



Flu Season 2024 – What You Need to Know

The CDC recommends that everyone in the U.S. six months or older get a flu shot yearly. The best time to get vaccinated is in September or October. It's not recommended to get the vaccine in July or August.

The flu virus changes every year, so the vaccine is updated to match the most common virus for the upcoming season. Last year's vaccination reduced the chances of hospitalization by 40-70%.

People with egg allergies can now get any flu vaccine that's appropriate for their age and health status.

City Medical will be offering flu shots to employees soon. Keep an eye out for more information on when the clinics will be held.

The flu shot is the best way to prevent the flu and its serious complications. Even if you get sick after getting vaccinated, the illness is usually less severe.





Schedule Your Personal Health Assessment Today

Human Resources is preparing for the 2024 Benefits Open Enrollment. **To receive the lowest rates, employees must complete a voluntary Personal Health Assessment (PHA) this year by November 30, 2023.**

A PHA is a preventative tool that enables you to identify potential health risks before they become catastrophic. Think of it as a snapshot of your health through laboratory screenings, medical history, and physical factors. It is not a drug test and is free for employees enrolled in the City’s medical plan.

If you have not had one yet this year and would like to receive the lower insurance premiums, you can schedule an appointment at one of the locations listed below.

Employees who opt out of having a PHA will incur a \$600 annual surcharge on their medical premiums. The surcharge will be divided into the amount of \$23.08 per pay period. **Dependents do not have to complete a PHA, only City of Tulsa employees.**

Employees who have not had their PHA and would like to get preferred pricing can complete their PHA at a CareATC clinic or at the locations listed below.

Appointments are required at all CareATC clinics and most on-site screening locations*. To schedule an appointment at a CareATC clinic, call (800) 993-8244, go to www.careatc.com/patients, or download the CareATC app on your smartphone. Employees must specify whether they are scheduling their PHA at an on-site screening location or at a CareATC clinic.

On-site PHA Screenings		
Location	Date(s)	Time
SOMS 9319 E. 42 nd St. North	August 9	7 – 11 a.m.
Water Distribution 2317 S. Jackson Ave.	August 16 & Sept. 21	7 – 11 a.m.



City Hall, 10-North 175 E. 2 nd St.	Sept. 7 & 20	7 – 11 a.m.
Spavinaw / Eucha 401 E. Lake Rd.	Sept. 14	8 – 9:30 a.m.
Hicks Park 3443 S. Mingo Rd.	Sept. 15	7 – 10 a.m.
Stormwater 4502 S. Galveston	Oct. 3	7 – 11 a.m.
City of Tulsa Health Fair* Cox Convention Center	Oct. 18	7 a.m. – 2:30 p.m.

**PHA Screenings at the City of Tulsa Health Fair will be conducted on a first-come, first-serve basis.*

Important Dates to Remember

Oct. 16 - Open Enrollment Begins

Oct. 18 - Employee Health Fair at Cox Convention Center

Oct. 27 - Open Enrollment Ends

Nov. 30 - PHA Screening Deadline

PHA Do's and Don'ts

Drink lots of water before your PHA blood draw. You may also drink black coffee and chew sugar-free gum and mints.

Continue to take prescription medications that do not require food.

Continue to take prescription medications that require food immediately after your blood draw.

Don't eat anything 8 hours before your blood draw

Don't drink anything other than water & black coffee

Don't use any tobacco products prior to the screening



Employee Spotlight: Mayo Baugher, Human Resources Analyst II

1. How long have you been in your current role?

Three years

2. How did you get started working for the City of Tulsa?

I worked crazy hours at two veterinary clinics as an assistant manager/tech/receptionist/catch-all with three young children. I wanted more stability in my professional life and to spend more time with my family, so I applied for a Customer Care Customer Account Rep II. Personally, I think Ed Lydens hired me for my voice, although he would never admit it!

3. Who inspired you to pursue the career you have today?

It was the employees. When I came to Human Resources (HR) for the first time in 2012, I wanted to learn about how we engage with employees and the policies and agreements in place. It was a great experience, but I moved to the City Council after two years. However, I missed working with employees, HR staff and leadership, so in 2020, right before the pandemic, I returned to the department.

4. How has your role evolved since you've been here?

I perform two functions within Human Resources—Compensation and Classification and Employee and Labor Relations. I've been trained to work on things that directly impact employees—job descriptions and progressions—and Employee and Labor Relations—investigations, negotiations, and contracts. I've grown through opportunities to learn about things I'm interested in, such as inclusivity and diversity, process management, and negotiations and arbitrations. It makes each day different, engaging, and a learning opportunity.

5. What motivates you to get up and go to work every morning?

My kids. With everything that's happened this year and trying to raise productive, kind human beings, I want my kids to see the joy that comes from doing something you enjoy and trying to help people, although I understand it may not always look that way from the outside. It also helps that I have great coworkers who support and care about each other and a leadership team that supports and cares about employees and wants us to grow and develop in our own ways.

