Welcome to the City of Racine Newsletter for the first 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.

HAPPY NEW YEARS!

It's time to set new goals for the year! Take some time to write a few goals you have, and keep track of your progress throughout the year. Maybe buy a calendar or notebook to help!

NEW EMPLOYEES

Welcome to the City of Racine:

- Carlos Reyes - Police
- Jamey Burns - Wastewater
- Michael Farr - DPW
- Courtney Nelson - Police
- Daniel Prohaska - DPW
- Zequante Ghani Simpson - DPW
- Heather Saunders - Library
- Desire'e Marquette - Water
- Lyndell Byrd - Transit
- Tianna White - DPW
- Tina Espinoza - Water
- Maxwell Love - Mayor
- Mario Posadas - Police
- Amber Sharapata - Parks
- Joe Miller - Police
- Tyler Gerber - Police
- Vasken Haroian - Police
- Jose Nunno - Police
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.

**BENEFIT REMINDER:**
If you need new insurance ID cards, you can obtain them by using the vendors app or website. If that does not work you can contact the Human Resources department Human.Resources@cityofracine.org or call 262-636-9175

**HUMAN RESOURCES WEBSITE**

**Workers’ Compensation**
Learn more about what to do if an injury happens on the job, find the required forms that need to be submitted to HR, and view safety tips and tricks in order to stay as safe as possible at the City of Racine!

**City Wellness**
The City of Racine is committed to the Health and Well Being of our Employees. View our health and wellness programs that are available today!

**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.
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

WAYS TO STAY ACTIVE DURING THE WINTER SEASON

- Take nature walks
- Do chores around the house - great way to get movement in while it is cold out
- Volunteer!
- Join a winter sport league
- Go to the gym or workout online
- Create a small workout area in your home
- Yoga or meditation
EMOM means you perform an exercise as every minute starts. This is a great way to help burn calories and increase your metabolism, which helps to lower body fat percentage.

Here are some EMOM workouts to try on your own:

- The Ultimate Beginner's Guide to EMOM Workouts - SET FOR SET
- EMOM Workout | What is an EMOM Workout? (runnersworld.com)
- 30 Minute Full Body Dumbbell Strength Workout [EMOM Style] - YouTube

### EMOM plan

<table>
<thead>
<tr>
<th>Minute</th>
<th>Exercise</th>
<th>Reps</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Left Side Plank with Lift</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>Right Side Plank with Lift</td>
<td>10</td>
</tr>
<tr>
<td>3</td>
<td>Mountain Climbers</td>
<td>45</td>
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<tr>
<td>4</td>
<td>Sumo Squats</td>
<td>12</td>
</tr>
<tr>
<td>5</td>
<td>Right Leg Curtsy Lunges</td>
<td>10</td>
</tr>
<tr>
<td>6</td>
<td>Left Leg Curtsy Lunges</td>
<td>10</td>
</tr>
<tr>
<td>7</td>
<td>Hip Bridges</td>
<td>12</td>
</tr>
<tr>
<td>8</td>
<td>Tricep Pushups</td>
<td>10</td>
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<tr>
<td>9</td>
<td>Bodyweight Squats</td>
<td>12</td>
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<tr>
<td>10</td>
<td>Plank Up Downs</td>
<td>45</td>
</tr>
</tbody>
</table>

Repeat for 30 minutes.
12 TIPS TO HELP YOU LOSE WEIGHT

- Do not skip breakfast - If you miss this meal, you could miss out on essential nutrients, and you may end up snacking more throughout the day
- Eat regular meals - eating at regular times throughout the day helps burn calories at a faster rate
- Eat plenty of fruit and vegetables - low in calories and fat, and high in fiber - 3 essential ingredients for a successful weight loss
- Get more active - being active is key to losing weight and keeping it off
- Drink plenty of water - people sometimes confuse thirst with hunger
- Eat high fiber foods - foods containing lots of fiber can help keep you feeling full
- Read food labels - this can help you choose healthier food options
- Use a smaller plate - this can help you eat smaller portions
- Do not ban foods - do not ban any foods from your weight lose plan, especially the ones you like. This will only make you crave them more
- Do not stock junk food - to avoid temptation, do not stock junk food (chocolate, chips, sweet treats)
- Cut down on alcohol - alcohol contains many calories, which a lot of people forget about
- Plan your meals - try to plan your meals out a week at a time. This will help to avoid having to order out, or eat un-healthy foods
Employees who are permitted to leave work, or are unable to come to work due to weather related conditions while the City facilities are open, shall have the option of using vacation, casual time, compensatory time, or leave without pay, depending on the options available to the particular employee.
Eligibility = All active employees on the City's Health Insurance

A great way to be a better version of your current self...AND be rewarded for it.

