

CITY OF RACINE

NEWSLETTER

QUARTER 1 2024



WELCOME!

Welcome to the City of Racine Newsletter for the first 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:



Check your first couple pay stubs to ensure everything looks correct. If something does not seem right, please contact the Human Resources Department ASAP at 262-636-9175 to get items resolved.

**DON'T
FORGET!**

- Lake Superior Ice Festival
- Lake Geneva Winterfest
- Waukesha JanBoree
- Brick Fest Live
- Bacon FEST MKE



Ways to improve your quality of sleep:

- Use blackout blinds or a sleep mask
- Sleep in a cool room
- Wind down before bed by turning off overhead lights
- Use brainwave meditation before sleep



- Hydration apps are great for showing us how much water we've had and how much more we need to hit our daily goals.
- You can purchase a wearable 12 oz wet sleeve that you fill with water and strap around your arm for long hikes or runs.
- Adding electrolytes to your water improves rehydration after exercise.
- Eating high water-content foods, such as watermelon and cucumber, adds to your hydration levels.



DON'T FORGET TO SCHEDULE YOUR ANNUAL PHYSICAL

Most of the time, people visit their doctor when they are sick or treatment. For some, this can be every few months but for others, it may be once every few years. An annual physical exam lets your doctor assess how you are doing health-wise regardless of whether you are feeling symptoms or not.

If you are on the City's health insurance, you can utilize the Racine Employee Health and Wellness Center. To schedule an appointment online, go [HERE](#) or you can call 262-687-5565.

*All dependents under your health insurance can utilize the Health and Wellness Center as well.



NEW YEAR; NEW GOALS!



It's a new year, and it's time to face the year with confidence and commitment! Think of things that you **WANT** to do rather than what you **SHOULD** do - this will help keep your interest in achieving your goals.

Here are 8 rules for successful New Year Resolutions:

1. **Commit to your resolution** - Questions to ask yourself:

- Is this resolution my idea or does someone else want me to do it?
- Does this resolution motivate me?
- Does this resolution align with other factors in my life, such as my values and long-term plans?

2. **Be realistic** - The key to achieving goals is motivation and consistency.

3. **Write it down** - It's the simple but so powerful. Grab a pen and notebook.

4. **Make a plan** - Start by figuring out where you want to be; then make a plan on how to get there.

5. **Be flexible** - Not everything will work precisely the way that you planned; and that is okay!

6. **Use reminders** - Make a to-do list; create check-in reminders on your phone.

7. **Track progress** - Note when you felt pleased, felt down/felt like quitting and make any additional notes as needed.

8. **Reward yourself** - Even the most dedicated person needs a boost - and so do you!



Remember, resolutions do not need to take all year to achieve

The Health Coach (Susie) at the Employee Health and Wellness Center can assist you with creating your new goals.

If you complete the [Goal Setting Worksheet](#) included in the [January Wellness Calendar](#) and submit the items in the Wellness Platform (WellRight) or to HR, you can receive 25 points towards becoming a Wellness Allstar!



DONT
FORGET



LATEST TREND - RED LIGHT THERAPY

TRENDING
Now!

What?

Red Light Therapy is a treatment that uses low wavelength red light to reportedly improve your skin's appearance, like:

- Reduce wrinkles;
- Reduce scar appearance;
- Reduce redness;
- Reduce acne

Reference photo below for other uses this type of therapy can help with

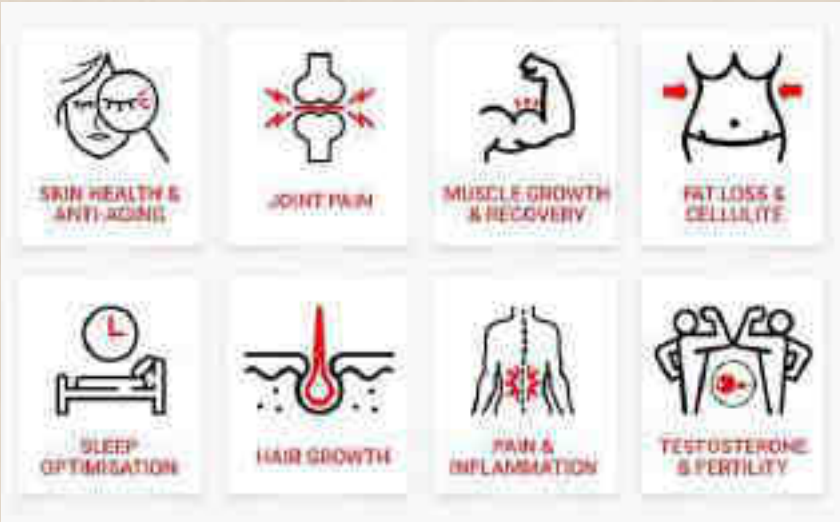


Is Red Light Therapy Effective?

Since this is a new trend outside of medical use, there are mixed reviews. However, most published studies show some potential for certain conditions to improve with use of red light therapy.

