Employee News

New Employees

John Jackson, Finance – Garage Supervisor effective April 3. John joins the City from Altorfer, Inc.

Mara Horn, Finance – Custodian effective April 2. Mara joins the City from Walgreens.

Employee Transfers

Gary Swartz, PW – promoted to Traffic Control Maintenance Worker I effective April 3. His previous position was Public Works Laborer Extra Driver.

Nicholas Kunde, Utilities – promoted to Water Utility Service Representative II effective April 3. His previous position was Water System Maintenance Repair Worker II.

Retirements

John Gales, CRPD – retiring April 24. John started with the City May 5, 1986. His current position is Police Officer.

Employment Opportunities

Building Inspector	Housing Inspector

If you have questions about any of the opportunities, please contact Jenelle Sisneros, 286-5001. Here is a link to view and print all job postings
Employee Service Awards

The following employees recognized their service anniversary during March 2017.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Judith Lehman</td>
<td>Purchasing Services Manager</td>
<td>25 yrs</td>
</tr>
<tr>
<td>Anne Deutmeyer</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Brad Dawson</td>
<td>Water Operations Supervisor</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Brian Havlicek</td>
<td>Police Officer</td>
<td>20 yrs</td>
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<tr>
<td>Brian Freeberg</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Chip Joecken</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Corey Peiffer</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Daniel Jabens</td>
<td>Police Sergeant</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Jared Hicks</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Michael Hass</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Michael Readnour</td>
<td>Sld/Rec Driv/Coll II</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Mitchell Crist</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Phillip Meyer</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Ronald McKinstry</td>
<td>Police Officer</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Jacqueline Mullens</td>
<td>Dispatcher II</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Dudley Greiner</td>
<td>WPC Equipment Mech</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Bruce Lyon</td>
<td>Util Quality Assur Officer</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Jeremy Kuda</td>
<td>Urban Forester II</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Jordan Misener</td>
<td>Sld/Rec Driv/Coll I</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Joseph Sherbon</td>
<td>Auto Equ Mech II</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Zachary Hughes</td>
<td>Urban Forester II</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Kristi Homewood</td>
<td>Police Records Tech</td>
<td>1 yr</td>
</tr>
<tr>
<td>Lakeshia Hayward</td>
<td>Leased Housing Specialist</td>
<td>1 yr</td>
</tr>
<tr>
<td>Thomas Lindley</td>
<td>Water Maint Repair Worker I</td>
<td>1 yr</td>
</tr>
</tbody>
</table>

May Baskets for the Homeless

During the month of April, we ask that you help those in need by donating new/un-opened personal hygiene products, or making a monetary donation to Waypoint Services. These items will help the women, children, and families associated with Waypoint Services.

Items will be collected within your Department until **Friday, April 21st**.

For more info, please contact the CR Cares Committee at: j.huber@cedar-rapids.org
Removing Lead Paint from Homes

Do you know a family who lives in an older home? They may not be aware of harmful lead-based paint. Please help us spread the news on a program that helps find and remove dangerous lead-based paint from homes. Funding is limited and the grant deadline is approaching. Learn more about the program by calling 286-5998 or visit www.CRHazardHunters.com. You can also email Alyssa in our Housing Division: a.williams@cedar-rapids.org. How does this program help families right here in Cedar Rapids? Check out the recent news story and meet a local family who has already benefited: http://bit.ly/2nE9K4o

Spring Leaf Vacuum Collection Started April 3

Starting today, Monday, April 3, the Solid Waste and Recycling Division will begin operating leaf vacuum trucks. The trucks will run through Friday, April 28. Residents can expect collection of leaves on their regular garbage day unless the trucks are slowed by weather or volume. If the service is slowed by weather or volume, the SWM will strive to reach the property the next day.

Residents should place leaves in long rows on the grass or parking area beside the street for collection. Leaves must be kept out of the street and away from obstacles like solid waste and recycling carts, mailboxes, signs, poles and trees. The vacuum truck will not collect leaves from alleys. Leaf piles should be free from brush and debris. Sticks and twigs can be placed in the YARDY cart for collection and litter should be bagged and placed in your garbage can. Please do not park cars in front of leaf piles; the truck will not be able to collect the leaves.

For more information about the SW Division’s yard waste collection program please visit www.CityofCR.com/Yardy, call 286-5897, or go to www.CRNewsNow.com to sign up for text and email alerts about garbage and recycling.
BikeCR Employee Club

There’s still time to sign up for the BikeCR Employee Club and participate in bike events and Bike to Work Week activities with your colleagues. The BikeCR Employee Club is a FREE club that promotes cycling through special events, club/group rides, challenges, and by helping you track your bike mileage. To sign up, go to www.strava.com, create an account, at the top go to Explore -> Clubs and search for City of Cedar Rapids Employee Club. Note: If you were previously registered with National-BikeChallenge.org you will have to sign up again through Strava. Contact h.ruble@cedar-rapids.org with questions.

