

CITY OF RACINE

Quarterly Newsletter curated by the Human Resources Department

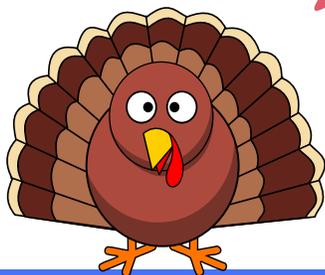


WELCOME!

Welcome to the City of Racine Newsletter for the fourth 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.

GET READY FOR THE HOLIDAYS!

It's that time of year already! Before you know it, it will be the busy holiday season. Here is your reminder to take one thing at a time and remind yourself that things happen for a reason!



UPCOMING HR EVENTS

October 2023:

- 10/10 - Fall Job Fair @ Delta Marriott Racine (11am - 2pm)
- 10/19 - Intern & Career Fair @ UW Parkside (11am - 3pm)
- 10/21 - 175th Birthday Bash & Resource Fair @ Festival Hall Racine (10am - 3pm)

November 2023:

- 11/8 - RPD Informational Sessions @ City Annex (12pm-2pm & 5:30pm-7:30pm)

December 2023:

- Check HR Facebook page for upcoming events





175TH BIRTHDAY BASH CELEBRATION & RESOURCE FAIR!

WHEN? SATURDAY OCTOBER 21ST, 2023

TIME? 10AM - 3PM

WHERE? FESTIVAL HALL

AT THE EVENT, THERE WILL BE....

DEPARTMENT TABLES

CITY RESOURCES

FOOD TRUCKS

KIDS ACTIVITIES

TOUCH A VEHICLE

FLIGHT FOR LIFE

You're Invited!



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**OPEN ENROLLMENT IS
COMING UP!**

The City of Racine's annual open enrollment period is coming up in November! This is the only time period where you can make changes to your benefit elections outside a Qualifying Life Event. The changes take effect January 1st of the next year.

**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

HAVE YOU SUBMITTED YOUR WELLNESS INCENTIVE & FITNESS REIMBURSEMENT FOR THE YEAR?



www.cityofracine.org/CityWellness



There are only TWO (2) due dates left for the 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, up to \$200 per household.

THE COMMON COLD

Things you need to know about the common cold:

Common symptoms:

- Congestion
- Runny nose
- Cough
- Watery eyes
- Fatigue
- Chills
- Body aches



Home remedies:

- Decongestants
- Salt water
- NSAIDS
- Plenty of fluids
- Vapor rub
- Lots of rest
- Warm bath



Ways to Enhance your Immunity:

<https://www.cdc.gov/nccdphp/dnpao/features/enhance-immunity/index.html>

HEALTH & WELLNESS CORNER

Curated by the Human Resources Department

LATEST TREND - GINGER



Ginger is considered a herb and has many different health benefits to you. Most people find that ginger has a spicy component but provides a holistic relief to your body. Ginger is good for your overall health.

Facts about Ginger:

- High in antioxidants
- Can help with inflammation
- Nausea relief
- May help bloating and gas



Ways to try Ginger:

Ginger and lemon shot



Candied Ginger



Ginger Tea

Lemon Ginger Muffins



Sticky Ginger Chicken

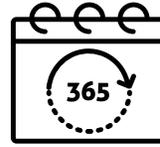


Ginger, Date and Oat Loaf

HEALTH & WELLNESS CORNER

Curated by the Human Resources Department

HAVE YOU GOTTEN YOUR ANNUAL PHYSICAL DONE?



Reasons why you should get a physical:

- Assess your overall health
- Update your vaccinations
- Manage your medications
- It helps build a rapport with your doctor
- Depression/Anxiety screening



SCAN ME 

Don't forget, you can get your preventative appointments done at the Racine Employee Health and Wellness Center. To schedule, scan the QR code!

SUGAR DETOX

We all can agree that excessive sugar consumption is harmful to your health. Too much sugar can cause various health issues, including diabetes and elevated risks of heart diseases.



