

CITY OF RACINE

NEWSLETTER

QUARTER 2 2024



WELCOME!

Welcome to the City of Racine Newsletter for the second quarter of 2024! 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.



OVERVIEW

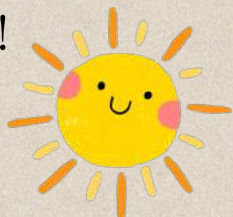


Page 2 - 4- Health and Wellness Corner
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REMINDER:



With the weather getting nicer, try to get outside more! The more sunshine you get, the better you will sleep and the better you will feel overall! What a win-win!



**DON'T
FORGET!**



FUN SPRING ACTIVITIES IN WI

- Farmers Markets
- Milwaukee County Zoo
- Racine County Zoo
- Beer Gardens
- Mitchell Park Domes
- Wehr Nature Center
- Schlitz Audubon Nature Center
- Grant Park
- Bong Recreation
- Sport games



8 SELF-CARE IDEAS

- Go outside for a walk
- Simply watch the sky
- Start a bucket list
- Talk to an old friend
- Cook a healthy meal
- Reach a chapter of a book
- Turn your TV or phone off and take 10 deep breaths
- Practice a new hobby



TOP 5 NUTRITION MYTHS

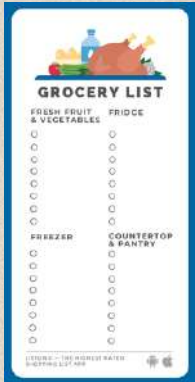
- **“Salt is bad for you”**
 - Salt is a nutrient which is essential in our diet. Salt helps with fluid balance within the cells, nerve transmission and even muscle function
- **“Egg yolks are unhealthy”**
 - Eggs are a nutritious food containing healthy protein, fats, and other nutrients such as choline, required for healthy liver function and also brain health.
- **“Carbs are fattening”**
 - Glucose, which is the most basic of carbs, is required for normal energy production and carbs in general break down to supply glucose to the main energy producing metabolic cycle
- **“Eating at night is unhealthy”**
 - Eating late at night won’t automatically hurt your health or weight loss efforts. However, indulging in high-calorie foods that push you over your calorie needs and that don’t offer much nutrition might.
- **“All fats are bad”**
 - We all need fat. Fats aid nutrient absorption and nerve transmission, and they help to maintain cell membrane integrity.



MAKING HEALTHY TASTE GOOD ON A BUDGET

Living on a budget can be stressful, however, there are ways to make it a little easier on yourself. Let's look into eating healthy on a budget:

- Buy in bulk
- Create your shopping list
- Plan your recipes
- Buy generic when you can
- Don't waste your leftovers
- Buy foods that last longer
- Buy less meat



