



City of Tulsa Mental Health Benefits

You visit your doctor when you're feeling sick, and you exercise and eat healthy to keep your body strong. But your mental health is just as important. What do you do to stay healthy mentally? Do you know where you can go when you need help? Whether you need assistance with work-life-balance or anxiety, there are resources available to help you out.

Employee Assistance Program (EAP) and Your Medical Plan

The CommunityCare Employee Assistance Program (EAP) provides a confidential assessment and referral for you and your family, whether the problem be related to family, marital, relationships, separation, divorce, drugs, alcohol, mental, emotional, financial, or other area causing concern.

To use the EAP, simply call **(918) 594-5232** or **800-221-3976** to arrange for a free initial assessment interview. Business hours are 8 a.m. to 5 p.m., on weekdays. For emergencies, an EAP specialist is available 24 hours a day, 7 days a week.

Behavioral and Mental Health Services through CommunityCare

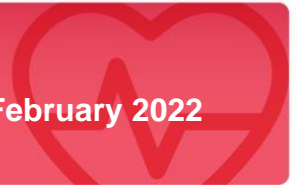
In addition to your CommunityCare EAP services, the City of Tulsa medical plan covers behavioral and mental health services contracted in the member's network. Coverage includes virtual therapy, via video or telephone, you can receive confidential one-on-one counseling from the privacy and convenience of your home. Your licensed virtual therapist may provide a diagnosis, treatment, and medication if needed. You can see the same therapist with each appointment and establish an ongoing relationship. See plan documents for specifics on coverage for inpatient and outpatient services.

Other Mental Health Resources

No matter your problem, whether you're a manager or entry-level employee, don't be afraid to ask for help. There are resources available 24/7.

National Suicide Prevention Lifeline – Call **800-273-TALK (8255)**; **En Espanol 888-628-9454** The Lifeline is free, confidential crisis hotline that connects callers to the nearest crisis center in the Lifeline national network. These centers provide crisis counseling and mental health referrals.





Crisis Text Line Text “HELLO” to 741741 Send a text 24/7 to the Crisis Text Line to speak with a crisis counselor who can provide support and information. Standard text messaging rates may apply.

Veterans Crisis Line Call 800-273-TALK (8255) and press 1 or text 838255 The Veterans Crisis Line can be used by phone or text to connect veterans with a trained responder 24/7. The service is available to all veterans, even if they are not registered with the VA or enrolled in VA Healthcare.

Call 911 if you or someone you know is in immediate danger or go to the nearest emergency room.





We are Hiring

The City of Tulsa is currently recruiting for over 200 vacant positions. Please review the current job openings for promotion opportunities for yourself or help us spread the word to your friends and family who might be interested in employment with the City.

As a City of Tulsa employee, you can be an ambassador to share your career experiences with the City. There are so many opportunities for development and career growth, including proficiency and progression programs, promotions, and department and city-wide training programs. Plus, we offer great benefits and a pension retirement system.

Visit www.cityoftulsa.jobs today to see our current job openings. The City is also a Pay Equity leader and a Second Chance and Equal Opportunity Employer.

Progression Programs

The City of Tulsa is committed to the educational and career development of its employees and has established 25 progression programs, with more being developed, in various classifications so that employees can move through job families based on the attainment of education, training, and skill development.

As an employee meets the progression criteria, the employee is eligible to receive proficiency increases within their pay grade or move to a higher pay grade within their progression family. The pay rate for progression to the next paygrade within the job family has recently been increased to 10 percent or the pay step in the new pay grade that provides at least 10% not to exceed the maximum step of the pay grade.

Progression Programs include the following:

- Auto Body Technician
- City Council
- Construction Inspector
- Customer Account Representative
- Electrical
- Engineering Services
- Environmental Monitoring Tech
- Forensic Scientist
- Gardener
- Graphic Specialist
- Maintenance Mechanic
- Pavement Markings and Signs Operator
- Plans Examiner
- Plant Mechanic
- Public Safety Telecommunicator
- Staff Auditor
- Streets and Stormwater Operator I, II, III, and IV
- Trade Worker
- Traffic Signal
- Traffic Utility
- Treatment Plant Operator

- Veterinary Technician
- Water-Wastewater Dispatcher
- Water-Wastewater Operator

More information on the available progressions can be found

<https://www.cityoftulsa.org/government/departments/human-resources/employment/job-descriptions/progression-programs>

Hiring Stipends, Pay Equity, and Equal Opportunity Employer

Additionally, many of our jobs offer a hiring stipend for new external hires for critical positions. For a list of eligible positions go to <https://www.cityoftulsa.org/media/16737/hiring-bonus-stipend-jobs-list.pdf>.

