 - \$18.12 Hourly	4/14/2023	Library
Seasonal Truck Driver	Part-Time	\$48,131.20 - \$50,336.00	5/31/2023	Parks and Recreation
Student Seasonal Laborer	Part-Time	\$15.45 Hourly	Continuous	Many Different Departments

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