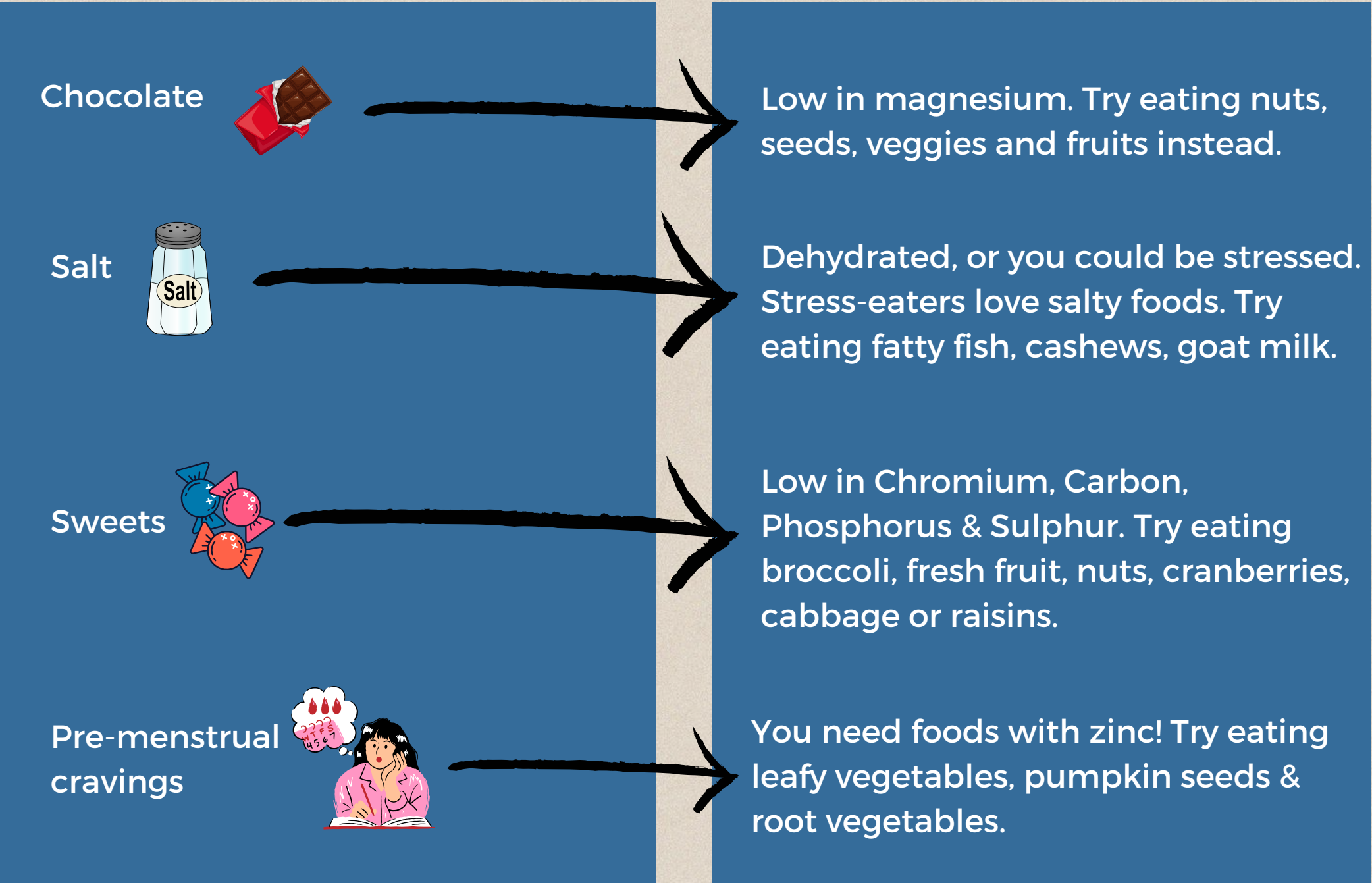
WHAT MY CRAVINGS MAY BE TELLING ME

A craving can signal something is out of balance, but it doesn't always mean you need a certain type of food. If you crave a snack, and you eat it, but you don't feel any better, your body was never needing that food to begin with.



I AM CRAVING....

MIGHT INDICATE.....



LATEST TREND - MATCHA

TRENDING
Now!

What?

Match is a Japanese green tea powder made from finely powered dried tea leaves. It has a slightly bitter, vegetal taste and a vibrant green color that results from high levels of chlorophyll in the leaves.

Benefits of consuming Matcha:

Matcha is an antioxidant powerhouse! Mixing the powder into hot water or milk actually helps in consuming the whole leaf instead of steeping the tea bag in water. Matcha has no caffeine, which means you will not get a buzz rush like you would after a cup of coffee. Instead, you will feel energized, focused, and calm.

Ways to enjoy Matcha:

If you want to try Matcha for the first time and receive the most benefits from it, it is recommended that you purchase a Ceremonial grade Matcha instead of a Culinary grade Matcha. Best Matcha to try!

- The Perfect Matcha Tea
- Matcha Latte
- Cold Brew Matcha
- Brown Butter White Chocolate Matcha Cookies



enjoy



MENTAL HEALTH CHECK-IN ✓

- How are you feeling today?
- What’s been worrying you lately?
- How would I describe my mood?
- What am I doing to bring myself joy?



Don’t be afraid to ask for help! There are people here to help you (and family members living in the same household as you)! To make an appointment with Aurora Employee Assistance Program (EAP) call 800-236-3231



HEALTHY EASY RECIPE CENTER!



Recipes with Beef	Recipes with Chicken	Recipes without Meat
Mongolian Beef	Chicken Lettuce Wraps	Crispy Tofu w/ Sweet Chili sauce
Philly Cheesesteak	Chicken Noodle Soup	Creamy Baked Cauliflower
Beef & Broccoli	Spicy Honey Butter Wings	Bruschetta



Featured recipe website



TUITION REIMBURSEMENT

EMPLOYEE HANDBOOK - SECTION 5.26, PAGE 67

The City of Racine has instituted an Employee Tuition Reimbursement Program to assist in the professional growth and development of City employees.