OSU-Tulsa Tuition Scholarships

Are you enrolled at OSU Tulsa or thinking about enrolling soon? City of Tulsa employees can get a tuition waiver for half-off tuition for up to six credit hours at OSU-Tulsa. The scholarships are only available each semester until the funds are depleted. Learn more at <https://tulsa.okstate.edu/financialaid/cityoftulsa>.





Eye Safety Basics – All About Your Vision

According to the Centers for Disease Control and Prevention, about 2,000 U.S. workers each day have a job-related eye injury that requires medical treatment. Your eyesight is precious, so what can you do to ensure that you protect it?

To begin, we need to ask why these injuries are occurring.

- Three out of five eye injuries (60 percent) happen because the worker was not wearing any eye protection at the time of the accident.
- Of the remaining 40 percent of injured workers who were wearing some type of eye protection, the protection was the wrong kind and failed to protect adequately. The leading cause in these cases was the lack of side shields.

Accident studies reveal that flying or falling objects and sparks are the cause in 70 percent of eye injuries, with most of the objects causing the injury being smaller than a pin head. Also, nearly 20 percent of all eye injuries are caused by contact with chemicals. This includes splashing or chemicals being sprayed directly into the eye. What does this tell us about how we can protect our eyesight while on the job?

The number one thing is to always wear appropriate eye protection in any situation where there is a risk of eye injury occurring. Operations that present eye hazards include:

- Grinding, spraying, sanding, chiseling, woodworking, or any other activity that might cause large fragments or small particles to fly into the eyes.
- Painting, spraying, sanding, metalworking, spot welding or any process that may cause dust, fumes, or tiny particulates to become airborne where they can contact the eyes.
- Work tasks such as electric welding and cutting with a torch or operations around radiant energy that can blind the eyes.
- Operations such as handling acids and caustics or other chemicals where splashing into the eyes can occur.

The second thing is to select eye protection that is appropriate to the task, such as:

- Use safety glasses that wrap around the eyes or have side shields wherever there is a risk of flying objects entering the eyes.
- Make sure that the safety eyewear has “Z87+” marked on the frame or in some cases the lens. The “Z87” refers to the performance standard (ANSI Z87.1-2010) established by the American National Standards Institute for devices used to protect the eyes and face from injuries from impact, non-ionizing radiation, and chemical exposure in workplaces.
- “Z87+” means that the safety glasses are impact-rated. ANSI tests safety glasses by shooting a ¼-inch steel ball at 102 mph at the lens and dropping a 1.1 lb. pointed weight from 50 inches on the lens. If the lens breaks

in either test, it will not have the “Z87+” marking. Safety glasses with just the “Z87” marking are not impact-rated.

- Wherever there is a potential exposure to the eyes from splashes of hazardous liquids, the worker should wear goggles, which form a seal around the entire eye to prevent objects from entering under or around the goggles. Goggles which are appropriate for protection from splashes/droplets will be marked with “D3” in accordance with the ANSI standard.
- If there is a risk of small particulates entering the eyes, goggles should be worn that are marked with “D4” for dust and “D5” for fine dust.
- For arc welding, wear a welding helmet with lenses that have shade numbers “W10” to “W14”.
- For gas welding or cutting, welding goggles with shade numbers “W4” to “W8” can be used.
- If you wear prescription eyewear, safety glasses and goggles are available in “Over-The-Glass” versions which allow you to wear your glasses while also wearing the eye protection.

Some other things to remember for your eye protection:

- Make sure that your eye protection fits properly and is clean. One of the leading reasons for workers removing or not wearing eye protection is that it did not fit properly. Another is that the lens became dirty, and they could not see what they were doing.
- Keep your safety glasses in good shape. Lenses can scratch, which makes them difficult to see through and is another reason why they might not be worn. Store them in an old sock before they are tossed into a tool chest or the seat of a vehicle.
- If your work out in the sun for any length of time, select glasses that have ultraviolet (UV) protection.
- If something gets in your eye, use the eyewash station. Eyes should be rinsed with clean water for at least 15 – 20 minutes.
- Finally, you should get an eye exam every two years or if you perceive that your eyesight is deteriorating. Being able to see clearly is part of being safe and will help in your job performance as well. Conditions such as glaucoma can also be detected early enough for treatment during routine eye exams. Never be too proud to wear glasses.

In summary, never take chances with your vision. Choose the best protection, make sure it fits, keep it clean and always wear it.