Benefits of a Sugar Detox:

- Lose weight
- Experience clearer/healthier skin
- Experience reduced anxiety
- Consume more fruits and vegetables
- Experience less food cravings
- Have more energy
- Reduce cancer risk
- Increase mental clarity and focus
- Digestive harmony

Ways to Detox from Sugar:

Eat whole foods
Stay hydrated
Manage Stress

Increase Fiber Intake
Exercise Regularly

HEALTH & WELLNESS CORNER

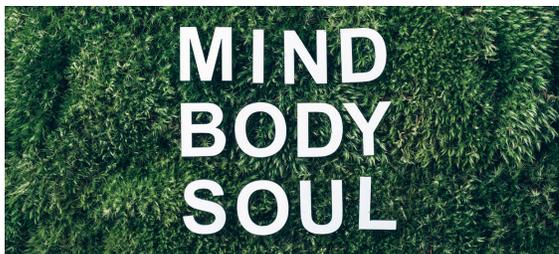
Curated by the Human Resources Department

Exploring Alternative Medicine: A Holistic Approach to Wellness



Benefits of Yoga

- Improve flexibility
- Relieves stress
- Supports healthy weight management
- Promotes better sleep
- Helps calm anxiety
- Improves respiration
- Boosts immunity



Here are ways to become Eco-Friendly Traveler:

- Skip the plane if you can
- Choose an eco-hotel
- Use coral-safe sunscreen
- Use soap and shampoo bars
- Bring your own bags

ECO-FRIENDLY LIVING: SUSTAINABLE CHOICES FOR A HEALTHIER PLANET



Now more than ever, we need to think about the things we use on a daily basis that may be contributing to the effects of our climate and living environment.



HEALTH & WELLNESS CORNER

Curated by the Human Resources Department

**FREE YOGA - PRESENTED BY YOGA
ROOTS RACINE**

YOGA

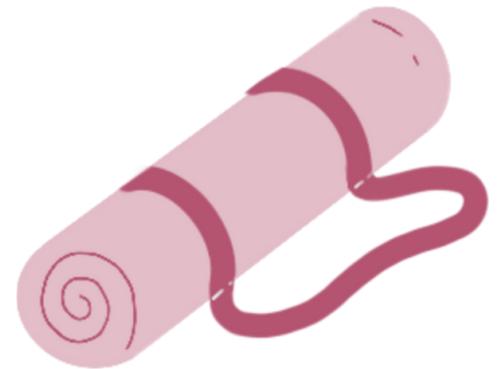
All levels welcomed!

When?

Every Wednesday @ 6pm (45 Min Class)
Check 'Yoga Roots Racine' Facebook for updates.

Where?

518 College Ave
Racine, WI 53403
(Now inside starting 10/4)



Donations are appreciated to continue offering the 'Free' opportunity.

TRAINING & RESOURCES

Curated by the Human Resources Department

EMPLOYEE HANDBOOK SPOTLIGHT

Dress and Personal Appearance

Employee Handbook - Section 6.15, Page 102

Did you know?

The City recognizes that personal appearance is a form of self-expression. The City makes no effort to control or dictate employee appearance, except where it conflicts with City policy or operations, health and safety, or interferes with another employee's ability to perform his or her job.

Normal Business Attire: Each work day, employees are expected to dress in a business-like manner consistent with the department in which the employee works. This may require men to wear suits or jackets, dress shirts, and ties and women to wear pantsuits, skirts and blouses, dresses or other attire appropriate to their work situation. Jogging suits and shorts are never acceptable. Jeans, tennis shoes, and sweatshirts are not acceptable except where the employee is required to leave the office to conduct inspections or perform other work where there is likelihood that dress clothes or shoes may be ruined. Those whose duties require them to remain within an office environment may not wear jeans, tennis shoes, or similar clothing. All offensive tattoos must be covered at all times. To the extent possible, all tattoos above the collar bone must be covered by hair or clothing at all times. Waists and abdomens must be covered, and the obvious or overt display of cleavage is not permitted. Except for reasonable ear piercings, employees shall not wear facial piercings while on duty



BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department

HAVE YOU REGISTERED FOR THE WELLNESS PORTAL?