To qualify for a tuition reimbursement, an employee must be regularly employed, either part-time or full-time, by the City of Racine 30 days prior to the beginning of a semester or the commencement of a course and must remain so employed until 30 days after the employee receives the final grade report for the course or courses.

To qualify for a tuition reimbursement, an employee must be enrolled in a qualifying program leading to a degree, a Graduate-level certificate program, or a Certification Program from an accredited institution. Maximum reimbursement is to equal \$4,000.00 per year, or 80% of the employee's total tuition cost, whichever is lower.

Regular full-time employees may receive the full reimbursable amount. Regular part-time employees may receive prorated reimbursements based upon the average hours worked per week in the year prior to the reimbursement.

For requirements on documentation needed, please reference the Employee Handbook, Page 69.



CVMIC TRAININGS - OPEN TO ALL EMPLOYEES

New year, new goals!

CVMIC offers a wide arrange of Free courses and webinars that may fit your needs. Take a look!

Steps:

- Log-in to NeoGov (if you need assistance, contact Human Resources)
- Click 'Trainings' on the left menu
- On the top menu bar, click 'Course Catalog'
- Use the search bar to search for topic or use the drop-down categories.
- When you find something, you are interested in, click 'Enroll'. Some courses may have the "View Classes" option, which means there is more than one time offered

To view the courses you are enrolled in, click 'My Courses' on the top menu bar

*All courses are presented by Cities and villages mutual insurance company (CVMIC). You will register for the courses through NeoGov.

NEOGOV



STUDENT LOAN REPAYMENT PROGRAM

Do you have student loans to pay? Are you utilizing the City's Student Loan Repayment Program? If not, take a look at the benefits you are eligible for:

City of Racine Resident = \$2,400 per year

Non-Resident - \$1,200 per year

- Complete the online enrollment process, by submitting a claim on [MyFlexDollar](#)
 - First time logging in:
 - Username - First Initial + Last Name + Last 4 digits of your SSN #
 - Password: dollars
- You will need to submit an itemized/detailed statement of your loan for reimbursement

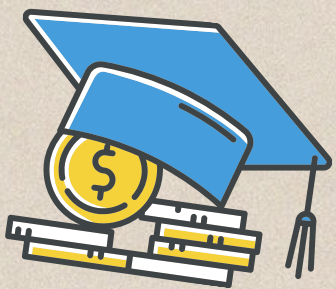
Monthly payments will be made on the 1st of each month directly to the institution servicing your loan.

Submit your request by the 24th of each month to ensure your payment is issued to your loan servicer by the 1st.

To view payment history made to your loan servicer, log-in to MyFlexDollars, and click on Payments under the Accounts tab.

*Note - you must be employed for at least 30 days in order to receive this benefits

**Water and Wastewater Utilities are excluded from this benefit



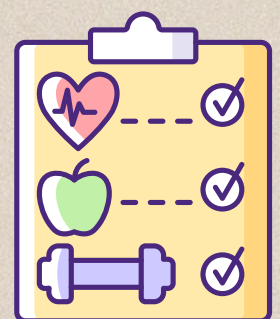
WELLNESS INCENTIVE & FITNESS REIMBURSEMENT

New in 2024, eligible employees and retirees will need to complete enough tasks to receive at least 175 points. There will also be a separate form for active employees and retirees.

Everything for the Wellness Incentive and Fitness Reimbursement is located on the [City's website](#) (or scan QR code)

Active Employees/Spouses on City's Health Insurance - We highly encourage all employees and employee spouses to submit their items through the Wellness Platform (WellRight). This is an easy and stress-free method. The Human Resources department will be notified when you complete all 175 points.

Reminder - You can place your wellness incentive and/or fitness reimbursement in your H.S.A account if you wish. To do so, please complete an H.S.A election form, and place "wellness incentive" or "fitness reimbursement" in the one-time contribution field.



EMPLOYEE HEALTH & WELLNESS CLINIC

New in 2024 - There is a \$25 co-pay for all non-preventative visits. Any prescriptions needed during that visit are covered at no cost, if dispensed by the clinic.

