Employee News

New Employees


Benjamin Bisaillon, Finance – Auto Equipment Mechanic 1 effective Aug 22. Benjamin joins us from Streets Division in Spencer, IA.

Chelsea Archibald, Human Resources – Assistant Human Resources Director effective Aug 27. Chelsea joins us from Transamerica in Cedar Rapids.

Jeannie Johnson, Eastern Iowa Airport – Airport Guest Services Associate effective Aug 29. Jeannie will join us from the CR School District. (no photo attached)

Employee Promotions and Transfers

Austin Rust, Public Works – transfer to Public Works Laborer from the Streets area effective Aug 20. His previous position was Temporary Public Works Laborer.

Sandy Pumphrey, Development Services - transferred to Assistant Development Services Manager effective Aug 20. His previous position was Project Engineer II.
City Manager and Director Updates

**Odor Control Improvements at Water Pollution Control Facility (WPCF)**

Work on the $6.59 million air treatment and odor control project at WPCF will soon be complete. Two new biotrickling filter towers have finished construction and begin normal operation next week. Two 90’s-era bioscrubbers have been rehabbed, including filter media replacement, and have already resumed normal operations. This type of odor control, like wastewater treatment, is a biological process. The human nose can be extremely sensitive to hydrogen sulfide, an odorous compound produced through the treatment process. Naturally occurring bacteria that live on the filter media (lava rock or spun plastic) use hydrogen sulfide for energy. As the bacterium use the hydrogen sulfide, odor is removed from the air. Humans can detect the scent of hydrogen sulfide at a concentration of only .02 parts per million or less — less than one percent of safe operating levels. Fall has historically been the time we receive the most odor complaints. Plant operations do not change during this time frame, but cooler, more stable overnight weather conditions (“inversions”) can concentrate hydrogen sulfide in the air. The concentrated gas results in an odor that is potentially more noticeable to some of our neighbors. While we may not be able to completely eliminate odor at WPCF, this project is expected to improve overall conditions by giving plant operators more control options and additional capacity for odorous air treatment.

**Massage Therapy Business License Ordinance**

The Police Department has been working with community members to receive input about a Massage Therapy Business License Ordinance. Staff has met with a focus group six times in September. The focus group consists of local massage therapists, social service agencies, police officers, and city staff. The group has spent time working through some of the concerns that they had about the ordinance and these concerns have been addressed. The most common concerns were related to those that were exempt from the ordinance and licensing fees. Staff will continue to meet with the group monthly to address concerns and discuss issues related to massage therapy, human trafficking, and prostitution. Currently, focus group changes have been submitted to the City Attorney for review.

**Opening of Johnson Avenue Roundabout**

The roundabout at the intersection of Johnson Avenue and Wiley Blvd was open in time for the first day of school, and the first drop-off and pick-up events were smooth and uneventful, with no incidents and no accidents. The Public Works Department had conducted numerous outreach events prior to school starting to help encourage a smooth transition to the new intersection. On the first few days of school, members of the Public Works Department and Police Department were on site to monitor and assist as needed with traffic flow. Moving forward, we will continue to make site visits and work closely with the school district to monitor and address any questions or concerns.

**STAR Community Designation**

After nearly a year of work and collaboration by many, Cedar Rapids recently earned a Certified 4-STAR Community designation from the STAR Communities organization for our comprehensive sustainability efforts. STAR Communities is the leading, national framework for measuring and designating community performance, and achieving 4-STAR status is a win for the entire organization and the community.

Please join us for an Open House and Celebration on Tuesday, August 28 from 4:00 – 5:30 p.m. in City Hall’s Training Room to visit with City colleagues and community partners, and learn more details of the assessment, what we are doing well, and next steps.

This 4-STAR achievement is a testament to the hard work and continuous improvement efforts of our City staff. Sustainability is woven into our core philosophies at the City of Cedar Rapids, and this ranking affirms that each one of you are making important, long-lasting contributions to our community.

Learn more about STAR:

**STAR Report** – This STAR-provided document gives a great look into Cedar Rapids’ successes, opportunities, and comparison with other cities.

**STAR Infographic** – Offers a glimpse into the City’s STAR success and context for completing the assessment.

**Sustainable City Government Timeline** – This document provides a look at past and future sustainability efforts.
Community Development Housing Services Team Takes Initiative

The first Core Value of the City of Cedar Rapids is “We Serve Enthusiastically”. “Taking Initiative” is one of the elements of serving enthusiastically. To better understand how serving enthusiastically by taking initiative occurs within the City, I asked our Community Development Housing team a couple of questions.

What does the city value of serving enthusiastically by taking initiative mean to you and your team?

It is important to serve our customers and our team with enthusiasm and initiative. Our customers are often faced with difficult circumstances that require us to research a variety of solutions to see what will work best for the family. Taking the time to find an answer rather than forwarding calls helps customers know that we are here to support and advocate for them when necessary. When it comes to serving our team, we eagerly collaborate with one another.

Can you provide an example of how your team demonstrated this value?

When we learn that our customers are dealing with difficult housing situation such as a water leak or fire, we take the initiative to provide options for the family. In one situation, a customer contacted us about a water leak. This call prompted us to contact other customers in that building to assess their needs. We proactively identified several other customers in the same circumstances. In these situations we often work with other city departments such as Building Services to ensure a healthy living environment. A quick response is important so community members can resume their routines after a disruption in their living environment.