Don't forget to register for the wellness portal if you are enrolled in the City's health insurance. If you have a spouse on your plan, they are eligible for the wellness portal as well.

On the wellness portal, you can:

- Complete the wellness incentive;
- Take different courses;
- Participate in different wellness activities/challenges;
- Link your fitness device to the portal;

Once you obtain 150 points through the wellness portal, you are eligible for the incentive. You do not need to submit any paper forms.

To register, go to corwp.wellright.com/act/auth/login and click register.



BENEFITS WEBSITE

www.cityofracine.org/CityWellness/Requirements/.com



Why should someone have a Primary Care Provider?

- Better Manage of Chronic Diseases
- Higher Level of Comfort and Confidence
- Transparency of Entire Health History
- Lower Overall Health Costs
- Routine Screenings
- Catch Health Issues Early
- Referrals to Other Medical Professionals
- Better Patient-Provider Communication



DO YOU HAVE A PRIMARY CARE PROVIDER?

If you do not know where to look, there are a couple main medical facilities people use:

- Froedtert
- Ascension
- Aurora Advocate
- Racine Employee Health & Wellness Center

You can search providers online to see if they are accepting new patients

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.



All employees that are benefit eligible must complete open enrollment through Employee Self Service (ESS). More communication will be coming sent out soon.



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

BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department



TIPS FOR CREATING A HEALTHY AND HAPPY WORK-LIFE BALANCE

Most working professionals understand that it is a challenge to find a balance between work life and your personal life. Working 8 hours a day and going home to a family to care for can put a burden on your mental health.

Here are some ways to have a better work life balance:

- **Set boundaries and work hours** - if you are scheduled to work 8am - 5pm, only work during those hours, and leave on time.
- **Make time for yourself and loved ones** - If your children are involved in sports, go to their game!
- **Use your Personal Time Off (PTO)** - It is there for a reason; use it.
- **Don't be afraid to unplug** - Maybe your friends want to have a night out; it is okay to say no and take some time to yourself and/or your family.

City of Racine
HUMAN RESOURCES

BENEFITS
Fair

SAVE THE DATE

November 7th, 2023
10am - 3:30pm

More information to follow!

YOU'RE INVITED

P: 262-636-9175 Email: Benefits@cityofracine.org

OPEN ENROLLMENT BENEFITS FAIR!



BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department

FLEXIBLE SPENDING ACCOUNT (F.S.A)

If you are enrolled in the Flexible Spending Account for 2023, this is your reminder to make sure you use the funds available in your account prior to the end of the year. Otherwise, you will lose those funds that you have contributed. If you need to know what you can use your F.S.A money on, go to www.fsastore.com



Interested in getting your COVID-19 booster vaccine?

If you are enrolled in the City's health insurance, United Healthcare offers the COVID-19 vaccine as preventative and does not have a cost, as long as the vaccine is administered by an in-network provider.

If you need to know if the provider is in-network, you can search providers on the UHC website, or call UHC at 877-769-7303.

Currently, the Racine Health and Wellness Center does not offer the COVID-19 vaccine. This is something we are looking into.

COVID-19 VACCINE



BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department

MINDFUL EATING: HOW TO CULTIVATE A HEALTHY RELATIONSHIP WITH FOOD

Have you ever felt bloated or sick after eating a certain meal? Well, you might benefit from mindful eating, where you recognize these feelings and look into the root problem.



How mindful eating works:

- Mindful eating focuses on your eating experiences, body-related sensations, and thoughts and feelings about foods we are eating.

Mindful eating is:

- Noticing how food looks, tastes, smells, and feels in the body;
- Acknowledging how the body feels after eating the meal;
- May use deep breathing or meditation before or after the meal;
- Not skipping meals;
- Serve in modest portions

Ways to have a healthy relationship with food:

- Don't diet - this can trigger things like overeating for a meal;
- Make regular meals a habit - It is important to eat breakfast, lunch and dinner;
- Keep cravings out of sight - We all crave our favorite snack once in a while. Well, keep them out of your kitchen cabinet for an easy reach;
- Find healthy ways to manage stress - Stress can lead to binge eating, which can lead to weight gain;
- Welcoming all foods - Don't judge the food until you try it. Who knows, that would be your new favorite healthy snack
- Learning to accept your body - Not liking your body is going to make you have a negative relationship with food