New clinic hours, effective March 1st:
Monday & Wednesday - 7am - 4pm
Tuesday & Thursday - 9am - 6pm
Friday - 8am - 2pm

Schedule your appointments online!
Go [HERE](#), to schedule an appointment with a Nurse Practitioner
Go [HERE](#), to schedule an appointment with the Health Coach
Or call 262-687-5565



New Benefits 2024

REAL APPEAL

Are you looking to shed some pounds, or need some motivation and/or consistency to do so?
The City of Racine is excited to announce that we now offer a FREE* weight loss program called, Real Appeal through United Healthcare. This program provides online coaching, a success kit, and fitness classes that fit your schedule. Get started today by enrolling, [here](#) or by using the QR code.



Real Appeal®

*Only available to employee enrolled in the City's health insurance

DOCTORS OF PHYSICAL THERAPY

You can now find relief to your aches and pains for only a \$30 copay! No referral needed!

Who can participate? All employees and dependents

Many locations to choose from - Look at the list, [here](#) or scan QR code.
To make an appointment, call 833-950-0865



*Only available to employee enrolled in the City's health insurance

Can I make a Benefit election change outside of Open Enrollment?

Benefit election changes can only happen outside the open enrollment period each year, if your situation is considered a Qualifying Life Event (QLE). Examples of some QLE are the following:

- Loss of health coverage (losing existing health coverage, turning 26 and losing insurance through parents plan)
- Change in household (getting married or divorced, having a baby or adopting a child, death in family)
- Changed in residence (moving to a different zip code or county, a student moving to or from the place they attend school)
- Changes in your income that affect the coverage you qualify for

Please notify the Human Resources department if you qualify for a QLE within 30 days of the event (Benefits@cityofracine.org).

Documentation will need to be submitted to support the QLE



Quick Links:

[Active Employee Benefits](#)

[Wellness Calendars](#)

[Employee Health and Wellness Center](#)

[Wellness Incentive](#)

[Fitness Reimbursement](#)

[Aurora Employee Assistance Program \(EAP\)](#)

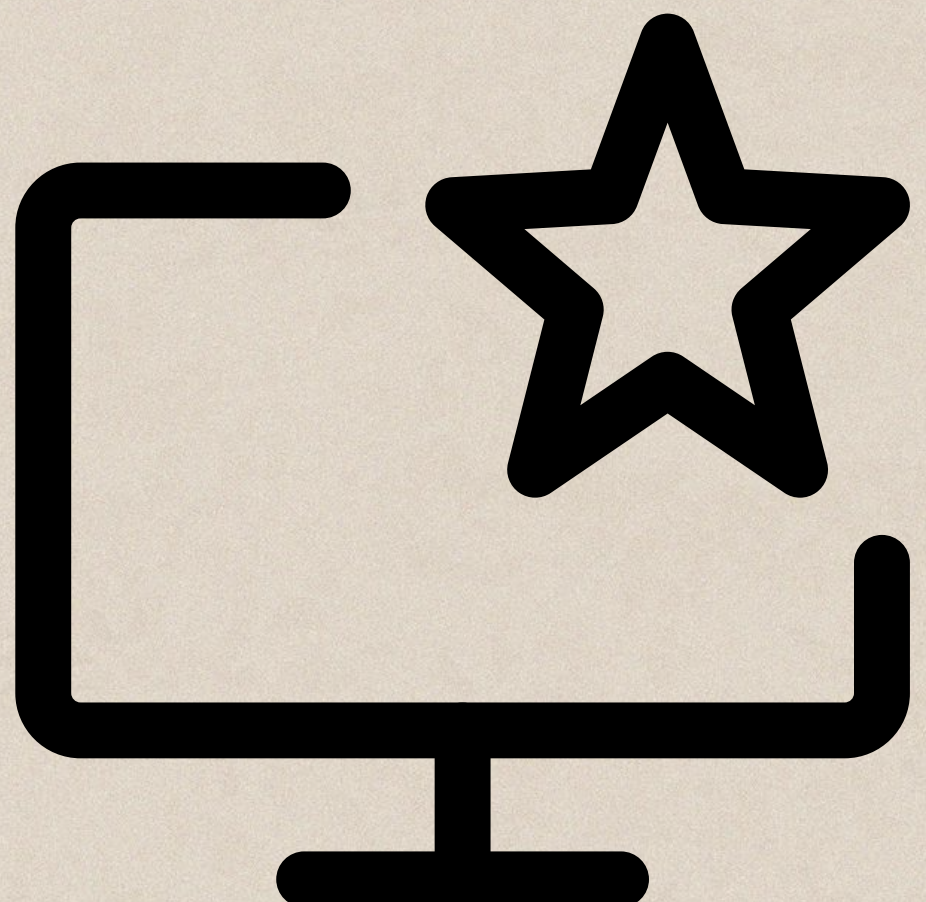
[WellRight \(Wellness Platform\)](#)

