City of Cedar Rapids

Employee Connection

April 3, 2017

Employee News

New Employees


Tyler Lundtvedt, FIN – Auto Equipment Mechanic effective Mar 28. Tyler joins the City from McGrath Volkswagen in Cedar Rapids.

Ronald Pennington, FIN – Garage Supervisor effective Mar 29. Ronald joins the City from Big Wrench Truck and Auto in Cedar Rapids.

Employee Transfers

Jared Barthelman, WPC – transferred to Lab Service Water Quality Analyst effective Mar 27. His previous position was Water Plant Operator II.

Sabiya Drahozal, LIB – transferred to Patron Services Specialist effective Mar 27. His previous position was Library Shelver.

Retirements


Congratulations!

Jeff Kortenkamp, Water System Repair Worker II in the Water Distribution Division at the Utilities Department passed his Grade II Water Distribution Operator test.

Employment Opportunities

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Employment Opportunities

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

Internal Postings Only

<table>
<thead>
<tr>
<th>Position</th>
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<tbody>
<tr>
<td>P &amp; G Maintenance Worker I</td>
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<tr>
<td>Streets Driver</td>
</tr>
<tr>
<td>Streets Heavy Equipment Operator</td>
</tr>
<tr>
<td>Water System Maintenance Repair Worker II</td>
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<tr>
<td>WPC Operations Wet End Specialist</td>
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</tbody>
</table>

Development Services Manager

Summer Employment

Parks & Rec Dept is busy getting ready for summer. Applications for seasonal staff are currently being accepted. These positions can be a great first job, perfect for busy students who don’t want to work year-round, and a fun way to get employment experience. We need friendly, responsible people who want to keep busy in the summer and be part of a fantastic team.


Have you Completed Your Health Risk Assessment Yet? You Still Have Time.
See page 8 for the schedule.
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/2nE9K40

Spring Leaf Vacuum Collection Starts 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.CRNesNow.com to sign up for text and email alerts about garbage and recycling.
Five Seasons Citizenship Award

We are currently accepting nominations for the Five Seasons Citizenship Awards. Five winners will receive a $1,000 donation to the charity of their choice. Please nominate any individual who meets the criteria below or forward this to others who might be involved with leaders and volunteers in the community.

Nominate a Five Seasons Citizenship Award Winner

Nominate the best person you know for the Five Seasons Citizenship award, a special recognition program supported by the City of Cedar Rapids. Each year the City Council recognizes five individuals who demonstrate exceptional support for our community, exhibit the responsibilities of strong citizenship, and develop projects or initiatives that benefit residents.

Award recipients will be recognized at Resident Appreciation Day, at the Downtown Farmers’ Market on Saturday, June 3. In addition to the $1,000 donation to the charity of their choice in Linn County, they will be formally acknowledged at a City Council meeting and be featured in upcoming edition of Our CR magazine.

Fill out a nomination form today! [http://bit.ly/2miMxFR](http://bit.ly/2miMxFR). Nominations are due by 5:00 p.m. on Friday, April 28.

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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](http://bit.ly/2miMxFR).

For more info, please contact the CR Cares Committee at: j.huber@cedar-rapids.org
**Traumatic Brain Injury (TBI): What you should know**

Did you know that more than 3.5 million children and adults acquire a brain injury each year? Some causes of these injuries include electric shock, infection, oxygen deprivation, seizures, substance abuse, trauma, and tumor. Traumatic brain injury (TBI) accounts for about 2.5 million of brain injuries in the United States, the number of individuals who do not seek treatment for TBI is unknown. Brain injury affects not only affects the injured, the affect extends family, friends, healthcare providers, mental health providers, insurance companies, attorneys, employers, educators, and government agencies.

Brain injuries not only affect our physical well-being and functioning. They can also affect our mental health, as well as our support network’s mental health. Often times, individuals are unaware that they have sustained a brain injury. It is important to pay attention to changes in behavior, emotions, and physical symptoms following a head injury.

Some symptoms of brain injury are listed below:

<table>
<thead>
<tr>
<th>Physical Complaints</th>
<th>Cognitive Changes</th>
<th>Psychosocial Concerns</th>
</tr>
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<tbody>
<tr>
<td>Dizziness</td>
<td>Memory problems</td>
<td>Depression</td>
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<tr>
<td>Visual disturbances</td>
<td>Impulsive behavior</td>
<td>Anger outbursts</td>
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<tr>
<td>Poor balance</td>
<td>Poor concentration</td>
<td>Anxiety</td>
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<td></td>
<td></td>
<td>Irritability</td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Fatigue</td>
<td>Slowed performance</td>
<td></td>
</tr>
<tr>
<td>Trouble sleeping</td>
<td>Poor judgment</td>
<td></td>
</tr>
<tr>
<td>Sensitivity to light/sound</td>
<td>Difficulty putting thoughts into words</td>
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</tbody>
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If you or someone you care about has suffered a head trauma, it is important to seek medical evaluation as soon as possible.

