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Employee News

New Employees


Promotions / Transfers

Casey Dix, Public Works - has been promoted to Project Engineer I effective July 22. His previous position was Civil Engineer I.

Tara Manderscheid, Human Resources – has transferred to Human Resources Specialist II – Employee Records effective Aug 1. Her previous position was Benefits Specialist.

Marcus Quaas, Utilities– has been promoted to Solid Waste Recycling Driver Collection II effective Aug 7. His previous position was Solid Waste Recycling Driver Collection I.

Joel Parker, Public Works – has been promoted to Streets Driver effective Aug 7. His previous position was Public Works Laborer.

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

US Army Corps of Engineers Quarterly Meeting
On Tuesday, July 30, Colonel Sattinger and his team joined the City for our quarterly on-site meeting to discuss the east side Flood Control System construction projects. Topics of the meeting included the status of federal FY19 projects which include the addition of pumps to the Lot 44 and Sinclair pump stations, and the 16th Avenue SE gate closure. We are planning an October 8 groundbreaking ceremony for the 16th Avenue project. Issues related to land acquisition, schedule, and communications were covered in-depth. Members of the ACOE construction inspection team will soon have temporary offices in the basement of City Hall (near the Fitness Center).

Fully-Involved Young Women’s Fire Academy
The 3rd Annual Fully Involved Young Women’s Fire Academy was held last week at the Fire Department. The Fully Involved Young Women’s Fire Academy is designed to introduce young women between the ages of 15-21 to firefighting as a career. The mission of the academy is to provide leadership and career development opportunities in the fire service for women. The Academy is innovative in that the weeklong program is taught by female firefighters. The Academy empowers, inspires, and supports strong women leaders and seeks to increase diversity within the fire service.

Throughout the week, the participants had a number of activities including fire suppression exercises, search and rescue techniques, CPR training and patient packaging, vehicle rescue and extrication, hose line handling, fire extinguisher training, learning to use a self-contained breathing apparatus, completing a physical qualification test, water ball fights, emergency room visits, and more. There were 13 young women that participated in the Academy this week. In addition, there were two leaders that were in training – these two leaders were second year participants who assisted in training and coordinating the Academy throughout the week. Please see the Fire Department’s Facebook page for several posts, including photographs, of activities that have taken place this past week.

Eastern Iowa Heroin Initiative Recognized For Innovation
The Eastern Iowa Heroin Initiative will be recognized for developing innovative solutions to combat the opioid epidemic on August 6 at a ceremony held at the Embassy Club in Des Moines. The Eastern Iowa Heroin Initiative is funded by the Midwest High Intensity Drug Trafficking Area and is a joint venture of the United States Attorney’s Office and the Cedar Rapids Police Department. The Initiative was formed in 2015 to combat the rise of opioid overdose and death in Iowa by using a three-part strategy of enforcement, prevention, and treatment. The award is given by the Addiction Policy Forum, which is a nationwide nonprofit organization dedicated to eliminating addiction as a major health problem.

Deaths from opioid-related symptoms reached a 10-year low last year in Iowa. The innovative efforts of the Cedar Rapids Police Department, United States Attorney’s Office for Northern District of Iowa, and Midwest High Intensity Drug Trafficking Area to develop one of only two comprehensive opioid awareness and outreach programs in the country is impactful. Since 2015, the Eastern Iowa Heroin Initiative has conducted numerous town hall events to raise community awareness, training events for first responders to correctly handle an overdose scene and conduct a responsive investigation, naloxone (Narcan) administration training, training to medical professionals, and training to drug treatment and prevention specialists. As part of the enforcement efforts, the U.S. Attorney’s Office has prosecuted over 100 defendants for various felony-level opioid charges since October 2015 throughout the district. These prosecutions involved trafficking in opioids, including heroin, fentanyl and other dangerous drugs. Many of the cases involved drug distributions that resulted in overdose death or injury.