[FMLA](#)

[Worker's Compensation](#)

[2024 Holiday Schedule](#)

[Employee Resources](#)



NEW EMPLOYEES

Welcome to the City of Racine!

Kaitlyn M.



Sara K.



Tammy R.



Dafney A.



Isaiah L.



Dant'e C.



LaDorris T.



Jane B.



Nicholas C.



Richard S.



Matthew S.



Candice H.



≡Welcome≡

NEW EMPLOYEES

Welcome to the City of Racine!

Veronica S.

Lyle M.

Gregory G.



Not pictured:
Kyle M.

≡ 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
Building Inspector III	Full-Time	City Development
City Administrator	Full-Time	Mayor's Office
Civil Engineer I	Full-Time	City Engineering
Sanitarian	Full-Time	Health
Student Seasonal Laborer	Part-Time	Human Resources
Lifeguard	Part-Time	Parks & 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



Youth & Student Employment Opportunities

*Please text the word YEP to 262-276-2692 to receive information about our Youth Employment Program!

Youth Employment Program - \$15.91 per hour

Applications will be available starting April 19th

Please encourage youth to join our text alerts by texting the number above

Student Seasonal Laborer - \$16.39 per hour

Application deadline - 6/7/2024

Apply, [HERE](#)

Community Engagement and Trainer Student Intern - \$19.00 per hour

**Application deadline - 4/15/2024*

Apply, [HERE](#)

See the following fliers for more information!



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

WHAT IS THIS PROGRAM?

The Youth Employment Program (YEP) offers an enriching 8-week internship for local youth between the ages of 16 and 24. We place participants within City of Racine departments, where they not only gain valuable hands-on experience, but also engage in professional and personal development activities that emphasize diversity and inclusivity



City Clerk Office



Racine Fire



Water Utility

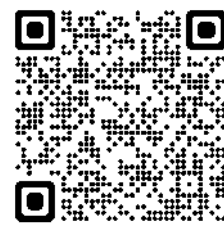


City Development

INTERNSHIP OPPORTUNITIES

- Protective Services
- Administrative
- Information Technology (IT)
- Marketing
- Maintenance
- Construction
- Trades
- Environmental Science
- Education
- City Planning
- And more!

ALL AT \$15.91 /HOUR



**SCAN HERE
TO SIGN-UP**

QUESTIONS?

Text (262) 276-2692

Email LaDorris.Thomas@cityofracine.org



NOW HIRING

Student Seasonal Laborer

MINIMUM REQUIREMENTS

- Graduating High School Seniors intending to enroll as a full-time undergraduate college student in the fall.
- Undergraduate full-time college students who are enrolled and intend to continue on a full-time undergraduate basis in the fall. A full-time student shall consist of a minimum of 12 credits per semester.

SCHEDULE

- This position works 40-hour work weeks, 7am-3pm, Monday through Friday.
- You can be placed in 1 of our 4 departments: Parks, DPW, Wastewater and Water Utility.
- Responsibilities of the position depend on department.

Application Deadline

6/7/24

\$16.39 PER HOUR

APPLY NOW!

For the qualifications & more
information please visit:
cityofracine.org/jobs



NOW HIRING

Community Engagement and Trainer Student Intern

POSITION PURPOSE

Under the direction of the Chief Information Officer, this position will help **teach others basic computer skills**. You will also have the opportunity to assist to plan, implement, and create processes and procedures to help sustain the program within the City of Racine.

Application Deadline

4/15/24

**APPLY NOW: \$19.00 HOURLY
PART-TIME**

For the qualifications & more
information please visit:
cityofracine.org/jobs