Development Services Division

Joe Mailander submitted his resignation effective Friday, April 7. We appreciate Joe’s dedicated service to Cedar Rapids as our first Development Services Manager, leading our development community to streamline land development processes and creating a case manager model to improve relationships with our developers. We are conducting a national search for a replacement, and are pleased to announce that Kirsty Sanchez will serve as the interim manager. Please contact Sandi Fowler if you have questions, or contact Kirsty at 286-5132 or by email.
#1 Bag Blitz - Full speed this spring with the City Manager’s 1 Bag Challenge

We’re teaming up with Blue Zones and organizations around town to inject new partnerships and healthy living into the City Manager’s 1 Bag Challenge.

Take the CHALLENGE

1. Take the 1 Bag Challenge; cleaning up means being active.
2. Challenge an organization or friend.
3. Start the cascade of community cleaning, walking, and pride.

CleanUpCR.com for more.

By Sara Baughman, Communications Coordinator, Utilities

SAVE THE DATE

Sustainable City Talk:
City Leaders Pursuing Sustainability

- Monday, April 24, 2017
- Downtown Library, Whipple Auditorium
- 3:00 - 4:30 p.m. City staff
- 6:00 - 7:30 p.m. Community members
- More time for Q&A
- Speakers:
  - Sandi Fowler, Assistant City Manager
  - Sven Leff, Parks & Recreation Director
  - Jennifer Pratt, Community Dev. Director
  - Steve Hersher, Utilities Director

Eco Fest is on Earth Day!

The timing is right! This year, the Cedar Rapids Earth Month Celebration will take place on Earth Day, April 22, from 10:00 a.m. to 4:00 p.m. in the NewBo Market lawn. More info at: http://www.ecofestr.org/

With family and friends to enjoy, come enjoy:
- 10:30: Our Feathered Friends Raptor Program
- 11:00: New Bohemia Architectural Tour
- 12:00: New Bo Tree Walk with Trees Forever
- 12:45: Polliscaping - Designing from a Pollinator’s Eyes
- 2:30: Colin Lyons, Grant Wood Fellow and Visiting Professor at the UI

The City of Cedar Rapids will be among a crowd of vendors and educators at the Eco-Fair. Visit City staff to discuss the #1BagBlitz, Solar, Stormwater Cost-Share, Bike Trail Plans and Safety, and more.

By Eric Holthaus, Sustainability Coordinator
Take Action! Stormwater BMP Cost-Share

The Stormwater Best Management Practices (BMPs) Cost-Share Program provides property owners financial and technical assistance in implementing stormwater BMPs for improving water quality and reducing the amount of stormwater runoff.

Financial assistance will help cover the cost of materials and/or contractor labor for completing the projects. Projects can range from rain gardens and bioretention cells to pervious pavement and soil quality restoration. The City will provide partial reimbursement up to 50% of the project cost. Anyone subject to the City of Cedar Rapids stormwater utility fee will be eligible for participation in the program.

Contact sewer@cedar-rapids.org or 319-286-5802 for more info.

Solar Group Buy is Coming!

Good news coming: A Solar Group Buy is coming to Cedar Rapids.

What’s a group buy? It’s a program where individual homes, businesses, and farms buy solar, and the more solar that’s bought over a 4 month campaign, the lower the price for everyone. Stay tuned for more news in May. If your interest is piqued, contact Eric at e.holthaus@cedar-rapids.org or 319-286-5927.

Click here to see successes in Urbana-Champaign and Milwaukee.

By Eric Holthaus, Sustainability Coordinator

My job is a sustainability job: Sara Baughman

As a communications coordinator, I'm always learning. The Utilities Department houses Water, Wastewater, Solid Waste and Recycling, and Sustainability, and my role also supports the Sewer and Stormwater Divisions. Every function within these Divisions is deeply connected to the triple bottom line—social, environmental, and economic health. My job is to communicate these essential functions to our residents.

Work on the Middle Cedar Partnership Project has excellent elements of long-term water and land stewardship, diverse partnerships, and economic vitality. Sustainability is at the core. Our Solid Waste and Recycling Division provides each citizen with yard waste carts—which can be used for most organic material including food waste, napkins and paper towels, dryer lint, and coffee grounds and filters. This is our commitment to turning soil into food and then back to soil. It reduces methane emissions at the landfill and makes longer use of our existing landfill—which makes economic sense and also makes social sense.

As we advertise for Eco Fest on 4/22 at NewBo City Market and our next Sustainable City Talk on 4/24 at the downtown library, I have the opportunity to promote the events and be immersed in the innovation, health, and pride that comes with sustainability events and culture.

