### 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.

### 2018 Employee Satisfaction Survey

We want to hear from you! Please take a few minutes to complete the annual Employee Satisfaction Survey. It is a great opportunity for you to share your ideas and opinions. The confidential survey is an important way in which we learn how we can improve as both a place to work and as an organization. The survey will be open for two weeks – July 26th through the end of the day August 9th.

See page 2 for additional information.

### Employee News

#### New Employees

**Eric Pate, Community Development** – Planner I effective Aug 6. Eric joins us from the Florida Department of Environmental Protection Division of Recreation and Parks in Tallahassee, FL.

**Ted White, Utilities** - Water Plant Operator I effective Aug 6. Ted joins us from Lyondellbasell in Clinton, IA.


**Tyler Smith, Police** – Police Officer effective Aug 6. Tyler joins us from the United States Air Force in Great Falls, Montana.
City Manager and Director Updates

PD Collaborates with Mental Health Professionals

The Police Department was awarded the Justice and Mental Health Collaboration Program (JMHCP) Grant in September 2017 to facilitate collaboration between the criminal justice, mental health and substance abuse treatment systems. The Police Department partnered with Foundation 2 to employ a Law Enforcement Liaison with the goal of connecting those experiencing mental health issues to appropriate resources rather than incarceration.

The Law Enforcement Liaison works with police officers and responds to calls for service involving those with a mental health crisis. The Law Enforcement Liaison, who is based out of Cedar Rapids Police Station, has the primary role of assisting officers who have identified individuals who may need some type of assistance with mental illness or co-occurring disorders. One of the primary responsibilities of the Liaison is to direct resources to individuals in need. When individuals have access and utilize the necessary resources, there is a decrease in calls for service and there is less likelihood of incarceration. By working with individuals who have suicidal ideation, depression, family issues, substance abuse, or housing issues, the impact on police resources is reduced.

The Liaison position began in February 2018 and through June 2018, 69 individuals were assessed for mental health services. Of those assessed, 55 people received mental health services.

Although the program with the Law Enforcement Liaison is a main component of the grant, Justice and Mental Health Collaboration team members also co-chair the Linn County Stepping Up Steering Committee. This group is comprised of law enforcement, mental health professionals, judges, public officials, jail administrators, attorneys, substance use treatment providers and hospital administrators. They have been working on sequential intercept mapping and have recently formed workgroups to address how our community can remove barriers at each of the intercepts. One of the successes of this program has been a weekly Jail-In Custody Review which involves analysis of those in jail that have presented mental health issues and what supports would be necessary for release.

2018 Employee Satisfaction Survey

We want to hear from you! Please take a few minutes to complete the annual Employee Satisfaction Survey. It is a great opportunity for you to share your ideas and opinions. The survey is an important way in which we learn how we can improve as both a place to work and as an organization.

The confidential online survey can be accessed by the following link: https://www.surveymonkey.com/r/FGJWXMQ

OR by scanning the QR code below with your mobile phone:

- The survey will be open for two weeks – July 26th through the end of the day August 9th.
- This online survey is confidential and can be accessed through the link above or by scanning the QR code.
- The online survey will be accessible 24 hours a day, seven days a week, from home or work.

Employees who do not have a city email address will receive a paper survey from their manager or can scan the QR code with their mobile phones. We have sent separate information to managers who will distribute paper surveys. It is very important that all employees have the opportunity to provide input.

Please contact April Wing a.wing@cedar-rapids.org or ext. 5683 with any questions.
This month’s Employee Thank You Award

The City of Cedar Rapids takes pride in the services we provide on a daily basis. Often, there are employees who go “above and beyond” in any particular situation in order to help out a citizen or fellow employee. In other instances, the employee will go out of their way to do what is right without even thinking about what is expected. They simply do it because they can! These types of actions greatly impact our community and work environment and we want to make sure to recognize our fellow employees for their efforts.

We urge you to take the time to thank a fellow employee so that these acts of kindness do not go unnoticed.

This month’s recipient of the “Thank You Award” is:

Trevor Foss – Solid Waste – Nuisance Abatement Officer

The Solid Waste department received a phone call regarding Trevor’s work:
A resident on the NW side of Cedar Rapids called in to pass along their sincere gratitude to Trevor for cleaning up a mess. When the call was received regarding the mess, Trevor made the trip out right away to get it cleaned up, instead of letting it sit over the weekend. The caller was very appreciative of Trevor’s efforts and for going above and beyond.

Submitted by Mark Jones, Solid Waste Superintendent

The Thank You Program is meant to recognize employees of all levels for their extra efforts. (Frontline Employees up to Department Directors)

To submit a Thank You, please fill out the form, which can be found on CR@Work under Recognition Program and email the form to HR-OrgDev@Cedar-Rapids.org or send a hard copy to the Human Resources Department.

Sign up to receive important employee information by text message

Have you signed up your personal phone to receive important employee information via text message? Signing up today will allow you to receive important employee information and emergency alerts right on your phone. This communication channel will be used in emergencies to relay critical information. It will also be used periodically to send reminders and information regarding benefits, internal events, and other timely internal information. You will also have the option to receive public Cedar Rapids news that is sent to residents, such as city events, programs and services.

Please click here to sign up to receive employee related communication via text
We Serve Enthusiastically

The first Core Value of the City of Cedar Rapids is “We Serve Enthusiastically”. To better understand how serving enthusiastically occurs in our everyday work, I asked our City Manager, Jeff Pomeranz, a few questions.

Question: What does the city value of serving enthusiastically mean to you?
Jeff: Serving enthusiastically means having a smile on your face and an attitude that says, “I’m here to help.” It is taking the time to understand our community and the individuals that make our community such a great place to live and work.

Question: Can you provide an example of a time your team demonstrated this value?
Jeff: There are thousands of examples of how city employees serve enthusiastically every day. This past weekend, staff from many different departments worked enthusiastically and teamed up to bring a new event to Cedar Rapids called NewBo Evolve. NewBo Evolve was a hugely successful, multi-faceted festival. The weekend included national headlining artists like Kelly Clarkson and Maroon 5 along with classes, demonstrations, and performances for everyone. This is a great example of staff serving enthusiastically as we partner with businesses and community members.

Question: What is your suggestion to others who want to serve enthusiastically?
Jeff: My suggestion for serving enthusiastically on a daily basis is to enjoy your work. When we enjoy our work, we are authentic and enthusiastic. