WELCOME!

Welcome to the City of Racine Newsletter for the third 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.

NEW EMPLOYEES

Welcome to the City of Racine:

- Jesse Leneave - Fire
- Amanda Miller - MIS
- Ryan Block - Water
- Joshua Davison - Fire
- Jason Hrouda - Water
- Adrian Cruz - Wastewater
- Jayden Wendt - Parks
- Joanna-Elisabeth Jackson - Library
- Tanya Abdullah - Parks

"Summer means happy times and good sunshine"
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.

Make all personal vital changes through Employee Self-Service (ESS). You can even update your tax withholdings through ESS. If you do not remember your log-in, please contact the Human Resources department at 262-636-9175 or human.resources@cityofracine.org

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.
HEALTH & WELLNESS CORNER
Curated by the Human Resources Department

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

There are only THREE (3) 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/course, up to $200 per household

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

www.cityofracine.org/CityWellness

NEW!

KnOw the signs of dehydration!

Dehydration occurs when you use or lose more fluids than you take in, and your body does not have enough water and other fluids to carry out its normal function.

- Staying cool can help decrease dehydration - Find a list of Racine County Cooling Centers

Signs and symptoms to look out for:
- Dry mouth
- Extreme thirst
- Less frequent urination
- Dizziness
- Confusion
- Irritability (especially in kids)
- Sunken eyes and/or cheeks (especially in kids)
Collagen is produced in the human body with the help of amino acids. Collagen forms the core of human skin. Bones, muscles, and tendons contain collagen. Collagen is a crucial component of connective tissue and it is primarily responsible for skin elasticity and bone health.

Our body's collagen production naturally slows down as we age. Other lifestyle factors like, eating diet high in sugar, smoking and high amounts of sun exposure can also lead to diminishing collagen production.

Why would someone take a Collagen Supplement?
- Age
- Noticing changes on skin due to aging
- Acne
- Lifestyle changes are hindering levels
- Natural collagen levels are slowing down and not being replaced
- Increase hair health

Drinking real bone broth can increase your collagen levels!

*Note - Always ask your doctor before starting a new supplement*
WEAR YOUR SPF!

All sunscreens help protect you against sunburn. The FDA recommends that you use broad spectrum sunscreen with an SPF of 15 or higher.

Facts about Sunscreen

There's no such thing as waterproof sunscreen - All sunscreen will eventually wash off, even those labeled "water resistant".

Sunscreens are not recommended for infants young than 6 months? Infants are at greater risk than adults for sunscreen side effects. However, you should still apply sunscreen if outside to prevent sunburn.

Are sunscreens safe to use? The FDA is required to monitor over-the-counter drugs, which include the determination of which ingredients are GRASE safe.

Can I use a sunscreen I bought last summer? Most sunscreens have an expiration date. If it does not, you can use the bottle for up to 1 year after purchase.

DIGITAL DETOX

Do you often find yourself glued to your smartphone or tablet screen scrolling endlessly as chunks of time slip away? The constant connection can also take a toll on your quality of life and overload your senses, which in turn affect your mental health.

Benefits of a Digital Detox:

- Reduce your stress levels - makes you pay more attention to what is going on around you, and the ability to be more present
- Be more productive - the time you spend on your digital devise can be used doing things that you have pushed off
- Feel better about yourself - social media can lead you to compare yourself with others; that can then affect your self-esteem
- Sleep better - staring at your phone before bed can hinder your bodies natural production of melatonin which helps you relax
Mocktails over Cocktails

The most talked about difference between a cocktail and a mocktail is that the mocktail does not contain alcohol. Alcohol can increase your chance of getting dehydrated faster, which is not recommended in the summer heat. Mocktails provide you with the delicious flavor, but in a safer setting. They also provide a healthier version of a tasteful drink.

Mocktails have been around for a very long time, but recently have made a come around with popularity. Millennials and Gen Z are the leaders of the pack in the mocktail fan club.

Try some mocktail recipes today!

**Watermelon Mint**
- 2 Fresh Mint Leaves
- Ice
- 3/4 Cup Watermelon Juice
- 1/2 Cup Club Soda
- Small Slice Watermelon for Garnish

**Fizzy Rosemary Cider Mocktail**
- Syrup
  - 1/2 Cup Water
  - 1/2 Cup Granulated Sugar
  - 1 Spring Rosemary
- Mocktail
  - 4 Ounces Apple Cider
  - 4 Ounces Club Soda or Seltzer
  - 1 Tablespoon of Syrup made above
  - 1 Sprig Fresh Rosemary

**WHAT IS A MOCKTAIL? THINK COCKTAIL, BUT HOLD THE ALCOHOL!**
All regular full-time employees, and regular part-time employees on a pro-rata basis, are eligible for sick leave for personal or immediate family illness, or for a qualified Family Medical Leave event. Sick leave accumulates at the rate of one day per full calendar month of employment (maximum of 12 days per year) up to a total cumulative maximum of 150 days in the leave account. Sick leave may be accumulated on a pro-rated basis for regular part-time employees who are filling regular full-time positions and who work at least an average of thirty hours per week. Part-time employees are not entitled to sick leave under any other circumstances.
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 and click register.
The City of Racine now offers Pet Insurance!
Through, FIGO (United Healthcare)

*Head-to-toe coverage for your pet*

Advantages for Pet Parents:
- Freedom to see any veterinarian for your pet's care
- 24/7 access to live veterinary professionals
- An easy claims process with personalized, caring customer service
- Direct-deposit reimbursements

Customize your plan today! To get your insurance premium, submit information HERE, or scan the QR code!