By Sara Baughman, Communications Coordinator, Utilities
Office Chair Yoga

Do you need a break in your day? Have you been sitting at your desk for too long? Curious about yoga and its benefits?

Join Anj̩ for a gentle Chair Yoga class designed to relieve tension through gentle stretching and strengthening yoga exercises. You don’t even have to change clothes! Come as you are and discover the health benefits of yoga and feel revitalized in your day!

Beginner-friendly and all employees welcome!

*Wellness hours may be used for this event*

**Thursdays May 4th - June 22nd**
**12:15 - 12:45 pm**
**Veterans Memorial Bldg, 50 2nd Ave SE**

May 4 - Armory, Basement Level
May 11, 18, 25 - 4th Floor Ballroom
May 1, 8 - Armory, Basement Level
June 15, 22 - 4th Floor Ballroom

Anj̩ Antkowicz, MS, E-RYT
Lead Health Coach, Health Solutions, LLC
Certified Yoga Instructor, Yoga Alliance

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How to Make an APP!

Your Wellness Portal is now MOBILE FRIENDLY!

Save the login page on your phone’s home screen following the steps below, and next time you log in, it will feel like an APP!

**APPLE:**
1. Launch the Safari browser on Apple’s iOS and navigate to [www.myhealthwithhs.com/citycr](http://www.myhealthwithhs.com/citycr).
2. Tap the Share button on the browser’s toolbar—it’s on the bar at the top of the screen on an iPad, and on the bar at the bottom of the screen on an iPhone or iPod Touch.
3. Tap the Add to Home Screen icon in the Share menu.
4. You’ll be prompted to name the shortcut before tapping the Add button.

The shortcut can be dragged around and placed anywhere, including in app folders — just like a normal app icon. When you tap the icon, it will load the website in a normal tab inside the Safari browser app.

*(Other browsers, like Chrome for iOS, do not offer this feature. Due to the limitations in Apple’s iOS, only Apple’s own Safari browser is allowed to do this.)*

**ANDROID:**
2. Tap the menu button and tap Add to Home screen.
3. You’ll be able to enter a name for the shortcut and then Chrome will add it to your home screen.

The icon will appear on your home screen like any other app shortcut or widget, so you can drag it around and put it wherever you like. Chrome for Android loads the website as a “web app” when you tap the icon, so it will get its own entry in the app switcher and won’t show any browser interface getting in the way. *(Other popular Android browsers also offer this feature. For example, Firefox for Android can do this if you tap the menu button, tap the Page option, and tap Add to Home Screen.)*

Health Screenings and Consultations

Why are my screening results different than my doctor’s results?
Screening results may vary based on many factors. This includes, but is not limited to:
- Blood pressure and blood sugar levels naturally fluctuate throughout the day
- Differing equipment (e.g., scales)
- Stress
- Lack of sleep
- Hydration levels
- Prescription or over-the-counter medications
- Smoking

For example, if your cholesterol is high when you compare results but the numbers differ by 10-20 points the important factor is that your cholesterol was high both times. The trend in your results and the overall evaluation are most important.

Does an employee have to be covered on the health plan to participate in the City of Cedar Rapids health screenings and follow up coaching programs?
No, all regular employees (20+ hour/week) are encouraged to take advantage of the wellness program.

What happens after the health screening?
The next step is to complete your consultation. The goal of the consultation is to review your Health Risk Assessment Report, provide education on your screening results, and review wellness program resources.

Why does Health Solutions use an automatic blood pressure machine?
Health Solutions utilizes an automatic BP cuff during screenings for the following reasons:
- It allows us to get accurate and consistent readings across multiple Health Solutions staff members.
- Surrounding circumstances (environmental/surrounding noise) at screenings could make it difficult to use manual BPs.
- The digital display allows the participant to see the measurement.
- Potential accuracy issues with manual cuffs (deflate cuff too quickly or not inflating the cuff high enough to begin with).

Health Solutions does not claim that the automatic cuffs are any more or less accurate than manual BP cuffs; however, due to the number of variables we encounter, we feel it is most accurate and consistent for our process and purpose.

What if I am not eligible for monthly coaching? What other programs or services are available for me?
You can take advantage of the following ongoing programs and services:
- Participate in the initiatives offered by the Wellness Ambassadors
- Participate in wellness challenges and/or events
- Attend onsite educational seminars
- Access Health Solutions online health and wellness resources
- Provide your input through surveys and/or participating in focus groups
- Become a City of Cedar Rapids Wellness Ambassador

Should you have any questions about the wellness program, please contact Ashley Slickney or Anji Antkowiak at Health Solutions (319)362-2409.