Employee News

New Employees

Jacob Bruner, PW – Public Works Laborer effective Aug 14. Jacob joins the City from Sarpy County Nebraska.

Kendall Dekeyser, DEV – Development Services Manager effective Aug 14. Kendall joins the City from Hall & Hall Engineers, Inc.

Benjamin Weyer, UTIL – Water Plant Operations Specialist effective Aug 14. Benjamin joins the City from the University of Iowa Water Treatment Plant.


Tyrell Gingerich, DEV – Plats & Zoning Specialist effective Aug 17. Tyrell joins the City from Hart-Frederick Consultants, P.C.

Employee Transfers and Promotions

John Neff, FIN – transferred to Facilities Maintenance ADA Specialist effective Aug 14. His previous position was Housing Inspector.

Christopher Schulte, FIN – transferred to Fleet Maintenance Administrator effective Aug 14. His previous position was Auto Equipment Mechanic II.

Employee Retirements


Employment Opportunities

Water Plant Maintenance Repair Worker I
Sewer Maintenance Worker

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.
City Manager and Director Update

Sanitary Sewer Inflow Reduction Pilot Program
On Tuesday’s City Council agenda, you will see an agenda item regarding a Sanitary Sewer Inflow Reduction Pilot Program. This program focuses on a sewershed north of Grande Avenue SE where the sanitary sewer has backed up into basements during heavy rain events. Based on flow meter data and smoke testing pilot projects in the community, City staff feel these sanitary sewer issues are a direct result of stormwater and groundwater entering the sanitary sewer system through illegal cross connections – primarily sump pumps, foundation drains and downspouts that are connected directly to the sanitary sewer. This practice is prohibited by current City code; however, there was a period in the 1950s and 1960s when this was an accepted and common practice. The negative results of these cross connections are:

- Capacity overflows
- Basement backups
- Additional cost to pump and treat at the Water Pollution Control Facility
  75% of peak rain event flow to Water Pollution Control is from groundwater leaking into pipes and entering the sanitary sewer due to cross connections

The Pilot Program will encourage those within the area to allow City staff and/or contractors hired by the City to enter their homes and see if they have a sump pump or downspouts connected to the sanitary sewer. If either of these connections is identified, a contractor will disconnect them from the sanitary sewer and 100 percent of the cost will be covered by the City.

This is a voluntary pilot program within a specific targeted area; however, a future city-wide version could be mandatory with a cost-share model. There are 2,010 homes within the target area and 554 of those homes were built in the 1950s and 1960s. These will be our priority homes. Assuming 75 percent require corrections, the anticipated cost of the pilot program, including outreach, will be $400,000 to $450,000. The FY18 budget has $500,000 available for infiltration and inflow reduction. With Council approval, this pilot program would begin as early as September 2017.

Staff have done several presentations to the Infrastructure Committee and members have recommended approval of the program.

Bike Share Program
Based on interest in a Cedar Rapids Bike Share Program expressed by downtown business owners, the MedQ, Coe College, GO Cedar Rapids, and the Economic Alliance, City staff applied for and received a $100,000 grant award from the Wellmark Foundation for the Bike Share Program. This grant award will act as seed money for the upcoming fundraising effort with our community partners for the Bike Share Program.

Staff will be releasing an RFP early next week to obtain professional consulting services for an Implementation Study for the Bike Share Program. The Implementation Study will provide recommendations for the most appropriate size of the Bike Share system (number and location of stations), operation models, strategies to minimize costs and maximize ridership and revenue to support the program. Staff is anticipating implementation of the program in summer of 2018.

Police Officer Body Cameras Being Tested
The Police Department is currently in the process of testing several Panasonic Arbitrator BWC body-worn cameras. Police officers with some of the most frequent contact with citizens, including four members of the Police Community Action Team (PCAT) and Deputy Chief Tom Jonker, are the first officers to pilot the new body cameras. The Department purchased Panasonic body cameras that are interoperable with dash camera video and other current technology that the Police Department is utilizing. Additional patrol officers will receive the cameras over the coming weeks after the pilot program has concluded. The overall goal is to ensure that all patrol officers are equipped with body cameras and then start equipping investigators with the devices.