Bus Route Changes Scheduled for August 19
Cedar Rapids Transit will be implementing route and schedule adjustments to the city bus routes on August 19. The changes will focus on improving the existing fixed-route service by streamlining routes, reducing travel times, and shifting service from lower-use to higher-use areas. In addition, the transfer point for Routes 5, 20, and 30 will be switched from Lindale Mall to Twixt Town Rd NE. For more information, please visit the Cedar Rapids Transit website at www.cedar-rapids.org/transit.

(continued)
City Manager and Director Updates

CR Reports Center Review
Beginning in August, the Information Technology Department will be contacting departments to review any department reports displayed in the CR Reports Center. This request will ask a department to discover who the regular users are of the CR Reports Center and to help in arranging for those users to meet as a group, with Chris Nelson, IT Report Analyst, with the goal of updating, enhancing, and consolidating the reports that the City currently has published. This is one of the first steps in creating a more efficient Reports Center. Your department’s assistance in this process is crucial for success and is appreciated. The CR@Work link to the CR Reports Center: [http://macon:88/CRReports/browse/](http://macon:88/CRReports/browse/)

FireEye Endpoint Security Protection
The City of Cedar Rapids Network has been connected to the State of Iowa’s Fire Eye System for the last 18 months. The Fire Eye System is an advance Endpoint Security System that detects known and unknown threats on network devices such as computers and servers. The Information Technology Department is currently notified of all alerts to investigate on the City System by the State’s Security Operations Center (SOC). Starting on August 12, when there is a threat detected on a City Networked Device that device will immediately be disconnected from the City’s network to prevent advancing of the threat. The Information Technology (IT) Department will then contact the user of the device to inform them of the situation, then investigate and build a new computer as needed. It is important especially under this new practice, all users are saving important information to the network drive.

City Hall and City Services Center Conference Rooms
The Information Technology Department has added a page to CR@Work which lists all technology equipment for the conference rooms at City Hall and City Services Center. You may find this information by going to [CR@Work > Employee Resources > Information Technology > Conference Room AV](http://macon:88/CRReports/browse/).

Spam Filter Device Upgrade
On Monday, August 5 at 5:01pm, Information Technology will be changing our current email spam filter to a new service. The City receives 7-8 thousand inbound emails per day and while our current email filter focuses more on conventional defenses, this no longer provides adequate and proper sanitization of emails containing spearphishing, impersonation attacks, malware or other crypto-type threats. The new service has been identified as one of the industry leading vendors for effective email sanitization on the market currently. Testimonials indicate that in many ways, this product has been identified to overall increase productivity for organizations due to more accurate email inspection, allowing for safe emails to be delivered and threats to be blocked. With the change of systems, the previous customized rules on the spam filter will be reset leaving only the standard rules.

The new product will also introduce advanced reporting to the user community which will show recipients the emails the system has blocked, and allow the recipient to release those emails for delivery that may have been marked as junk but still identified to be safe by the system. Additional information on this feature will be shared in a future City Newsletter.

Please feel free to contact the IT Service Desk via one of the following submission methods, IT Service Desk Portal: [http://itsupport](http://itsupport), Emailing itsupport@cedar-rapids.org, or Calling 286-5500 if a new customized rule is needed or if there are any questions.
TEAMING UP

Chuck Goss, Pat McDonald, Brian Archer, Jordan Cannon, Jake Dearborn: Facilities Maintenance

SAFETY

Justin Koller: Public Works

SERVING ENTHUSIASTICALLY

Brent Neighbor: Parks & Recreation
Shawn Haggarty: Police
Mike Zach: Utilities
Chauncey Barry: Parks & Recreation

Process Improvement: Resourceful Equipment Use

Saving time and money by using the Leaf Vacuum Truck for vacuuming wood chips from stump grinding.

Brad Helle: Utilities

Recognize a co worker at http://cratwork/EmployeeResources/orghealth/Pages/Index.aspx or organizationalhealth@cedar-rapids.org
I’m Glad You Asked!