Note - There is a recorded webinar on the City Benefit page that goes into detail about FIGO Insurance.

During the summer months, there tends to be more cookouts happening. This is a great time to remind individuals about ways to help prevent the onset of food poisoning.

Here are 4 steps to prevent food poisoning!
- Clean - Wash your hands and surfaces before, during and after preparing foods.
- Separate - Separate raw meat, poultry, seafood, and eggs from ready-to-eat foods.
- Cook - Cook food to the safe internal temperature to kill harmful bacteria (see next page)
- Chill - Keep your refrigerator 40 degrees F or below. Refrigerate leftovers within 2 hours of cooking.
Proper Internal Food Temperatures

*Per the USDA

<table>
<thead>
<tr>
<th>Product</th>
<th>Minimum Internal Temperature &amp; Rest Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beef, Pork, Veal &amp; Lamb Steaks, chops, roasts</td>
<td>145 °F (62.8 °C) and allow to rest for at least 3 minutes</td>
</tr>
<tr>
<td>Ground Meats</td>
<td>160 °F (71.1 °C)</td>
</tr>
<tr>
<td>Ground Poultry</td>
<td>165 °F</td>
</tr>
<tr>
<td>Ham, fresh or smoked (uncooked)</td>
<td>145 °F (62.8 °C) and allow to rest for at least 3 minutes</td>
</tr>
<tr>
<td>Fully Cooked Ham (to reheat)</td>
<td>Reheat cooked hams packaged in USDA-inspected plants to 140 °F (60 °C) and all others to 165 °F (73.9 °C).</td>
</tr>
<tr>
<td>All Poultry (breasts, whole bird, legs, thighs, wings, ground poultry, giblets, and stuffing)</td>
<td>165 °F (73.9 °C)</td>
</tr>
<tr>
<td>Eggs</td>
<td>160 °F (71.1 °C)</td>
</tr>
<tr>
<td>Fish &amp; Shellfish</td>
<td>145 °F (62.8 °C)</td>
</tr>
<tr>
<td>Leftovers</td>
<td>165 °F (73.9 °C)</td>
</tr>
<tr>
<td>Casseroles</td>
<td>165 °F (73.9 °C)</td>
</tr>
</tbody>
</table>
If you have a 2023 Flexible Spending Account (F.S.A), this is just a reminder that it is a use it or lose it account. This means that you will want to use your funds in your account before the end of the year, otherwise you will lose that amount.

If you need a list of eligible expenses for an F.S.A account, go HERE or scan the QR code.

United Healthcare offers a FREE app for members enrolled in health insurance through the City of Racine that helps with things like stress, anxiety, depression, mental health, and so much more.

Here are some features you can use through the App:
- Guided Journeys - Designed by Psychologist to help users build and maintain skills and increase resiliency through simple lessons
- Peer Support
- Coping Tools
- Mindfulness Meditation
- Daily Mood Tracking
- Assessments

Scan me to enroll!
The immune system is the body's way of protecting itself from infection and disease. Our immune systems are complex and influenced by many factors. Vaccines build immunity against specific diseases. There are other ways to strengthen your immune system, which are:

- Eat Well - Get plenty of fruits, vegetables, lean protein, whole grains and fat-free dairy products
- Be physically active
- Maintain a healthy weight - Excess weight can affect how your body functions
- Get enough sleep
- Quit smoking - Smoking can decrease your body's success in fighting diseases
- Avoid too much alcohol - Over time, excessive alcohol use can weaken your immune system