If you need help coping with the impact of traumatic brain injury, Mercy EAP Providers are here to help. Contact (319) 398-6694 to schedule an appointment today.

Introduction to Mindfulness Meditation

Event Description:
"Life uplifts in moments. The healing power of mindfulness lies in living each one as fully as we can." - Jon Kabat-Zinn

Participants in this class will become familiar with mindfulness meditation by practicing. With the guidance of the instructor, you will learn the differences between mindfulness meditation and other forms of meditation. The benefits of mindfulness meditation practice will also be discussed.

Research indicates that the practice of mindfulness meditation can positively affect stress resilience, physical and mental health, the ability to sustain attention, self-regulation of emotions, interpersonal skills, and general wellbeing and happiness.

Resources that support the development of a regular mindfulness meditation practice will be shared.

Instructor:
Chris Els is a practicing mindfulness meditation for over 30 years, and has been teaching the Mindfulness-Based Stress Reduction course at the University of Iowa Hospitals and Clinics since 2001 and at Penrose in Iowa City since 2013.

*This event is free to attend.

Dates, Times & Locations*

Monday April 3rd 11:30-12:15 pm  
Stephen J. Cook Memorial Conference Room, Water Admin  
1111 Shaver Rd NE

Tuesday April 4th 12 - 12:45 pm  
Downtown Library, Room Beems B

Wednesday April 12th 12 - 12:45 pm  
Time Check Conference Room, City Services Center

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 Anj 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.

Anj Anikowicka, MS, E-RYT  
Lead Health Coach, Health Solutions, LLC  
Certified Yoga Instructor, Yoga Alliance

Thursdays May 4th - June 22nd  
12:15 - 12:45 pm

Veterans Memorial Bldg., 50 2nd Ave SE

May 4 - Armony, Basement Level  
May 11, 18, 25 - 4th Floor Ballroom  
June 1, 8 - Armony, Basement Level  
June 15, 22 - 4th Floor Ballroom
HIPAA/Privacy & Reporting

**Will Health Solutions share my results with our insurance company or the City?**
No. Your personal health information will never be shared with any third party. All participants are ensured complete confidentiality. HIPAA is a federal law that protects your personal health information from being used without your written consent. Personal health information—including screening and health form results, claims data, and measurements discussed in health coaching—are securely stored in your personal health record, accessible to you through Health Solutions’ HIPAA-compliant website.

**How does the City of Cedar Rapids measure the success of the wellness program?**
Health Solutions provides aggregate results to the City of Cedar Rapids after each health screening including annual trends, coaching progress and cultural initiative participation. All data is aggregate and personal identifying information is removed.

Should you have any questions about the wellness program, please contact Ashley Stickney or Anji Antkowiak at Health Solutions (319)362-2409.
Have you completed your health screening?

Four weeks until the deadline!

Sign up TODAY!

Health Solutions Screening Schedule
Below you will find the screening dates for the 2017 Wellness Program. The deadline to complete an onsite screening or submit a health form is April 28, 2017.

There are four steps to receive the 2018 Health Insurance Premium with Wellness:
1) Complete the Health Risk Assessment Questionnaire
2) Schedule & complete an on-site Health Screening (or submit a Health Form)
3) Complete your follow-up Consultation
4) If eligible, engage in one-on-one Health Coaching

To begin visit: http://www.myhealthywithnii.com/citycr
*See the enrollment letter mailed to your home address for instructions on registering on the wellness portal and completing steps 1 & 2 above.

<table>
<thead>
<tr>
<th>Screening Date</th>
<th>Day</th>
<th>Screening Time</th>
<th>City Site</th>
<th>Room</th>
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</thead>
<tbody>
<tr>
<td>April 3, 2017</td>
<td>Monday</td>
<td>6:30 - 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 4, 2017</td>
<td>Tuesday</td>
<td>6:30 - 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 5, 2017</td>
<td>Wednesday</td>
<td>6:30 - 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 7, 2017</td>
<td>Friday</td>
<td>6:30 - 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 8, 2017</td>
<td>Saturday</td>
<td>8:00 – 10:00 am</td>
<td>Health Solutions Office</td>
<td>5 Seasons Room</td>
</tr>
</tbody>
</table>
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+ hours/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 AnjiAntkowiak at Health Solutions (319)362-2409.