Why are some people so challenging to work with? Part 4

The difference between people with “judging” and “perceiving” preferences can often cause challenges in working together. Learning how to leverage these differences can help our teams be more effective. The Myers-Briggs Type Indicator (MBTI) offers insights into our natural way of interacting with others. Take a look at the differences between these two preferences.

Here are some practical tips for working with people of the opposite preference:

1. Use generous intent. Give them the benefit of the doubt.
2. Seek first to understand, then to be understood. Learn the other viewpoint.

<table>
<thead>
<tr>
<th>Tips for working with judging preference</th>
<th>Tips for working with perceiving preference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide a timetable for the project</td>
<td>Be flexible with the project</td>
</tr>
<tr>
<td>Create a predictable system they can follow</td>
<td>Create a general process they can adapt as needed</td>
</tr>
<tr>
<td>Inform them of last minute changes as soon as possible</td>
<td>Create check points to discuss progress</td>
</tr>
</tbody>
</table>

You can take a free MBTI at https://www.16personalities.com/esfj-personality
PREVENTION & GLOVES

While gloves are useful in preventing hand injuries, they should never be considered as the primary prevention method. Gloves can often times contribute to as many hand injuries as they perhaps prevent. The most effective manner of preventing hand injuries is to perform a hazard assessment, then applying the hierarchy of controls.

When determining what gloves to wear, there is no "one-size-fits-all" or "protects-against-all-hazards" option.

Some common categories of gloves include:

- Heat Protection Gloves
- Leather Gloves
- Cryogenic Gloves
- Cut Resistant Gloves
- Rubber Coated Fabric Gloves
- Nitrile Gloves
- Welding Gloves

Glove Selection Considerations:

- What type of hazard(s) are the gloves protecting against?
- How much dexterity is required for the task?
- How long (or how frequently) will the gloves need to be worn?

It is important to make sure the gloves selected are comfortable enough that people will wear them, and that they fit well so they do not make the task more dangerous. Additionally, always inspect gloves prior to use: discard damaged gloves.

When determining what kind of gloves should be used when handling chemicals, the type of chemical as well as the anticipated type and length of time exposure will occur must be taken into account. Visit the glove manufacturer’s website to obtain a chemical compatibility chart.

Additional selection guidance available: https://tinyurl.com/y55hkhqv

DOLLARS & SENSE:

Hand injuries cost companies more annually than any other workplace injury in the U.S.:
- Approximately $740 million
- Severed Tendon: >$70,000
- Laceration: $10,000
- Stitches: $2,000
- Butterfly: $300

The costs above only indicate the direct medical costs associated with hand injuries.

The average claim for a hand injury exceeds $6,000.

The average hand injury results in 6 days of lost time. Approximately 110,000 total hours of lost time are attributed to hand injuries annually.

Average cost per pair of gloves:
- Nitrile gloves: $0.18
- Knit gloves: $0.40
- Rubber coated: $3.18
- Goatskin leather palm: $7.03
- Kevlar cut gloves: $8.11
- Cowhide leather: $12.11
Fire Department to Offer Citizens’ Fire Academy

The Cedar Rapids Fire Department is offering citizens a unique way of experiencing the firefighting career with the Citizens’ Fire Academy. The Academy includes 15 hours of instruction and practical experience. The goal of the Academy is to create a better understanding of firefighting activities. Citizens will find that firefighting is more than putting out fires, but also includes rescue operations, emergency medical services, fire prevention and education. Activities in which citizens may participate include Vehicle Extrication, Emergency Medical Services, Firehose Handling, Urban Search & Rescue and Live Fire Burn.

The Academy will meet every Wednesday night from 6:00-9:00 p.m. over a 5-week period beginning on Wednesday, September 4. The final Academy date will be on Wednesday, October 2. If there is a rainout on one of the scheduled dates, the makeup date for the last class is Wednesday, October 16.

