Employee News

Stefanie Munsterman-Skiven, Civil Rights – Civil Rights Investigator effective April 22. Stefanie comes to us from ACT, Inc. in Iowa City.

Zachary Simmen, Finance - Custodian effective April 30. Zachary comes to us from ESP International in Cedar Rapids.

Active Threat Application Deployed to Business Devices

Alertus, the Active Threat Application, is in the process of being deployed to all business devices (computers and laptops) which are connected to the City’s Network. Once devices have received the application, IT will conduct a test of the system. Prior to any test, an email communication will be sent out to Everyone - City and Assessor.

A prerequisite to deployment, is all City and City Assessor’s Employees complete Alertus & Facility Security Training provided by the identified department trainer. More information on City Facility Security may be found on CR@Work under Policies & Procedures > City Facility Security.

If there are any questions regarding the deployment, please contact the IT Service Desk at 286-5500.

Employment Opportunities

Here is a link to view and print all job postings.

If you have questions about any of the employment opportunities, please contact Katie Meyer, x 5138.
City Manager and Director Updates

Collins Road Improvement Project

Last month, construction resumed on the Collins Road project. This is the final year of a two-year project that aims to improve traffic capacity, reduce congestion, and improve pedestrian safety. While last year focused primarily on the underground utilities, traffic signals, and removing the frontage road north of Collins Road, this year will see the bulk of the pavement work take place. Lane reductions are in effect for both westbound and eastbound traffic. Traffic is currently reduced to one lane in/one lane out in both directions at the Lindale Mall/Collins Crossing shopping entrances. These restrictions will be in place for approximately the next 6 – 8 weeks, depending on weather. Starting on Monday, April 29, and lasting approximately 8 – 10 days, the Twixt Town Road intersection will be right-in/right-out only for traffic exiting or entering at this location. Business access remains open. The full project stretches from just east of Northland Avenue to Twixt Town Road, and began in 2018. Improvements include additional travel lanes on Collins, additional turn lanes at the Lindale Mall/Collins Crossing entrances, new sidewalk on both sides of Collins, new traffic signals with pedestrian push buttons, and stormwater management treatment. The project will be completed this fall. Residents can sign up to receive project emails on the City’s website.

Inspector Fees

The Public Works Department recently presented to the Infrastructure Committee regarding a proposed inspection fee on new development. The new inspection fee would cover the cost of on-site inspection and quality control testing on roads associated with private development, which would help address premature pavement failures and ongoing maintenance costs of the city. The cost would be capped and not to exceed 5% of the total construction cost of the project. Staff has conducted extensive stakeholder outreach to the development community, incorporating amendments based on their feedback. Moving forward, staff anticipates finalizing the proposal and bringing it before council this May. The new fee would go into effect January 1, 2020.

Neighborhood Meeting: 3rd Avenue Wellington Heights Project

Public Works staff will hold another follow-up open house for residents in the Wellington Heights area regarding roadway improvements on 3rd Avenue SE. The open house will be held Tuesday, April 30, from 5:30 p.m. to 6:30 p.m. at McKinley Middle School. The project in this neighborhood stretches from 5th Street to 15th Street, and includes pavement improvements, bike lanes, a net gain in on-street parking, a new pedestrian signal at Park Court, and transition from one-way to two-way travel on 3rd Avenue (tying into the conversion project downtown). Residents have voiced concerns over realigning/closing select side-streets off 3rd Avenue, as well as the proposal to transition Park Avenue near Redmond Park from one-way to two-way traffic. Staff has worked to integrate resident feedback as much as possible while still retaining important safety features of the project. Several modifications to the draft concepts have been made to address resident concerns, including: reducing the number of side-street full closures, adding more on-street parking on the south side of 3rd Ave, and not transitioning Park Ave to two-way traffic (Park Ave will remain one-way as it is today). The open house on April 30 will provide residents with the opportunity to see these final concept changes before design gets underway. The project is anticipated to come before council to bid in May, and will begin construction later this summer.