This is not replacing the wellness incentive program. This is in addition to that, to help you stay active, build a healthier lifestyle and earn points toward the wellness incentive.

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.
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*

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 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.
Are you a part-time or full-time employee?

Did you submit your 2023 Residency Verification form and two forms of documentation to receive your 3% salary increase and H.S.A City resident contribution?

If not, HERE is the form.

If yes, then you are all set!

*Excludes: Police Union, Fire Union, Water and Watewater Utility, and Library employees

**BENEFIT RESOURCES & NEWS**
Curated by the Human Resources Department

**DO YOU LIVE IN THE CITY OF RACINE?**

In a time crunch but want to make a homemade healthy meal?

Here are some one pot meals to make it a little easier

- Beef Stroganoff
- Chicken Tortilla Soup
- Pork Ragu with Orzo
- Lasagna Soup
- Chicken Teriyaki Bowls
- Sticky Salmon
- Massman Beef Curry
- Turkey Pad Thai
- Hearty Chickpea & Spinach Stew
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
Brittany Svien, MS, CHES, CWWPM, is a Certified Health Education Specialist and Certified Workplace Wellness Program Manager with Ascension Wisconsin Employer Solutions who is dedicated to providing exceptional care for employees and their families at the Racine Employee Health & Wellness Center.

Brittany brings approximately eight years of experience working in the health and wellness field with a focus on health coaching. She can help guide you through any wellness goals you would like to achieve in terms of disease management (cholesterol, blood pressure, blood glucose), weight management, tobacco cessation, basic nutrition and managing stress.

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
<table>
<thead>
<tr>
<th>Job Title</th>
<th>Type</th>
<th>Salary</th>
<th>Closing</th>
<th>Department</th>
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<tr>
<td>Customer Service Specialist</td>
<td>Full-Time</td>
<td>$45,094.40-$47,673.60</td>
<td>01/17/2023</td>
<td>City Clerks</td>
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<tr>
<td>Police Clerk Typist - Transcriber</td>
<td>Full-Time</td>
<td>$19.78 - $21.41 Hourly</td>
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<tr>
<td>Electrician</td>
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<td>Police Customer Service Representative</td>
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<td>$41,142.40-$44,657.60</td>
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<td>Sign Mechanic</td>
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<td>$45,094.00-$47,673.60</td>
<td>01/11/2023</td>
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<tr>
<td>Sanitation Worker/Collector CDL Trainee</td>
<td>Full-Time</td>
<td>$19.39 Hourly</td>
<td>Continous</td>
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<tr>
<td>Truck Driver Solid Waste</td>
<td>Full-Time</td>
<td>$45,988.80-$59,155.20</td>
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<tr>
<td>Sanitarian I</td>
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<td>Sanitarian II</td>
<td>Full-Time</td>
<td>$59,446.40-$76,398.40</td>
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<td>Truck Mechanic I - 2nd Shift</td>
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<td>$54,683.20-$57,782.40</td>
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<td>Public Health Nurse</td>
<td>Full-Time</td>
<td>$59,446.40-$76,398.40</td>
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<td>Police Officer</td>
<td>Full-Time</td>
<td>$59,446.40-$72,716.80</td>
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<td>Fixed Route Bus Operator</td>
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<td>$18.30 - $19.87 Hourly</td>
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<td>Relief Crossing Guard</td>
<td>Part-Time</td>
<td>$15.45 - $15.69 Hourly</td>
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<tr>
<td>Bookmobile Driver</td>
<td>Part-Time</td>
<td>$19.39 - $20.50 Hourly</td>
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<td>Library</td>
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Above are just some job postings that are currently open. To see more, go here: www.governmentjobs.com/careers/racinewi/#