Class size is limited to 12 citizens. Citizens interested in participating are encouraged to apply as soon as possible. Participants must be at least 18 years of age to apply. There is a nominal $30 fee to participate, which helps the Fire Department defer the costs of delivering the program.

For more information, please contact Firefighter/Paramedic Julie Popelka at 319-286-5277 or email j.popelka@cedar-rapids.org. Additional information is also available on the Fire Department’s website at www.cedar-rapids.org/fire.

Thank you to all that recently participated in the City of Cedar Rapids Wellness Program!

We would love to hear about your experiences with the health screening process (or health form) and the Understand Your Health Risk Assessment Results process (via video, group session or with a health coach). Please follow the links below to provide your confidential feedback:

Health Screening/Health Form Survey
Understand Your Health Risk Assessment Results Survey

NW Plant Tour

Thirty two staff and area residents toured the NW Water Plant on July 19, pictured here observing the Lime Softener part of the drinking water treatment process. iGreenCR Tours of City facilities help staff and residents alike understand how their work and daily lives are connected to important City operations and the talented people who run them. This completes the spring-summer series of Utilities tours—WPC, NW Plant, and Compost (Solid Waste Agency). Stay tuned for more tours this late summer and fall.

Solar Power Hour Wednesday at Metro Economic Alliance, 12-1pm

Attend this Wednesday’s Solar Power Hour at the Metro Economic Alliance from 12-1pm. Bring a lunch if you wish. This is a 1-hour educational session to promote the Linn County Solar Group Buy, a 4-month program to grow solar installations on homes and businesses. Through this program, you can take advantage of bulk-buying discounts. Starting price for the panels in this group buy is $2.12/W (before tax incentives). At Wednesday’s Solar Power Hour, you’ll hear a presentation on the basics of the program and the group buy and be able to ask Alliant Energy and the solar installer questions. The 2017 Linn County Solar Group Buy saw over 100 homes install solar at a price of $2.25/W. 2019’s prices are even better, so come learn if your home is a good fit for solar! More info and full list of Solar Power Hours is available at: www.growsolar.org/linncounty
Wellness Newsletter
National Immunization Awareness Month

Vaccines are among the most effective ways to protect against serious disease. Thoroughly tested before licensing, and carefully monitored even after they are licensed, vaccines can reduce the risk of infection by working with your body’s natural defenses to help safely develop immunity to disease.

Making the Vaccine Decision

Vaccine Ingredients

All ingredients in vaccines either help make the vaccine, or ensure the vaccine is safe and effective.

<table>
<thead>
<tr>
<th>Type of Ingredient</th>
<th>Examples</th>
<th>Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preservatives</td>
<td>Thimerosal</td>
<td>To prevent contamination</td>
</tr>
<tr>
<td>Adjuvants</td>
<td>Aluminum salts</td>
<td>To help stimulate the body’s response to the antigens</td>
</tr>
<tr>
<td>Stabilizers</td>
<td>Sugars, gelatin</td>
<td>To keep the vaccine potent during transportation and storage</td>
</tr>
<tr>
<td>Residual Cell Culture Materials</td>
<td>Egg protein</td>
<td>To grow enough of the virus or bacteria to make the vaccine</td>
</tr>
<tr>
<td>Residual Inactivation Ingredients</td>
<td>Formaldehyde</td>
<td>To kill viruses or inactivate toxins during manufacturing process</td>
</tr>
<tr>
<td>Residual Antibiotics</td>
<td>Neomycin</td>
<td>To prevent contamination by bacteria during vaccine manufacturing process</td>
</tr>
</tbody>
</table>

How Vaccines Prevent Diseases

When germs, such as bacteria or viruses, invade the body, they attack and multiply. This invasion is called infection, and the infection is what causes illness. The immune system then must fight the infection. Once it fights off the infection, the body has a supply of cells that help recognize and fight that disease in the future. These supplies of cells are called antibodies.