6. What's the most exciting project or a memorable moment you've had while working at the City?

I've been blessed with many opportunities, but the ones I like the most involve an employee. We recently created an Office Assistant/Office Administrator progression plan, and one employee came to me almost in tears because of the impact it would have on her pay now and her retirement in just a few years. That's why I love what I do. Despite some frustrations, there are many positives at the end of the day - I know I sound like a Pollyanna, but it is so true!



- 7. What's one thing that surprised you about your current role?**
How busy we all are! I thought I was busy in Council, but that's nothing compared to HR! Some days, I'm lucky if I'm at my desk for five minutes, but it's great, and I love being busy. Also, I was surprised by how much HR tries to give the benefit of the doubt to employees or advocates for employees. It's a very employee-driven field and department, and when we have to give answers that aren't positive, it weighs on the work group—everyone tries so hard to do what's right by the employee within policy, the law, and the CBA's. I don't think anyone really sees how hard our team advocates for employees.
- 8. How has the City of Tulsa helped your career development?**
As many of our employees have said, "I thought I'd work for the City for a few years and move on." But, in every job I've had, there are people I've worked with who are some of the kindest, most dedicated employees I know, who willingly share their time and knowledge, and who have helped me every step of the way be a better employee and grow in my career path. Those people—who span nearly every department and skill set—have urged me to try things I wouldn't have done, like take training that I wasn't sure about or consider how I can benefit the City of Tulsa.
- 9. What, if anything, are you currently binge-watching? Reading?**
I watch Outlander and Star Trek: Strange New Worlds at the gym. I tend to binge documentaries - especially history-related or documentaries about the Golden Age of Movies. When I need familiarity, I will always default to Grey's Anatomy. As for books, I have a dozen or more I'm reading at any given time, depending on my mood, so Jane Eyre, To Kill a Mockingbird, Good Night Irene by Luis Alberto Urrea, The Paying Guests by Sarah Waters, The Last Survivors, Bridgerton. I have eclectic taste, so I will read anything that catches my eye, aside from espionage and Westerns, based on my mood.
- 10. If you could have any superpower, what would it be?**
Not to nerd out, but I would be Jean Gray from the Marvel Universe—Telepathic and telekinetic, that way I could talk to my kids without *actually* talking - my teenagers hate talking and would rather text, and the laundry would fold itself with minimal effort.
- 11. What advice would you give someone who wants to enter your field?**
Listen and ask a lot of questions!
- 12. What was the first concert you ever attended?**
8th grade, New Kids on the Block
- 13. What's one item you can't live without?**
Books. My world is better with books in it - I feel like I should say my kids, which is a given, and they aren't items, but still.
- 14. If you could visit any place in the world, where would it be?**
Europe. I love European history and culture. I've taken far too many history classes and watched way too many documentaries—I'd be happy anywhere in Greece, Italy, Ireland, Scotland, or Germany. Heck, just Europe.
- 15. List three adjectives that describe your personality.**
I would say I'm loud and direct and, hopefully - empathic. I asked a coworker when she walked by, and she said I'm an out-of-the-box thinker, detail-oriented, and capable of stepping back and seeing the big picture.
- 16. Who is your hero?**
I don't have one. I have people I admire, but not as heroes, just as people who saw a need and worked to address it. Mother Teresa. Stacey Abrams. Dolly Parton. Lin-Manuel Miranda. Audrey Hepburn. It's an eclectic mix. I enjoy hearing about and studying people who found a way to improve the lives of others through service,

culture, or entertainment.

17. What's the best piece of advice you've been given?

Not to me personally, but I heard it years ago, and it stuck. Mother Teresa said, "You can do no great things—only small things, with great love." I've also recently had friends and coworkers remind me, "Don't quit. No matter how big the emotion or hardship feels right now, don't quit." And that's gotten me through a lot of dark moments.

18. What would it be if you had to eat one meal every day for the rest of your life?

If I didn't gain weight? Ice cream...any variety. But the mature adult says salad with unlimited topping options...and Mazzio's ranch dressing!





Back to School Safety For Drivers

Parents and teachers spend a lot of time reminding students to practice safety when walking or riding their bikes to school. However, students aren't the only ones who need to brush up on their safety skills as a new school year begins. Drivers must reacquaint themselves with safe driving practices, too.

While some of the most dangerous days of driving belong to summer, going back to school has its own set of perils for both students and drivers alike. Taking time to remind yourself of what to watch out for and then preparing for how to handle these situations can go a long way toward keeping everyone safer.

Practicing Safer Driving in School Zones

As a driver, you must follow certain safety practices in school zones. Even though zones are typically well-marked and have lower speed limits posted, the National Safe Routes to School Program reports that more children are hit by cars in areas close to schools. This issue underscores the need for drivers to slow down and pay attention behind the wheel.