The Police Department has also developed a body camera policy. The Chief of Police had an advisory board that provided input and reviewed the policy. The policy may be refined (issues such as length of retention of camera footage) as the body cameras are implemented into regular use.
City Manager and Director Team Update

Pollinator Update
Clark McLeod has confirmed 2018 funding to the City of Cedar Rapids for the 1,000 Acres Pollinator Initiative. Clark has committed $100,000 in private donation to Parks and Recreation for the conversion of 86 additional acres of Pollinator Zones at Murphy Lake, Cherry Hill Park, and Gardener Golf Course during 2018. The $100,000 includes $86,000 for seed and herbicide, $10,000 for interpretive signage and $4,000 for equipment rental. Clark McLeod’s Monarch Research Project previously committed $93,635 to fund 2017 Pollinator Zone installation and equipment purchase, which supplemented the $96,480 REAP grant and $2,500 Rockwell Collins grant awarded to the City for 2017. Total committed funding to Cedar Rapids for the first 2 years of the initiative stands at $292,615, supporting 268 acres of new Pollinator Zones on City lands.

Police Department Parking Lot Project
Beginning on Wednesday, August 23rd, L.L. Pelling will be at the Police Station to begin work on the third phase of the parking lot resurfacing project. This phase will involve the removal and replacement of concrete directly south of the maintenance building along the west curb.

The public parking lot for visitors is open. The visitor lot was part of the first phase of the resurfacing project and is completed.

IT Department News

OnBase Upgrade
On Friday, Aug 25, the Information Technology Department will be upgrading the OnBase system from version 14 to version 16. We are asking that all work in OnBase be completed by 3:00 p.m. this Friday, 8/25/17, at which time the OnBase system will be taken offline to perform this upgrade. We also ask that you leave your computer turned on when you leave the office to receive any necessary updates. For additional details, please see the outage notification on CR@Work or contact IT-Support at 286-5500.

City Systems Password Management
IT will never request user credentials/passwords via email.

The best method to use if IT needs legitimate to access a user account is to communicate via phone or in person with that user before accessing their account and informing them that their password will be changed. After completing whatever work precipitated that need, the user can work with our ServiceDesk or utilize self-service to change their password. However, it is not always possible to communicate with someone before such action, so in those cases, IT should change the password, perform the work and communicate in person (via a live phone conversation or in live interaction) with the user to walk them through changing their password back to something they prefer.

If IT needs existing user credentials, the request will be made in an in-person fashion, either over a phone call or a face-to-face interaction. Unacceptable methods are texting, chatting, voicemail, written, email or anything other than phone call & in person.

IF ANY CITY USER RECEIVES A REQUEST FOR USERNAME AND/OR PASSWORD INFORMATION ELECTRONICALLY, DO NOT PROVIDE THE INFORMATION. IMMEDIATELY CONTACT THE INFORMATION TECHNOLOGY SERVicedesk FOR ADDITIONAL INSTRUCTIONS.
Wellness Activity Incentive Program.
It's not too late to join!

Let’s Move Cedar Rapids! Summer is here and it’s not too late for you to get active and earn an incentive point by joining the City’s incentive program for the remainder of 2017.

Every quarter employees and spouses must enroll in the new quarter. See the steps below for how to register for Quarter 3—ensure that your device is synced (see below) and that you have manually back-entered activity starting July 1.

- Log in to your personal Health Solutions account
- Under the “Challenges”, click “Choose”
- Select the Quarter 3 Activity Challenge
- Click “Enroll”

CRFD Fire Bowl

The 2017 Cedar Rapids Fire Department Fire Bowl is Saturday, Sept 16, and will be a volleyball tournament at Volley’s on Blairs Ferry Road. The tournament starts at 10am and runs until around 8pm. It is a 6 versus 6 format. The 6-player entry fee is $260, which includes a t-shirt for each player and a guaranteed five games. It will be a pool play, single elimination tournament. The Fire Bowl is open to anyone and everyone—not just Public Safety/Emergency Medical Services teams—so feel free to tell your family and friends so they can put a team together!

The Fire Bowl began in 2010 as a charity 7-on-7 flag football tournament. It was created by members of the Cedar Rapids Fire Department and is a program operated by the Cedar Rapids Firefighters Foundation. The mission of the Foundation is to have a direct impact on the social, mental and physical well-being of families living in Iowa. The non-profit organization has donated more than $150,000 through this event to organizations that assist children right here in Iowa. In 2016, the event format changed from flag football to sand volleyball. The sand volleyball tournament features 100, 6-player teams.

There are many charitable organizations that could use the Foundation’s support, so each year there is a new cause to support. This year, the Firefighters Foundation has teamed up with the Cedar Rapids Police Protective Charity and will help fund the Santa Cop program. Held annually at the Target store on Blairs Ferry Road NE, Santa Cop matches underprivileged children in our community with Cedar Rapids police officers to shop for winter necessities.