Police Officers Save Life with NARCAN

On April 1, 2019, at 1:16 a.m. police officers were dispatched to a residence on the northeast side of Cedar Rapids for a 27-year old male who was unconscious and not breathing. Officers arrived on scene and initiated emergency medical care, including the administration of NARCAN. The victim started to regain consciousness a short time later. It was determined that the individual had injected himself with heroin earlier in the night. This is third save since officers started carrying NARCAN, the opioid-reversing drug that is administered through a nasal applicator into the victim’s nostril. The previous saves were on February 7, 2019 when a 25-year old male overdosed on heroin at his residence and on October 15, 2018 when a 44-year old female overdosed on methadone in her residence.
I’m Glad You Asked!

Why is innovation important for a healthy organization?

Not only is innovation important for a healthy organization, it is critical! Without innovation, we will atrophy and eventually cease to be productive as an organization. Over the past few months, one of the Lead CR teams researched and presented a project on creating a culture of innovation. The team (Erin Host, Ben Dugan, Aaron Reed and Sandy Pumphrey) identified that fostering intrinsic motivation is the first step to creating an innovative culture. We need to be internally motivated to make our work practices, environment, and community a better place. Once we see the benefit of innovation, leaders and peers can help promote innovation by showing interest in innovative ideas, verbally recognizing each other’s ideas and providing feedback. Our 2018 employee survey supports this idea with 80% of respondents stating their manager is interested in their ideas. So, next time you have an innovative idea, share it with your peers and leaders. “Instead of thinking outside the box, get rid of the box”. Deepak Chopra.

Thought for the week from the Keys to Mastering Leadership by Joanne Sujansky:

*Embrace change; don’t brace yourself for it.*
Employee Training Opportunities

Employee Engagement

What is employee engagement and why is it important? Employee engagement is the extent to which employees feel passionate about their jobs and put their best effort into their work. Learn about three factors that promote employee engagement from Patrick Lencioni’s book *The Truth about Employee Engagement*. Presenters: Justin Schroeder, WPC; Sue Sager, CMO

**TUESDAY, MAY 21**
11:00 – noon
City Hall Training Room
PeopleSoft Code: CMO503

**WEDNESDAY, MAY 22**
11:00 – noon
CSC – Five Seasons
PeopleSoft Code: CMO503

Informal Influencer Nominated by department director

How can you make a positive impact on your team members and the city organizational culture? This program combines several Organizational Health programs including: Ideal Team Player, 5 Dysfunctions of a Team, Myers-Briggs Type Indicator and Leveraging Your Sphere of Influence.

May 2 & 23 8:00—noon

**ENROLL THROUGH PEOPLESOF T:***

1. Log-in to PeopleSoft (access through CR@Work)
2. Click on “Self-Service” > “Learning & Development” > “Request Training Enrollment” > “Search by Course number”
3. Enter in course number: See above
4. Click “Search”
5. View all available sessions and click on the session you would like to attend and click “continue”
FALLS: PAINFUL & FATAL

#2 LEADING PREVENTABLE WORKPLACE INJURY

Following overexertion, falls are the second leading preventable workplace injury resulting in cases with days away from work. Following highway crashes, falls are the second leading preventable fatal workplace event. In 2017, 713 workers died and 47,180 were injured.

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<th>Year</th>
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All events or exposures: 882,730
Falls - lower level: 47,180

FALL PREVENTION TIPS

- Clean up spills immediately; if it cannot be cleaned immediately, place a "wet floor" warning sign/cone
- Keep walkways free of debris, clutter & obstacles
- Wear appropriate shoes for the conditions; non-slip soles
- If using fall protection, be sure to inspect the ABC’s: Anchor Point, Body Harness & Connection Lanyards
- Be mindful of others working in your area; equipment operators be sure others are clear of your machinery
- Need to reach something high? Use step stools or ladders; do not stand on chairs, desks or other non-approved walking/working surfaces

LOCAL FALL FATALITY

ON APRIL 22ND, MICHAEL DEAN PATTERSON, AGE 47 FROM NORWALK, IA WAS FATALLY INJURED AFTER A FALLING FROM AN OVERHEAD BEAM WHILE WORKING ON A DOWNTOWN CEDAR RAPIDS CROSSWALK.