*Information from the Centers for Disease Control and Prevention*
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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Type</th>
<th>Salary</th>
<th>Closing</th>
<th>Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mechanic/Welder - $1,000 Sign on Bonus</td>
<td>Full-Time</td>
<td>$65,520.00 - $84,219.00</td>
<td>12/31/2023</td>
<td>Public Works</td>
</tr>
<tr>
<td>Electrician - $5,000 Sign on Bonus</td>
<td>Full-Time</td>
<td>$65,520.00 - $84,219.20</td>
<td>12/31/2023</td>
<td>Utilities</td>
</tr>
<tr>
<td>Police Officer - $5,000 Sign on Bonus</td>
<td>Full-Time</td>
<td>$66,872.00 - $81,536.00</td>
<td>07/30/2023</td>
<td>Police</td>
</tr>
<tr>
<td>Police Officer - Lateral Transfer</td>
<td>Full-Time</td>
<td>$66,872.00 - $81,785.60</td>
<td>12/31/2023</td>
<td>Police</td>
</tr>
<tr>
<td>Public Health Nurse</td>
<td>Full-Time</td>
<td>$65,520.00 - $84,219.20</td>
<td>07/12/2023</td>
<td>Public Health</td>
</tr>
<tr>
<td>Solid Waste Truck Driver</td>
<td>Full-Time</td>
<td>$50,918.40 - $65,436.80</td>
<td>07/17/2023</td>
<td>Waste Management</td>
</tr>
<tr>
<td>Solid Waste Truck Driver - CDL Trainee</td>
<td>Full-Time</td>
<td>$41,142.40</td>
<td>07/17/2023</td>
<td>Waste Management</td>
</tr>
<tr>
<td>Support Services Technician</td>
<td>Full-Time</td>
<td>$45,988.80 - $59,155.20</td>
<td>07/19/2023</td>
<td>City Development</td>
</tr>
<tr>
<td>Truck Mechanic 1</td>
<td>Full-Time</td>
<td>$60,632.00 - $77,916.80</td>
<td>07/26/2023</td>
<td>Public Works</td>
</tr>
<tr>
<td>Contraction Inspector</td>
<td>Part-Time</td>
<td>See Position Description</td>
<td>12/31/2023</td>
<td>Public Works</td>
</tr>
<tr>
<td>Adult Softball Umpire</td>
<td>Part-Time</td>
<td>See Position Description</td>
<td>12/31/2023</td>
<td>Parks and Recreation</td>
</tr>
<tr>
<td>Adult Volleyball Referee</td>
<td>Part-Time</td>
<td>See Position Description</td>
<td>12/31/2023</td>
<td>Parks and Recreation</td>
</tr>
<tr>
<td>Fixed Route Bus Operator</td>
<td>Part-Time</td>
<td>$19.03 - $20.60/Hourly</td>
<td>12/31/2023</td>
<td>Transit</td>
</tr>
</tbody>
</table>

Above are just some job postings that are currently open. To see more, go here: www.governmentjobs.com/careers/racinewi/#
MAKE A MEANINGFUL IMPACT

Ready for a career that’s more than just a job? Want to work in a profession that utilizes your mental and physical skills to positively impact the lives in your community?

A career as a Racine, Wisconsin police officer may be the perfect fit! With units such as K9, COP unit, SWAT, training, investigations, criminalists, honor guard, and motor, Racine police officers work in a variety of positions.

SCAN TO WATCH A VIDEO ON WHY YOU SHOULD JOIN OUR TEAM

QUALIFICATIONS

Must be a citizen of the United States and at least 21 years of age at the time of graduation from the Police Academy.

Must be of high moral character and free of any felony, serious misdemeanor or domestic abuse conviction.

The City of Racine has no residency requirements for employees.

Valid Wisconsin driver’s license, or a valid driver’s license from the state in which you reside.

A minimum of 60 fully accredited college level credits within 5 years of the date of hire.

JOIN OUR TEAM

Scan to view full job description and requirements

Need Help Applying?

Call or email Human Resources to schedule an appointment

(262) 636-9491

Anita.Tobias@cityofracine.org

Work Schedule:
4 days on / 4 days off
10.5 hour work day

Starting Salary:
$66,872
Police Academy Standards

To enter the academy, you must complete a physical agility test and pass the required standards. To exit the academy, you will need to complete the same physical readiness test and meet more stringent standards.

<table>
<thead>
<tr>
<th>Entrance Standard</th>
<th>Vertical Jump</th>
<th>Agility Run</th>
<th>Sit-Ups</th>
<th>300 Meter Run</th>
<th>Push-Ups</th>
<th>1.5 Mile Run</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>11.5 in.</td>
<td>23.4 sec</td>
<td>24</td>
<td>82 sec</td>
<td>18</td>
<td>20:20 (13:23/mile)</td>
</tr>
</tbody>
</table>

| Exit Standard     | 14 in.       | 19.5 sec    | 30      | 68 sec        | 23       | 16:57 (11:60/mile) |

Scan to view a video for the Physical Agility Test

RECRUITMENT PROCESS

Step 1. Application
Step 2. Screening
- The screening is performed by Human Resources to determine that you are not automatically disqualified based upon some of your application answers
Step 3. Written Test
Step 4. Panel Interview
- Candidates that pass the written exam will be scheduled for an interview with staff members from the Racine Police Department
- Your qualifications, communication skills, and many other job related factors will be evaluated relating to your suitability to begin a police career with the Racine Police Department
Step 5. Evaluation of Candidates / Background Checks
- Training Unit staff members will evaluate candidates and background investigations will be completed
Step 6. Physical Agility Test
Step 7. PFC (Police and Fire Commission) Interviews
Step 8. Medical and Psychological Exams
Step 9. Shift Experience / Ride-a-long
- Experience a shift for at least 4 hours with a Patrol Officer
Step 10. Chief’s Interview
Step 11. Swearing-In
- You will be sworn in by the Chief of Police at the Racine Police Department.

JOIN OUR TEAM