Recommendations on serving enthusiastically by going the extra mile.

It is important to treat others the way you want to be treated. Taking a moment to step away from the situation can often provide a new perspective and assist in understanding the customer’s needs. Trusting one another and operating as a team allows us to serve enthusiastically and take initiative which benefits our community.

In the coming weeks, we will take a closer look at how serving enthusiastically is being demonstrated by teams throughout the city. Click this link to share examples of how your team is demonstrating the city’s core values.

For more information about the organizational health initiative at the City of Cedar Rapids contact: Sue Sager, Organizational Development Manager, s.sager@cedar-rapids.org 319-777-1699.
We want to hear about how safety impacts you! Please complete a quick survey: https://www.surveymonkey.com/r/DHyQ8NC

Save the date for the Especially For You® Race Against Breast Cancer

Sunday, October 7
Mercy’s Hall-Perrine Cancer Center, Cedar Rapids

Online registration is open!

Click here to register online as a participant on the City of Cedar Rapids team
Are you interested in saving lives right here in our community?

Consider donating blood! On **Wednesday, Sept. 19**, City employees are coming together to support the local blood supply. Your donation will stay local. Mississippi Valley Regional Blood Center (MVRBC) services both Mercy and St. Luke’s Hospitals as well as the hospitals in Iowa City, and helps keep families together. Support your friends, family, and neighbors by giving with us this fall.

**Will you give at the Cedar Rapids Blood Drive?**

Remember - YOUR donation can have a **HUGE** impact - every one donation impacts the lives of 3 - 4 patients right here in our community! Please consider scheduling an appointment.

City of Cedar Rapids Blood Drive
Wednesday, Sept 19
7:15am - 11:00am
Time Check Hall Conference Room, City Services Center

*Don’t forget to eat a good meal and hydrate before donating!*

Contact Judy Powell, j.powell@cedar-rapids.org or sign up online: [www.bloodcenter.org](http://www.bloodcenter.org)
HEALTHIEST STATE WALK & TAILGATE

WEDNESDAY, OCT. 3, 2018
12 PM

WHAT: Downtown Cedar Rapids’ annual Heathiest State Initiative walk and tailgate. This short, fun event is designed for you to move, connect and get back to the office. Walkers can have lunch, socialize, and enjoy tailgate-style entertainment.

WHEN: The group will depart promptly at Noon on Wednesday, October 3.

WHERE: Walkers will meet in front of City Hall on 1st Street SE and arrive at Greene Square 20 minutes later.

SPONSORS:
CITY OF CEDAR RAPIDS BY THE NUMBERS...

2018 ANNUAL HEALTH SCREENING RESULTS

2018 PARTICIPANTS ARE:
11% HIGH RISK
29% MODERATE RISK
60% LOW RISK

89% OF CITY CR PARTICIPANTS HAVE A MODERATE OR LOW RISK STATUS

IMPROVEMENT SINCE 2017
53% IMPROVED FROM HIGH RISK TO A LOWER RISK GROUP
92% MAINTAINED MODERATE RISK OR IMPROVED TO LOW RISK
76% MAINTAINED LOW RISK

MORE STATS...

THE AVERAGE WELLNESS SCORE ON THE HEALTH RISK ASSESSMENT (60-100 IS CONSIDERED LOW RISK).

83

74% OF ELIGIBLE EMPLOYEES PARTICIPATED IN THE WELLNESS PROGRAM. OVERALL, THERE HAS BEEN A 10% INCREASE IN THE TOTAL ELIGIBLE POPULATION SINCE 2013.

83%

FOR THE SECOND YEAR IN A ROW, 83% OF THE DEPARTMENTS ACHIEVED THE 75% PARTICIPATION GOAL OR IMPROVED DEPARTMENTAL PARTICIPATION FROM THE PREVIOUS YEAR.

THE CITY OF CEDAR RAPIDS WELLNESS PROGRAM IS TRYING TO ACHIEVE 75% PARTICIPATION, 60% ENGAGEMENT, AND 75% LOW RISK POPULATION.

YOUR CURRENT STATS ARE:
74% PARTICIPATION
67% ENGAGEMENT
60% LOW RISK

ACHIEVING SUCCESS THROUGH:

PARTICIPATION
ENGAGEMENT
LOW RISK

wellness
CITY OF CEDAR RAPIDS

Health Solutions
YOUR HEALTH AND WELLNESS PARTNER
Save the Date!

2018 Employee Wellness Fair

Presented by
City of Cedar Rapids Wellness Ambassadors

Wednesday, Sept 12   1:00-4:00pm
City Services Center
Large Vehicle Bay

- Over 30 Vendors in attendance offering free SWAG
- Visit 20 vendors to be eligible to win one of over 20 AWESOME door prizes!
- Free Popcorn
- Get your blood pressure checked by a professional
- Have your blood typed by Mississippi Valley Blood Center
- Free Chair Massages

*Receive 25 Wellness Points for attending
One ‘Wellness Hour’ may be used for this event.

Time away from your normal work schedule must be approved by your supervisor.

For questions please contact your Wellness Ambassador.