KCRG NEWS STORY: HTTPS://BIT.LY/2ZBQX63

WHILE DETAILS ARE NOT PUBLICLY AVAILABLE AT THIS TIME, WE ENCOURAGE ALL CITY EMPLOYEES TO LEARN FROM THIS HORRIFIC SITUATION. STAYING ALERT, COMMUNICATING AND WORKING SAFELY CAN HELP TO ENSURE THAT NONE OF OUR FAMILIES WILL HAVE TO SUFFER THROUGH A SIMILAR LOSS AS THE LOSS THE PATTERSON FAMILY IS EXPERIENCING.
Spring is in the air!
Your Wellness Ambassadors are highlighting **Ways to Get Moving** in the months ahead

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<th>May</th>
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<td>May 2, 9, 16, 23 &amp; 30</td>
<td>Meet Me at the Market*</td>
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<td>May 11–17</td>
<td>Bike to Work Week*</td>
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<th>June</th>
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<tr>
<td>All month long!</td>
<td>Corridor Corporate Games**</td>
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<td>June 13 &amp; 27, Location TBD</td>
<td>1-Bag Challenge // Employee Speaker Series*</td>
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<tr>
<td>June 6, 13, 20 &amp; 27</td>
<td>Meet Me at the Market*</td>
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<th>July</th>
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<tr>
<td>All month long!</td>
<td>Corridor Corporate Games**</td>
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<tr>
<td>July 4, 11, 18, 25</td>
<td>Meet Me at the Market*</td>
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*Denotes event may be logged for Wellness Points as a Community-Based Fitness Event in the Wellness Portal.
**Denotes event may be logged for 25 Wellness Points as Corridor Corporate Games in the Wellness Portal.

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**Meet Me at the Market**
A social walk, run, bike, dance and yoga event every Thursday, May through the first week of September, at NewBo City Market! Learn more at MeetMeCR.org You can earn wellness points for attending this Community-Based Fitness Event.

**Bike to Work Week**
Join cyclists from across the community for a week-long celebration of special events! Find a schedule of events at CityofCR.com/BikeCR There is a competition to see which employer can send the most employees to the Wednesday, May 15 Bike to Lunch event. Earn wellness points for attending this Community-Based Fitness Event!

**City Manager’s 1-Bag Challenge**
City Manager Jeff Pomeranz challenges every citizen to collect at least one bag of litter each year to help CleanUpCR. Take this challenge, and lunch is on us at the June Employee Speaker Series events! Use the #trashtag and #1BagChallenge hashtags to share photos of your cleanup and earn wellness points for attending this Community-Based Fitness Event!

- Continued on following page -
Corridor Corporate Games

The City of Cedar Rapids is competing in the 2019 Corridor Corporate Games (CCG), a company-based competition that offers 25 sports and events during June and July throughout the Cedar Rapids/Iowa City area. The purpose of the CCG is to promote physical activity and employee wellness, as well as cultivate and instill company pride.

Pick a sport or event you want to participate in or volunteer to help with, then register at corridorcorporategames.org. Click the dashboard button at the top right corner to set up your account and use the company code CCGCITYCR when registering. Our Corporate Games Managers will be in contact with you with more details.

Strong To The Core

Be sure to join our STRONG TO THE CORE Challenge, worth 25 Wellness Points! Here’s how:

1) SIGN IN
2) LOCATE & ENROLL
3) ENGAGE

*** ACT NOW! ENROLLMENT DEADLINE IS JUNE 30! ***
Teams were created in early February. Hopefully the teams held their teammates accountable and motivation each other to reach your weight loss goals!