Is Red Light Therapy Safe?

Yes - there are no known side effects currently. Unlike cancer-causing ultraviolet (UV) light from the sun or tanning booths, red light therapy does not use this type of light.



*All information found on the Cleveland Clinic website.

MENTAL HEALTH CHECK-IN ✓

- How are you feeling today?
- What's been worrying you lately?
- Am I providing my body with its basic needs?
- 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
Taco Casserole	Homemade Chicken Nuggets	Vegetarian Chili
Cabbage Roll Soup	Slow Cooker Salsa Verde Chicken	Vegetable Primavera Pasta
Homemade Hamburger Helper	Chicken Parmesan	Sweet Potato Red Lentil & Coconut Curry



VACATION LEAVE

EMPLOYEE HANDBOOK - SECTION 5.04, PAGE 37

Employees Are allowed to carry over up to eighty (80) hours of vacation time from one year to the next, but they cannot exceed the maximum vacation balance hours allowed (see Chart below)

Total Annual Hours	Maximum Vacation Balance Hours	Years of Continuous Service
96	176	Less than 4 years
136	216	At least 4 years but less than 9 years
176	256	At least 9 years but less than 14 years
216	296	At least 14 but less than 21 years
256	336	At least 21 years



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)
- In the top left corner next to the NeoGov logo, click the drop-down arrow and click on 'Learn'
- 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'

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.



BENEFIT CHANGES FOR PLAN YEAR 2024

- Medical Insurance:
 - Monthly premiums increased to \$53.07 for single coverage and \$140.13 for family coverage.
 - In-Network Deductible increased to \$3,200 for single coverage and \$6,400 for family coverage
- Dental Insurance:
 - Orthodontic coverage increased from \$1,500 to \$3,500 under the Advanced plan.
 - The age of a dependent that qualifies for orthodontic services increased from 19 to 26 under the Advanced plan.
- Vision Insurance:
 - Employees can now obtain coverage for frames once every year instead of once every other year.
 - Frame allowance increased from \$130 to \$150
- Employee Health and Wellness Clinic:
 - There is a \$25 copay for all non-preventative visits.
 - There will be no charges for prescriptions.
- Residency pay increased to from 3% to 4% for all eligible employees (Police & Fire Union employees is still 3%)
- The employee Wisconsin Retirement System (WRS) contribution rates increased from 6.80% to 6.90% in 2024
- Real Appeal - Healthy weight management program through United Healthcare (Only available to employees on the City's health insurance).
- Doctors of Physical Therapy - \$30 copay per appointment for all employees and dependents



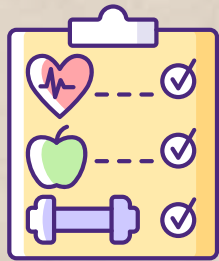
WELLNESS INCENTIVE & FITNESS REIMBURSEMENT

Starting 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](#) (scan QR code)

Active Employees - 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.

The first due date for 2024 is 04/19/2024 and the last due date is 11/01/2024. No late submissions will be accepted.



GET YOUR ANNUAL PHYSICAL SCHEDULED

Most of the time, people visit their doctor when they are sick or treatment. For some, this can be every few months but for others, it may be once every few years. An annual physical exam lets your doctor assess how you are doing health-wise regardless of whether you are feeling symptoms or not. If you are on the City's health insurance, you can utilize the Racine Employee Health and Wellness Center. To schedule an appointment, go online [HERE](#), scan QR code below, or call 262-687-5565. *All dependents under your health insurance can utilize the Health and Wellness Center as well.



SCHEDULE APPOINTMENT

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



How can I obtain my ID Card?

You can get your ID cards through the vendor app, or you can contact HR for a PDF copy of your card. HR can also order you a new card, if needed.



Medical (United Healthcare)

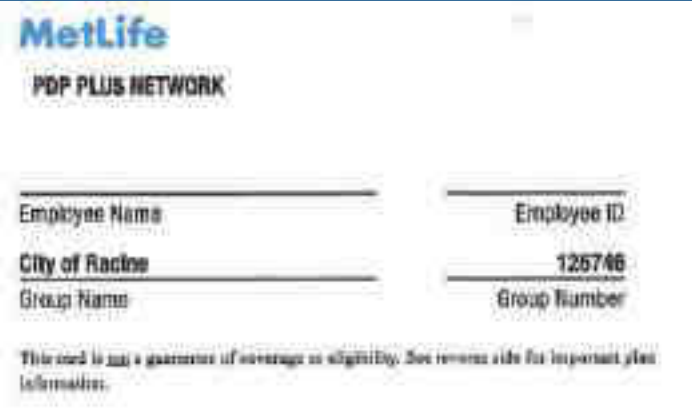


Prescription (CVS Caremark)



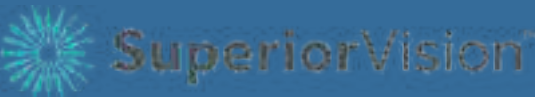
Dental (MetLife)

