

## EMPLOYEE UPDATES

Quarter 2 / 2024

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EAP Resources

### Resource Corner:

Current openings:

<https://ciwatertownwi.applicantpro.com/jobs/>

ETF WRS or Health Resources:

[etf.wi.gov/health](http://etf.wi.gov/health)

Quick access to City policies affecting employees:

[Employee Handbook](#)

For City Happenings:

<http://www.ci.watertown.wi.us/>

or like our pages on Facebook

## WELCOME NEW CITY TEAM MEMBERS!

We are glad to have you here!



Chad Kosmal  
Dept. of Public  
Works  
Water/Wastewater  
Division  
January



Evan Rodriguez  
Media Department  
January



Alyssa Brooks  
Media Department  
January



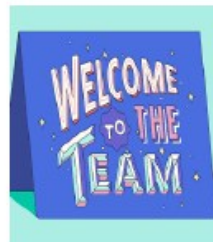
Dottie Cox  
Finance Department  
February



Hailey Rayome  
Department of  
Public Health  
February



Tammy Newberry  
Human Resources  
Administration  
February



Tim Hodel  
Recreation, Park,  
& Forestry Dept.



**CITY & COMMUNITY EVENTS**

**Events**

- \* Whiskey & Wine Walk downtown Watertown on Saturday, April 27th from 1-4:30.
- \* City-wide Rummage Sale throughout Watertown on Saturday, May 18th.
- \* 1st Annual Birthday Bash at Bentzin Family Town Square on Saturday, May 18th.
- \* Fridays (5-8pm) or Saturdays (7-9pm) in June will feature summer concert music at the Town Square.
- \* YMCA Zumba at the Town Square at 6pm on June 19th.

Please see the City, Town Square, Chamber, and Tourism Facebook pages for more events.



The Orange Light Award is an award created by, and is being circulated among, the City of Watertown staff members. It is presented to an individual for being a “beacon of light” in our organization. The recipient is able to keep the award for 30 days and then passes it on to the next person.

Recipients from the past few months include:

- January-Cari Gunderson, Library
- February-Tony Rauterberg, Fire
- March-Wanda Fredrick, Engineering

Who will receive it next?



**January-March**

**25 Years**

- Jim Frey, Park, Recreation, & Forestry Department
- Dan Kuehl, Department of Public Works, Street Division
- Doug Zwieg, Department of Public Works, Building, Safety, & Zoning Division

**20 Years**

- Matt Pieper, Fire Department

**10 Years**

- Mark Hady, Department of Public Works, Building, Safety, & Zoning Division

**5 Years**

- Charles Schroeder, Park, Recreation, & Forestry Department
- Dakota Lenske, Police Department
- Nathan Zubke, Police Department
- Julie Jacobson, Library

Thank you for everything you give to the City!  
We couldn't do it without you.



**We recognize these retirements**

**January**

- Assistant City Forester, Randy Busler
- Public Health Nurse Susan Wollin



To see current webinar offerings visit:  
[https://etf.wi.gov/events?field\\_event\\_type\\_target\\_id=8351](https://etf.wi.gov/events?field_event_type_target_id=8351)

### WRS Effective Rates and Annuity Adjustments.

### Nutrition and Digestive Health with Cooking Demo

### How to Use ETF Online Retirement Calendar

### Additional Contributions

### Beneficiary Designations

**Managing Stress through the Lifetime**  
 The difference between reacting and responding to stress and learn about stress management.

**Sustainable Health**  
 Identify ways to reduce your carbon footprint through sustainable transportation, food, housing and consumption.

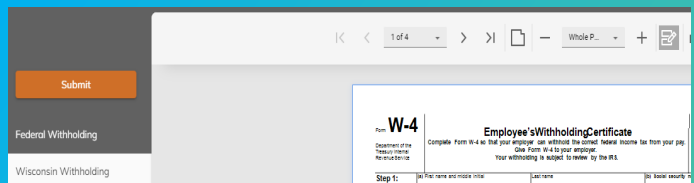
**Explore Well WI Mental Health Resources**  
 Recognizing Mental Health Awareness Month

**Hidden Gems Across the State**  
 Ideas for celebrating national Fitness Day in a state park

**2024 WRS Annual Statement of Benefits**  
 Will be delivered soon to active employees with WRS contributions. Please carefully review your statement and the supporting web resources.