Now it’s time to find out what team will claim the WLC 2019 Championship?

Weigh Out: Deadline Friday, May 3

Select one option:

- Attend an onsite weight-check event
- Submit a weight on the Wellness Portal with your team name if applicable (teams of 4)
- Submit a weight during a health coaching visit before May 3. (coordinated directly with your health coach, if applicable)

Onsite Weight Check Events

FINAL
April 30  7:30—8:00AM  Shawnee Room, CSC
May 2   7:30—8:00AM  Shawnee Room, CSC

Can’t make it to CSC for a Weight Check?
Submit your weight online by visiting “Event” on the portal: www.myhealthywithhis.com/citycr

Questions?
Contact your department Wellness Ambassador or Health Solutions at 362-2409 or info@hsi-rx.com
Calling all Competitors!

The City of Cedar Rapids is competing in the 2019 Corridor Corporate Games (CCG), a company based competition that offers 25 sports and events during June and July throughout the Cedar Rapids/Iowa City area. The purpose of the CCG is to promote physical activity and employee wellness, as well as cultivate and instill company pride.

We will be competing in Division 1 against other area companies and government organizations including Iowa City and Linn County. We earn points by participating, placing in events and volunteering. There are many ways you can help us win!

At the conclusion of the Games, the coveted Corporate Cup will be awarded to the winner of each division! Below is a list of the sports and events that will be offered:

<table>
<thead>
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<th>2019 Sport/Event Opportunities</th>
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<tbody>
<tr>
<td>Bags**</td>
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<tr>
<td>Blood Donation Challenge</td>
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<td>Disc Golf**</td>
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<td>Mud Volleyball**</td>
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<td>Sand Volleyball**</td>
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<td>Tug of War**</td>
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<td>Zumba</td>
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** These sports have limited entries for companies. Declaring your interest does not guarantee you will compete in this sport or event.

Pick a sport or event you want to participate in or volunteer to help with, then register at corridorcorporategames.org. Click the dashboard button at the top right corner to set up your account and use the company code CCGCITYCR when registering. Our Corporate Games Managers will be in contact with you with more details.

Important Notes:
- **Registration is required:** Only employees that register (link above) will be eligible to participate.
- **“Limited” versus “unlimited” participation:** As stated in the asterisks (**) above, team sports have limited entries. All sports/events without the asterisks (**) have no participation limits.
- **Participation is free:** All team sports and events are FREE to participants (exception: golf is free if the team chooses to walk the course or there is an optional $16 cart fee.)
What sport will you participate in? Disc golf, tug of war, fitness walk, yoga or any of the others listed on the calendar below? We need your help to compete in Corridor Corporate Games against other teams throughout the Cedar Rapids/Iowa City area.

Pick a sport or event you want to participate in or volunteer to help with, then register at: https://www.corridorcorporategames.org/
Click the dashboard button at the top right corner to set up your account and use the company code CCGCITYCR when registering. Our Corporate Games Managers will be in contact with you with more details.

Important Notes:

- **Registration is required**: Only employees that register (link above) will be eligible to participate.
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![Calendar Image]

2019 SCHEDULE

### June 2019

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<td>Mud Volleyball</td>
<td>Track &amp; Field</td>
<td>Spikeball</td>
<td>Cycling Tour Ride – Cedar Rapids</td>
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Attend an iGreenCR tour this spring and see important, large-scale municipal operations in action!

- **May 17**, NW Water Treatment Plant
  9:30-11 a.m. | Tour for general public
  Noon-1:30 p.m. | Tour for City staff

- **June 21**, Solid Waste Agency Compost Operation @ Mt. Trashmore
  10-11:30 a.m. | Combined tour for general public and City staff

Attendees are welcome to bring home sustainability tools/souvenirs - travel eating utensils, LED light bulb, countertop compost bucket, steel pint cup, and drawstring or tote bags.

