Employee News

New Employees

Matthew Steege, FIN – Auto Equipment Mechanic I (Transit) effective April 23. Matthew joins us from the Cedar Rapids School District.

Mark Prior, UTIL – Water Maintenance Repair Worker I effective April 23. Mark joins us from Croell, Inc.

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Employee 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.

Celebrate Mother’s Day at Noelridge Greenhouse

The annual Mother’s Day Showcase is Sunday, May 13 from 10:00 a.m. to 5:00 p.m. at Noelridge Greenhouse. Admission is free. This year, visitors will enjoy seeing 68,000 plants as well as educational exhibits featuring bonsai, beekeeping, orchids, pollinators and butterflies.

In addition, professionally designed hanging baskets, coleus plants, glass birdbaths and birdfeeders, cactus cocktails, succulent sundaes and handcrafted cards will be available for sale. Everyone will receive a free butterfly milkweed plant while supplies last.

Call Noelridge Greenhouse, 286-5762, for more information.
City Manager and Director Updates

Flood Anniversary Events

The City has been working with others in the community to coordinate plans for the 10 year flood anniversary coming up in June. GO Cedar Rapids is collecting events taking place throughout the community related to the anniversary and has posted that information on the webpage CedarRapidsRising.com.

The City’s plans for the anniversary include:

- Hosting Resident Appreciation Day June 2 at the downtown Farmers Market. City staff will be on hand to talk about flood recovery efforts that have been completed and what is to come.
- Publishing a flood anniversary themed Our CR magazine, focusing on recovery and protection. This will mail the second week in June.
- Hosting a ribbon cutting/unveiling of Time Check plaza and working with NW neighborhood for memorial dedication. This will take place on June 13 at 1:00 pm.
- We will hang Downtown light pole banners around Greene Square in May and June.
- We are hosting a series of tours:
  - Bus tour of flood protection sites on Monday, June 18
  - WPC bus tour on June 18
  - Tours of PD, Central Fire and City Hall (dates TBD)
  - Other community partners will host tours, including the Downtown Library and Paramount Theatre
- High water mark signage will be installed in areas throughout the community, in partnership with FEMA and Linn County. Unveiling will take place in mid-June (date TBD)
- National Academies of Sciences-hosted Symposium June 19 from 9 am to 4 pm with a reception to follow. Symposium session topics include flood insurance/flood mapping, rural and vulnerable populations, watersheds and others.
- A number of City staff members will be participating in the Gazette’s Epic Rebirth event on June 13 from 4:30 – 8:30 p.m.
- We have been in communication with multiple community partners for several months to coordinate efforts and communication. Below are other community events taking place that are included on the GO Cedar Rapids website:
  - Recovery & Development Luncheon (CBJ)
  - Rising Above Exhibit (NCSML)
  - Main Street District Appreciation Event (CVNB)
  - Flood of Ideas Weekend (NewBoCo)
  - Epic Rebirth (Gazette / KCRG)
  - Czech Village-NewBo Renaissance (CVNB)
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Organizational Health Initiative

OVERVIEW
To continue building a greater community and serving our public, the City of Cedar Rapids has implemented an organizational health initiative. Organizational health is a framework that fosters effective teamwork and productivity among our city employees. This is accomplished by building a cohesive city leadership team, establishing clarity among our leaders, communicating mission, vision and values to all city employees and integrating organizational health into the fabric of city operations.

VISION
Cedar Rapids is a vibrant urban hometown – a beacon for people and businesses invested in building a greater community now and for the next generation.

MISSION
Strengthen our team to strengthen our city

CORE VALUES

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<tr>
<th>We Serve Enthusiastically</th>
<th>We Find a Way</th>
<th>We Team Up</th>
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<td>We have a people-first attitude, we take initiative, we go the extra mile</td>
<td>We are problem solvers, we listen and learn, we explore creative alternatives</td>
<td>We are open and approachable, we value relationships, we assume the best in others</td>
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STRENGTHEN OUR TEAM TO STRENGTHEN OUR CITY
2016 ACCOMPLISHMENTS

- Jeff Pomeranz introduced the City of Cedar Rapids directors and managers to the Organizational Health Model. All directors and managers read *The Advantage*, *Death by Meeting* and *The Five Dysfunctions of a Team* by best-selling author Patrick Lencioni.

- All directors and city managers participated in a 2-day workshop on organizational health provided by Rick Van Arnum, Principal Consultant for The Table Group, Lencioni’s consulting firm. ([www.tablegroup.com](http://www.tablegroup.com))

- The city director team developed the mission and core values for the City of Cedar Rapids.

2017 ACCOMPLISHMENTS

- Twenty-three city leaders earned Organizational Health Train-the-Trainer certifications.

- Nineteen city leaders earned Myers-Briggs Type Indicator Train-the-Trainer certifications.

- Forty city teams participated in an organizational health interactive team training program facilitated by city leaders. (266 city leaders total)

- Every full-time city employee participated in a one-hour interactive organizational health training in one of 65 team sessions facilitated by city leaders.