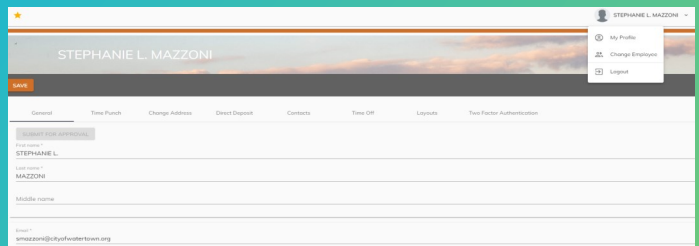
#### -Updating your W4 in miPay-

Please log into miPay and check your exemptions for 2024. There is a calculator that can help at <https://www.irs.gov/individuals/tax-withholding-estimator> . There was some concern from individuals this past year when taxes were done.



#### -Updating your information in miPay-

Please log into miPay, and go to your name in the upper right hand corner. Click on “my profile” and under the general tab you can change your email. You can also change your address and direct deposit information under the corresponding tabs.



#### -Important Payroll Information-

Reminder that in the months with three pay periods (July & December) health, dental, and life insurance are only deducted on the first and third check of the month. WRS, FSA, Deferred Comp, and any other wage attachments are deducted on all three checks.





Hope and optimism are similar but distinct concepts. Both are positively correlated to health and resilience, but while hope is more directly related to personal belief, optimism is more directly connected to expectations.

- **Hope:** Hope typically refers to a feeling often connected to motivation. A hopeful individual is more likely to believe they have the power to reach their goals. Hope is the belief that your future will be better than the present and that you have the ability to make it happen. It involves both optimism and a can-do attitude.
- **Optimism:** Optimism refers to a person's expectations for the future. It is a tendency to look on the more favorable side of events or conditions and to expect the most favorable outcome. When someone is optimistic, they are likely to believe that what they hope for will eventually come to pass.

Although hope and optimism are two different things, one isn't nearly as beneficial without the other. Optimism is a mental attitude that heavily influences physical and mental health, as well as coping with everyday social and working life. Optimism can also promote a sense of well-being during difficult times. Likewise, while hope certainly involves our emotions, hope itself is not an emotion. Hope is a way of thinking or a state of being that is more directly connected to goals and personal motivation. People with higher levels of optimism and hope have been found to be better at withstanding uncertainty and have less fear of the unknown. They cope and adapt better in challenging or stressful times and tend to be more personally resilient.

While many people look forward to the warmer temperatures and the longer days of summer, studies show that extended periods in the heat can cause sluggishness, sleeplessness and dehydration all of which can lead to increased anxiety and aggressive behaviors. The Mental Health First Aid Curriculum identifies 8 areas of well-being and offers the following tips to attend to every aspect of your mental well-being as the weather warms up.

1. **Emotional** – Emotional well-being can be achieved by practicing self-care and coping skills. This summer, that may mean that you work to set healthy boundaries, so you don't over commit or, practice deep breathing and mindfulness exercises.
2. **Environmental** – Safe environments lead to well-being. Therefore, it is important to choose people and places that bring you peace and make you feel safe and happy. Making healthy choices in this area will lessen your stress and anxiety.
3. **Financial** – Having a clear sense of your financial picture both current and future, will give you a sense of how much you can splurge on vacations and other outings. Making a plan to put a little money away will allow you to still have fun, but to do so without added stress.
4. **Intellectual** – Keeping your mind sharp and your children's minds sharp can be easy to do in summer. Taking trips to the zoo or museum, learning a new hobby or working on an outdoor project together can be a fun way to keep your mind engaged and bring the whole family together at the same time.
5. **Occupational** – Occupational well-being can come from one's job, but it can also come from volunteering or giving back in some way. This is another great opportunity to do something together as a family and at the same time do something meaningful for those around you.
6. **Physical** – Exercise benefits both your physical and emotional well-being. It's important to find an exercise that you enjoy and will do on a regular basis. Taking a walk or a bike ride can be relaxing, educational and exercise all at the same time.
7. **Social** – Summer can be a great time to reconnect with friends or to make new ones. Volunteering or participating in neighborhood or community events can be opportunities to help your community and meet others with similar interests.
8. **Spiritual**- Participating in activities that bring meaning and a sense of purpose to your life can bring you spiritual well-being. Practicing gratitude and giving of yourself to those less fortunate are just a couple of ways to experience spiritual well-being.