



Warnings Signs of Alcohol Abuse

Alcohol abuse is the second most common form of substance abuse in the United States, after tobacco addiction, according to Harvard Medical School, and being able to spot someone who is suffering from alcohol abuse can be especially hard because of how socially acceptable it is to drink alcohol.

'Dry January' is an annual trend in which participants choose to abstain from drinking alcohol for the whole month, and some medical experts say that taking part in it can be significant for anyone trying to identify for themselves if they have a problem.

Alcohol Abuse Stats

Some people are more severely affected by alcohol than others. The degree to which individuals consume alcohol varies greatly, as does alcohol's impact on health and the risk of associated behavioral and medical problems.

- In the United States, more than 100,000 deaths a year can be directly attributed to alcohol use.
- Approximately 1 in 10 deaths among working-age adults is from excessive drinking.
- The annual economic cost of alcohol use is estimated to be over \$250 billion.
- Nearly 3 in 10 adults in the United States use alcohol in an unhealthy manner and therefore require some form of intervention as part of their health care.

Often alcohol use is just a sign of some other mental health issue that has not been diagnosed or addressed.

Signs of Alcohol Abuse

An alcohol abuse disorder is a serious and progressive condition. But it is treatable. Patients with alcohol use disorder may display or describe symptoms or behaviors related to their alcohol use, including below:

- Recurrent drinking resulting in failure to fulfill role obligations
- Recurrent drinking in hazardous situations
- Continued drinking despite alcohol-related social or interpersonal problems
- Evidence of tolerance
- Evidence of alcohol withdrawal or use of alcohol for relief or avoidance of withdrawal
- Drinking in larger amounts or over longer periods than intended

- Persistent desire or unsuccessful attempts to stop or reduce drinking
- Spends a great deal of time obtaining, using, or recovering from alcohol
- Gives up or reduces time spent doing important activities because of drinking
- Continued drinking despite knowledge of physical or psychological problems caused by alcohol
- Alcohol craving

When Should Someone Seek Help?

If you or someone you know is experiencing some of the symptoms or behaviors of alcohol dependence, contact the **CommunityCare Employee Assistance Program (EAP)**.

Employees and their dependents can get up to three visits for each problem evaluation at no cost. After the evaluation is completed, if further treatment is recommended, the patient may be referred to an in-network provider and will be subject to behavioral benefits, this could be an out-of-pocket expense.

A self-referral to the EAP is completely confidential and is protected health information under federal and state laws. No personal information is ever shared with anyone, including anyone in the City of Tulsa, except with healthcare providers who are treating the individual.

To schedule an appointment, call **(918) 594-5232** or visit CommunityCare of Oklahoma at Williams Tower II, on the plaza level.





Transparent Pay Practices

The City of Tulsa values employee pay transparency and wants to make sure you know where to look to find the answers to all your questions concerning pay. The City is also a community leader in Pay Equity and has inspired many other organizations in the community to follow our practices.

The City remains steadfast in its commitment to transparency and wants employees to have a good grasp of its pay and compensation practices.

Pay Transparency is defined as the degree to which employers are open about what, why, how, and how much employees are compensated — and to what degree they allow employees to share that information with others.

Keep in mind that pay transparency doesn't mean revealing what each employee is making. It's about establishing and communicating pay practices that help employees understand how their salary is set in the context of market and business realities. Pay transparency is about engaging with employees by clearly communicating pay structures, ranges, practices, and opportunities.

Leading research shows that pay transparency boosts morale significantly, reduces turnover, improves employee satisfaction, and is the single best protection against biases based on gender, age, and race.

Where to find information on Pay Practices: Between the [City website](http://www.cityoftulsa.org), (www.cityoftulsa.org) and Munis Employee Self Service (Munis ESS), you can access all City pay scales, use the paycheck estimator tool, find information on promotional pay, progressions, compensation policies and more.

Take some time to review the following resources.

- Pay scales: <https://www.cityoftulsa.org/government/departments/human-resources/pay-scales/>
- Paycheck Simulator: <https://cityoftulsa.munisselfservice.com/default.aspx>



- Progression Programs: <https://www.cityoftulsa.org/government/departments/human-resources/employment/job-descriptions/progression-programs/>
- Personnel Policies & Procedures Section 200: Classification, Compensation, and Hours of Work (*including pay equity, shift pay differential, supervisor pay differential, and more.*) <https://www.cityoftulsa.org/media/19659/200-7-3-22.pdf>





Carbon Monoxide: The Invisible Killer

Carbon monoxide is an odorless, colorless gas that often goes undetected, striking victims caught off guard or in their sleep.

Hundreds of people in the U.S. die from unintentional carbon monoxide poisoning every year, according to the Centers for Disease Control and Prevention (CDC). **More than 20,000 visit the emergency room, and more than 4,000 others are hospitalized.**

This "invisible killer" is produced by burning fuel in cars or trucks, small engines, stoves, lanterns, grills, fireplaces, gas ranges, portable generators, or furnaces. When the gas builds up in enclosed spaces, people or animals who breathe it can be poisoned. Ventilation does not guarantee safety.

How Can I Prevent Carbon Monoxide Poisoning?

Anyone can be at risk. The CDC says infants, the elderly, and people with chronic heart disease, anemia, or breathing problems are more prone to illness or death, but carbon monoxide doesn't discriminate.

Winter can be a prime time for carbon monoxide poisoning as people turn on their heating systems and mistakenly warm their cars in garages. As the weather turns colder, it is important to take extra precautions.

The National Safety Council recommends you install a battery-operated or battery-backup carbon monoxide detector in the hallway near each sleeping area in your home. Check or replace the battery when you change the time on your clocks each spring and fall and replace the detector every five years.

The CDC offers [these additional tips](#):

- Have your furnace, water heater, and any other gas or coal-burning appliances serviced by a qualified technician every year
- Do not use portable flameless chemical heaters indoors
- Have your chimney checked and cleaned every year, and make sure your fireplace damper is open before lighting a fire and well after the fire is extinguished
- Never use a gas oven for heating your home
- Never use a generator inside your home, basement, or garage, or less than 20 feet from any window, door, or vent; fatal levels of carbon monoxide can be produced in just minutes, even if doors and windows are open
- Never run a car in a garage that is attached to a house, even with the garage door open; always open the door to a detached garage to let in fresh air when you run a car inside

Symptoms of Carbon Monoxide Poisoning

The U.S. Fire Administration has put together materials on the dangers of carbon monoxide, including a list of carbon monoxide poisoning symptoms.

Symptom severity varies depending on the level of carbon monoxide and duration of exposure. Mild symptoms sometimes are mistaken for flu.

Low to moderate carbon monoxide poisoning is characterized by:

- Headache
- Fatigue
- Shortness of breath
- Nausea
- Dizziness

High-level carbon monoxide poisoning results in:

- Mental confusion
- Vomiting
- Loss of muscular coordination
- Loss of consciousness
- Death

If you think you are experiencing any of the symptoms of carbon monoxide poisoning, go outside and get fresh air immediately. You could lose consciousness and die if you stay inside a home.