To register, please visit https://www.eventbrite.com/e/8th-annual-crfd-fire-bowl-2017-tickets-35284502898?aff=e62

Milestones:

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<td>5,000</td>
<td>Qtr 1: Baseline</td>
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<td>7,500</td>
<td>Qtr 2-4: same as Qtr 1</td>
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Health Solutions Info

Wellness Program Testimonial

“I really like coaching because it’s for me, and with your guidance I wouldn’t have gotten as far, and it helps me stay on track. If it wasn’t for the coaching, I wouldn’t have known about the elevated A1c and the pre-diabetes, and now I’m watching carbs and feeling more healthy and stronger.”

-Michael Bideaux, Water Department

Share with us YOUR success story! How has the City of Cedar Rapids Wellness Program helped you achieve your best self? Send feedback to Anji, Health Coach with Health Solutions at: angelaantkowiak@hsi-rx.com
Show us your healthy cooking chops by competing in the **Blue Zones Cook-Off Challenge** at the Annual Health & Safety Fair

**Sept 27** from 1 pm – 4 pm.

The recipe category is **Sensational Snacks and Sides.**

Assemble your team with no more than 4 individuals.

  At a minimum, your recipe must follow the Slash Sugar, Diminish Dairy and Go Wholly guidelines.

* Submit your **team name**, **team roster** and **your recipe** for consideration to your department Wellness Ambassador **no later than August 31st**! Not sure who that is…contact Anji at Health Solutions at [angelaantkowiak@hsi-rx.com](mailto:angelaantkowiak@hsi-rx.com)

And then…

* All recipes will be reviewed by the Wellness Committee and four teams will be selected to compete in the Cook-Off Event at the Annual Health & Safety Fair.

* Each of the four teams will receive $75 to purchase supplies to make 50 bite-sized samples of their recipe.

* The first 50 Health Fair participants will vote on their favorite recipe to determine the winning team.
Annual Employee Survey

Our annual Employee Survey is an important opportunity for you to let us know how we are doing, and to share your thoughts and ideas for improving the organization. Some examples of ideas implemented from employee feedback are the Vision Plan, the City Manager’s Update and the City Manager’s Listening Post. Please take a few minutes to respond to the 2017 Employee Survey. Responses are due by Aug 25. Your participation is critical to helping create the best possible work environment for all employees. Thank you for your time and feedback.

Purchasing Spotlight

Local Preference Policy

In 2010, City Council passed Resolution No. 1239-10-10 which set policy to give preference to businesses in Linn County, Iowa. On August 8, 2017 that policy was updated through Resolution No. 1048-08-17 to include a local small business preference for an additional 2% to be applied to certified local businesses who are registered with the Federal Government as a Small Business under at least one of the following categories:

1. Small and Disadvantaged Business
   a) Must be 51% or more owned and controlled by one or more disadvantaged persons
   b) Disadvantaged person must be socially and economically disadvantaged
   c) Firm must be small according to Small Business Administration definitions

2. Service Disabled Veteran Owned Small Business
   a) Must have a service-connected disability as determined by the Department of Veterans Affairs or Department of Defense
   b) Must be 51% or more owned and controlled by the service disabled veteran, who must hold the highest officer position in the firm
   c) Firm must be small according to Small Business Administration definitions

3. Woman Owned Small Business
   a) Firm must be at least 51% owned and controlled by one or more women
   b) Women must be US citizens
   c) Firm must be small according to Small Business Administration definitions

In order for a business to be entitled to a local preference and a small business preference, the business must have a completed, approved, notarized Local Business Certificate on file with the City of Cedar Rapids Finance Department, must have a DUNS Number and must be registered with the Federal government on the System for Award Management (SAM) website www.sam.gov

How to apply the preference can be found on CR@Work at the following link: http://cratwork/BusinessTools/CityPurchasing/Pages/Local-Preference-Policy.aspx

Please contact Purchasing Services at 286-5021 with any questions.
2017 EMPLOYEE SERVICE AWARDS

TAILGATE PARTY!

THURSDAY
October 12, 2017
11:15 am - 1:00 pm
Ushers Ferry Lodge

Help honor employees for their years of dedicated service to the City of Cedar Rapids. Please RSVP and submit payment to your department contact by September 22, 2017.

$5
Payable by cash or check to “City of Cedar Rapids” by Sept. 22.

YOU MUST REGISTER PRIOR TO DEADLINE
No late reservations or walk-ins will be allowed.

If you have food sensitivities or have ingredient labels available as you can make educated decisions. To see if labels you may contact us at cmoggersev@cityofcr.org ahead of time or review the labels at the event.