Please complete the SIGN-UP FORM to attend any or all events! [https://docs.google.com/forms/d/e/1FAIpQLSdtpZb1pMXDrpSSIRkAL5vUXLH5mroqoElxqhYtMpfqURgZmA/viewform?usp=sf_link](https://docs.google.com/forms/d/e/1FAIpQLSdtpZb1pMXDrpSSIRkAL5vUXLH5mroqoElxqhYtMpfqURgZmA/viewform?usp=sf_link)

Questions? Contact Eric Holthaus | [e.holthaus@cedar-rapids.org](mailto:e.holthaus@cedar-rapids.org) | 286-5927

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**WPC Tour**

City staff and community members toured Water Pollution Control on Friday, April 26. By seeing the operation up close and hearing from WPC staff, tour attendees gained appreciation for the complexity, size, and importance of the services provided 24/7.

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**Eco Fest Awards Honor City Employee**

During this year’s Eco Fest, held on April 20, the committee recognized the first-ever Eco Champs. Fourteen individuals in the Cedar Rapids community were presented with awards by Mayor Hart for going above and beyond to promote environmental sustainability. We are proud to have a City employee recognized at this inaugural event – **Randy Stallman** in the Traffic Engineering Division, Public Works Department was recognized as a Eco Champ for his commitment to reducing landfill waste in his daily responsibilities at the City. Randy’s nomination letters states, “In the past, all electronic waste from the City’s traffic signal division would end up in the dumpster. Randy has set up a e-waste recycling program. Better yet, it does not cost the City any money, and in fact it saves on our landfill expenses. Randy also saves all plastic bags from our day-to-day operations and takes them to a local recycling center. I have worked with Randy for 13+ years. In my opinion he has always gone above and beyond to not be a wasteful person.”

Congratulations, Randy, and thank you for your efforts at showcasing the City’s commitment to sustainability!
SAVE THE DATE!

CRFD is celebrating our 150th Anniversary this year! Help us celebrate by coming to the Cedar Rapids Fire Department OPEN HOUSE:

When: June 15, 2019
Where: 713-First Avenue SE
Time: 11:00 am – 2:00 pm
Parking: Any lot or on the street
Cost: FREE
Swag: Limited edition 150th Anniversary items for sale such as T-shirts, sweatshirts, pint glasses

Activities: There will be safety information (rumor has it both Safety Dogs, McGruff and Sparky, will be there), tours and refreshments available.

It's Farmers' Market Day so plan to join us before or after the market.

Questions? Call 319.286.5200

Please save the date for the Especially For You® Race Against Breast Cancer

Sunday, October 6, 2019
Mercy's Hall-Perrine Cancer Center, Cedar Rapids, IA

Online registration is open!

Please click here to register online as a participant on the City of Cedar Rapids team

Contact Dawn Kolosik at x5577 or d.kolosik@cedar-rapids.org with questions about this year's race.
Employee Speaker Series

Featuring City employees highlighting programs and initiatives that impact our residents. Open to all employees in any department.

Featured Topic

Golf Basics

- **Tuesday, May 14**
  12:00 – 1:00 pm
  Ellis Golf Course

- **Wednesday, May 15**
  12:00 – 1:00 pm
  Ellis Golf Course

**RSVP by May 10**
**Limit of 20 per session**

Take a break from your desk and enjoy this Speakers Series event, outside at the Ellis Golf Course Driving Range. Cedar Rapids Golf Professionals, Dave Roe and Mark McMahon, will show you the basics including how to grip and swing. Hit balls on the range while they provide you with tips. You'll also learn how you can participate in the Corridor Corporate Games this summer as part of the City of Cedar Rapids team.

Please RSVP to participate and reserve your FREE lunch.
RSVP by emailing citymanager@cedar-rapids.org

SAVE THE DATE

For the next Employee Speaker Series!

Take the City Manager’s 1-Bag Challenge!
Thursday, June 13 & Thursday, June 27