BENEFIT RESOURCES & NEWS

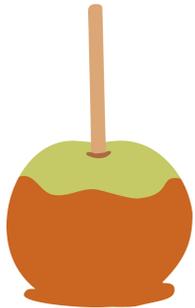
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THINGS TO DO IN AND AROUND
RACINE DURING THE FALL AND
WINTER



Jack-o-Lantern Night at Racine Zoo

Thursdays - Sundays; September 29 -
October 30; 6pm - 10pm



Fall Season at Bear Den Zoo & Petting Farm

October 1 - 30

Hayrides, pumpkin picking, petting farm,
apple cider, Hot coca, and Carmel apples



Winter Picnic in a Snow Globe at Racine Zoo

January 28 - March 13



BENEFIT RESOURCES & NEWS

Curated by the Human Resources Department

Health and Wellness Center Employee Spotlight!

MEET THE NEW WELLNESS COACH!

NEW!



Susie Wienke
Health Coach

Susie Wienke is a Health Coach with Ascension Wisconsin Employer Solutions. She has an extensive background in Health Coaching and wellness and graduated with a BA from the University of Wisconsin Madison. She had her own business for over 10 years, and after becoming an empty nester, decided to return to a more traditional work environment with regular business hours. She is passionate about the mind-body connection and enjoys working with people to discover a better quality of life by shifting their habits regarding nourishment, movement, mental health and sleep...just to name a few.

When she is not coaching, Susie enjoys spending time with her family (including her beloved, naughty rescue dog, Jupiter), cooking, traveling and teaching yoga.

Schedule a Health Coaching appointment with Susie today. She is looking forward to getting to know you and assisting you in your wellness journey.



If enrolled in the City's health insurance; and any dependents covered under your plan.

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

Q3: NEW EMPLOYEES

Welcome to the City of Racine
Department: Police
Position: Police Officer

≡ Welcome ≡

Esther Arriaga



Gabriel Brandies



Austin Tenner



Miles Barry



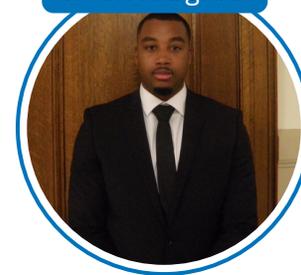
Juan Leal



Eric Grau



Kellon Hargrove



Shauna Lass



Nicole Krivitz



Andrew Collazo



Zachary Pitts



Mario Munoz



Javantae Dampier



Channing Schultz



Matthew Tenuta



Jonathan Munoz



Samuel Wolfe



Kane Castel



Q3: NEW EMPLOYEES

Welcome to the City of Racine
Department: Various

John Tate III



Jose Bernal



Walter Williams



Abigail Hall



Nohelia Ruiz



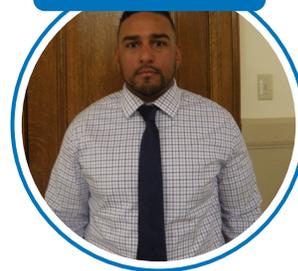
Charles Ward



Branden Willing



Michael Raschke



Alex Bloodworth



Tamra Black



Jace Unrein



Jerome Kasper



≡ Welcome ≡

JOB OPPORTUNITIES

Curated by the Human Resources Department



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

| JOB TITLE | TYPE | DEPARTMENT |
|----------------------------|-----------|----------------------|
| Adult Basketball Referee | Part-Time | Parks and Recreation |
| Electrician | Full-Time | Public Works |
| Fixed Bus Route Operator | Part-Time | Transit |
| Mechanic | Full-Time | Transit |
| Police Officer - Lateral | Full-Time | Police |
| Public Health Nurse | Full-Time | Health |
| Sports Facility Supervisor | Part-Time | Parks and Recreation |



Scan to go to City job Page!



Need assistance applying? Please call Human Resources at 262-636-9175 to schedule an appointment or email HRRecruiting@cityofracine.org