Drivers are often distracted or not paying attention and drive into school zones too quickly — even though warning signs, speed bumps, and flashing lights let them know they're approaching a school zone. Learning where school zones are along your regular route will help you properly prepare for them by reducing your speed gradually.

If you're unfamiliar with an area and are driving when students are likely to be going to or leaving school, slow down and pay attention to ensure you're not in a school zone. If you are in a school zone, make sure you follow these rules:

- **Know the speed limit.** Not all school zones have the same speed limit. Some speed limits are as low as 10 or 15 miles per hour, while others maybe 20. Look for the posted speed limit and follow them.
- **Put down the phone.** Driving and mobile phones don't mix. Not only can talking on the phone or texting in an active school zone earn you a hefty fine in many states — it can be deadly. Children may not pay attention as they cross a street, so drivers must always be alert.
- **Watch for pedestrians.** Crosswalks near school zones are particularly busy before and after school, but not all have crossing guards, and not all students will wait to cross at the proper time. (In fact, not all students will use crosswalks!) Drive slowly and watch for pedestrians crossing or walking in the road. Always give the pedestrian the right of way and follow any signals given by crossing guards.

- **Go slowly past parked cars.** Children can appear seemingly out of nowhere when they run out from between parked cars to cross the street. Drive slowly and keep your eyes active to scan for movement not just on the road and sidewalk but between parked vehicles. In this situation, the right lane may not be the lane of least resistance. The center or left lane may be a better option when you have a choice.

You must follow specific safety measures beyond lowering your speed when driving in a school zone. Specific actions you wouldn't consider in other traffic situations aren't allowed in school zones, including passing another vehicle, changing lanes, and making a U-turn.

Also, if you're dropping off children at school, make sure that you don't use handicapped or emergency lanes unless you are licensed to do so.

Practicing Safety Around School Buses

School bus drivers face unique challenges on the road. Bus drivers operate large vehicle that has blind spots all around and requires more time to stop. Other drivers sharing the road with buses should adopt driving habits that help make the streets safer for everyone. Here are a few essential rules to remember:

- **Always maintain a safe following distance.** Keep as much space as possible between your vehicle and the bus in front of you. If you're in front of a school bus, you must pay attention to traffic and situations on the road that will prevent you from slamming on your brakes, which could create a problem where a bus driver doesn't have sufficient braking time to avoid a crash.
- **In traffic, avoid "cutting" in front of a bus.** Many bus drivers leave a safe following distance between the bus and the car ahead of them to ensure a safer environment for passengers. Even if your vehicle can fit the space, drivers should always avoid cutting in front of a bus or transit vehicle.
- **Watch for buses that are loading or unloading children.** Be prepared to stop when the bus stops. The most dangerous area around a school bus is the space 10 feet around the vehicle since this radius falls into the driver's blind spot. Be sure to stop more than 10 feet behind a school bus to allow passengers a safe space for entering and exiting.
- **Never pass a stopped school bus.** No matter your state, it's illegal to pass a school bus that has stopped to load or unload children. This rule includes passing a bus from either direction, so any time you approach a school bus that has stopped to pick up or unload children, you must also stop.



Back-to-school time is busy for parents, children, and bus drivers, so each must do their part to help make the roads safer and look out for others around them.

Sharing the Road with School Buses

If you're driving behind a bus, allow a greater following distance than driving behind a car. It will give you more time to stop once the yellow lights start flashing. It is illegal in all 50 states to pass a school bus that is stopped to load or unload children.

- Never pass a bus from behind – or from either direction if you're on an undivided road – if it is stopped to load or unload children.
- If the yellow or red lights are flashing and the stop arm is extended, traffic must stop.
- The area 10 feet around a school bus is the most dangerous for children; stop far enough back to allow them space to enter and exit the bus safely.
- Be alert; children often are unpredictable, and they tend to ignore hazards and take risks.

Sharing the Road with Bicyclists

On most roads, bicyclists have the same rights and responsibilities as vehicles, but bikes can be hard to see. Children riding bikes create unique problems for drivers because usually, they cannot determine traffic conditions properly. The most common cause of a collision is a driver turning left in front of a bicyclist.

- When passing a bicyclist, proceed in the same direction slowly, and leave 3 feet between your car and the cyclist.
- When turning left and a bicyclist approaches the opposite direction, wait for the rider to pass.
- If you're turning right and a bicyclist is approaching from behind on the right, let the rider go through the intersection first, and always use your turn signals.
- Watch for bike riders turning in front of you without looking or signaling; children especially tend to do this.
- Be extra vigilant in school zones and residential neighborhoods.
- Watch for bikes coming from driveways or behind parked cars.
- Check side mirrors before opening your door.

By exercising extra care and caution, drivers and pedestrians can co-exist safely in school zones.