MetLife does not send cards out



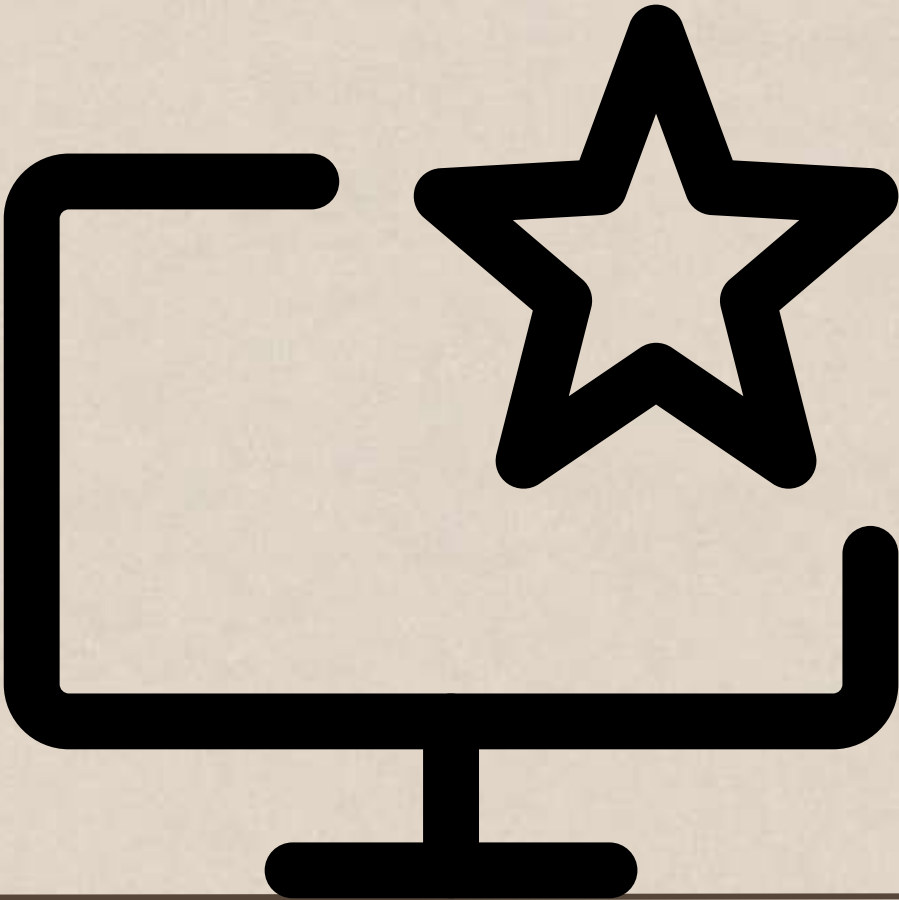
Employee ID =
Employee SS
Number

Vision (Superior Vision)



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!
Department Varies

Angel Aranda



Victor Armand



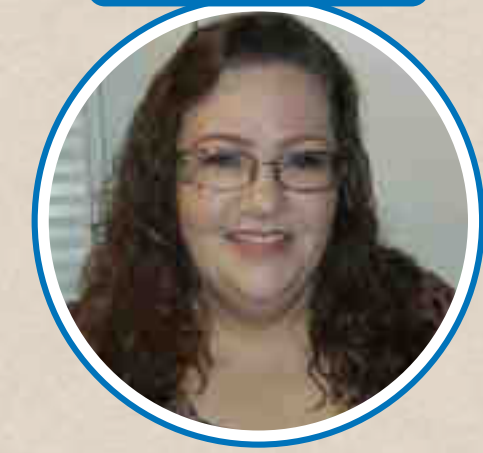
Jordan Butler



Ernest Cobb



Kimberly Foster



Caesar Fuentes



Nathan Heder



Malik Hunt



Dina Knibbs



Joseph Kroening



Bryce Leipzig



Brian Marshall



≡Welcome≡

NEW EMPLOYEES

Welcome to the City of Racine!
Department Varies

Susan Merrill



Justin Michaels



Callen Mollet



Shawn Moore



Xochitl Morales



Aaron Moravec



Tony Nesbitt



Timothy Richmond



Jalen Rodriguez



Gregory Sanders



Kyle Schulz



Derrick Seay



≡Welcome≡

NEW EMPLOYEES

Welcome to the City of Racine!
Department Varies

Richard Stanley



Kiara Strickland



Not pictured:
Joshua Foster
John Gayden
Tanner Mathiesen





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
Civil Engineer I	Full-Time	City Engineering
Customer Service Specialist I	Full-Time	Customer Service Department
Lifeguard	Part-Time	Parks and Recreation
Playground Leader	Part-Time	Parks and Recreation
Police Officer	Full-Time	Police
Wastewater Electrician	Full-Time	Wastewater



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