- A full-time Organizational Development Manager with over 25 years of experience in organizational development was hired to integrate the organizational health initiative into city operations.

“Serving enthusiastically is a core value in the City of Cedar Rapids. When we have a people-first attitude, take initiative and are willing to go the extra mile, we are able to better meet the needs of the citizens that we serve. Giving our best every day demonstrates our pride in this community.”

- Jeff Pomeranz
2018 ORGANIZATIONAL HEALTH EFFORTS

Promotional Campaign
A city-wide organizational health promotion campaign including weekly newsletter articles, name badges, table tents, recognition sticky notes, posters and the launch of an organizational health website are underway. http://cratwork/Pages/Splash.aspx

Diversity and Inclusion Initiative
• All supervisors, managers and directors participated in a one-hour sexual harassment training presented by Amy Reasner of Lynch Dallas LLP.
• Supervisors, managers and directors participated in a two-hour diversity and inclusion training presented by Sandy Cross of the Professional Golf Association on April 19th.

Leadership Development
• Seventeen city managers are currently participating in Lead CR, a seven-week leadership development program based on the organizational health model and the city’s vision, mission and core values.
• The city is launching an Informal Influencer program to foster the development of future city leaders in May.
• All managers within the city will participate in on-going leadership development through the monthly manager meeting beginning in May.

Team Training
• Ninety-five employees have participated in team development training based on The Ideal Team Player written by Patrick Lencioni, Myers-Briggs Type indicator (MBTI) training, or customer service team development.
• Departments are launching customer service initiatives to enhance customer service.
City Manager’s Employee 1-Bag Challenge

Please join us as we take the Employee Speaker Series on a spring-cleaning fieldtrip! City Manager Jeff Pomeranz has challenged all Cedar Rapids residents to pick up one bag of litter each year — let’s see how many City employees can join us!

TWO SESSIONS:

- **Tuesday, May 15 | Noon - 1:30 p.m.**
  Meet at the Daniels Park Splash Pad Pavilion
  940 Oakland Road NE, Cedar Rapids

- **Tuesday, May 29 | Noon - 1:30 p.m.**
  Meet at McGrath Amphitheatre
  475 1st Street SW, Cedar Rapids

FREE LUNCH FROM JIMMY JOHNS for those who RSVP.
Please RSVP to either session by Thursday, May 10.
RSVP by emailing citymanager@cedar-rapids.org
Thinking of Retirement?

Are you thinking about retirement, but worried about the cost of health insurance? Recent changes to the City’s cost of health insurance for retired employees may make the possibility of retirement a reality for many employees. Each individual employee situation is unique, so if you are considering retirement we encourage you contact Bonnie Pisarik in our Human Resources Department at 286-5078 or b.pisarik@cedar-rapids.org. She would be happy to set up an appointment to review your situation and discuss your options. Additional retirement information is available in our “Steps to Retirement” document found here. This document provides answers to basic retirement questions such as COBRA, dental, and vision premiums, life insurance conversion and/or portability options, and suggested time frames on various action steps.

Join the City’s “Bike Club”

In order to join you will have to have or create an account on Strava.com. Next, search clubs (under the Explore tab) for City of Cedar Rapids Employee Club and join! There are challenges, prizes for participants and we occasionally have gatherings as well.

Previous challenges:

**Car Free Fridays** - Every Friday in July, August, and September that you log miles in Strava, you will be entered into a drawing to be held the last week in September for a Bike prize pack. Of course, you can always keep cycling all week – but those logging miles on Fridays will be registered for a prize!

**August – a BikeCR Employee Club worksite challenge!**
Which worksite can log the most miles? Get your bike-riding colleagues involved, because the more people at your worksite who sign up, the greater chances of victory.

If you have questions please contact Holly at h.ruble@cedar-rapids.org

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Committed to Community Well Being

Cedar Rapids received the 2018 Healthy Hometown Community Award from Iowa’s Healthiest State Initiative earlier this year. The award recognizes Cedar Rapids for its dedication and accomplishments toward meaningful health improvement initiatives within the community.

Noteworthy projects from 2017 include:

- Volunteers collected fresh food donations at the conclusion of each Downtown Farmers’ Market. A total of 3,738 pounds of fresh produce was donated to HACAP’s food rescue program.
- Healthy concessions—survey results show 65 percent of Cedar Rapids municipal concession patrons want to purchase healthy snacks/food.
- Complete Streets projects that support pedestrian activity such as: improving over 1,000 sidewalk curb ramps, five two-way conversions, and six traffic signal removals.
- Wellmark has featured Cedar Rapids' commitment to community well-being in their most recent Blue online magazine. The article highlights Cedar Rapids’ work around Complete Streets, healthy food access, and walkability. Read the entire story here: https://www.wellmark.com/blue/healthy-living/committed-to-community-improvement

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**CR Cares Committee**

A HUGE THANK YOU for all of your donations towards **Last Hope.** GOOD NEWS: Harmony the Cat was adopted over the weekend! - CR Care Committee