Vaccines help develop immunity by imitating an infection, but this “imitation” infection does not cause illness. Instead it causes the immune system to develop the same response as it does to real infection so the body can recognize and fight the vaccine-preventable disease in the future.

Ensuring Vaccine Safety

Vaccines help develop immunity by imitating an infection, but this “imitation” infection does not cause illness. Instead it causes the immune system to develop the same response as it does to real infection so the body can recognize and fight the vaccine-preventable disease in the future.

Vaccine Side Effects & Risks

Like any medication, vaccines can cause side effects. The side effects from vaccines are almost always minor and go away within a few days. If you or your child experience a reaction at the injection site, use a cool, wet cloth to reduce redness, soreness, and swelling.

Source Cited: www.cdc.gov/vaccines

To learn more about vaccines and to make the best decision for you and/or your child, consult with your Health Coach or Primary Care Provider. You can also visit www.cdc.gov/vaccines for more information, and to access an Immunization Schedule.

For more information, contact Health Solutions at (888)362-5920
OSHA Safe + Sound Week 2019

**AUG 12**

ICE CREAM SUndaes
10am-2pm: Risk Services/Safety Office

SAFETY BINGO BEGINS!
7am - Individual Tracking Sheet - brand new prizes

**AUG 13**

CITY COUNCIL MEETING - PROCLAMATION
12pm (noon): Council Chambers, City Hall

**AUG 14**

POPCORN
10am-2pm: Risk Services/Safety Office
11am-1pm: City Hall (veranda)
11am-1pm: Various Locations (as time allows)

**AUG 15**

CHAIR MASSAGES
8:30am-4:30pm: Risk Services/Safety Office
11am-4pm: Bever Conference Room, City Hall
* sign-ups posted Aug 12 on door to massage rooms

**AUG 16**

SAFETY BINGO ENDS - RETRIEVE PRIZES!
7:30am-3:30pm: Risk Services/Safety Office

Visit CR@Work, department safety boards or your Safety Committee Representative for more specific event details.
2019 EMPLOYEE SERVICE AWARDS

Garden Harvest

SAVE THE DATE!

THURSDAY, OCTOBER 17
11:15 a.m. - 1:00 p.m. | Ushers Ferry Lodge
More information to come!

CEDAR RAPIDS
City of Five Seasons
3rd Annual
CITY OF CEDAR RAPIDS
GOLF OUTING
Open to All City Employees, Families and Guests

4 - Person Best Shot at Twin Pines Golf Course
Sunday, August 25 9:00 AM Shotgun Start
$40 per person (includes Golf, Cart, Lunch, Prizes)

You Get:
• Round of Golf
• Golf Cart
• Lunch

New This Year:
• City Trivia at Holes
• Hole Events with Prizes
• Prizes for Top 3 Places per Flight

Not a Golfer? Join us for lunch only. $6 per person.

Questions? Contact Mark McMahon, Head Golf Professional
m.mcmahon@cedar-rapids.org, 319-286-4589

Deadline: 5:00 PM, Friday, August 9, 2019
(20 Team Maximum)

3RD ANNUAL CITY OF CEDAR RAPIDS GOLF OUTING ENTRY FORM

Player #1 Last Name: ___________________________ First Name: ___________________________
Player #2 Last Name: ___________________________ First Name: ___________________________
Player #3 Last Name: ___________________________ First Name: ___________________________
Player #4 Last Name: ___________________________ First Name: ___________________________

Don’t have a foursome? Sign up below as a single and we will pair you with a group.
Single Player Last Name: ___________________________ First Name: ___________________________

☐ CHECK ENCLOSED (Payment must be received by 5:00 PM, August 9, 2019.)
Make checks payable to City Treasurer and send to Ellis Golf Course; Attn: Mark McMahon,
Head Golf Professional; 1401 Zika Avenue NW; Cedar Rapids, IA 52405.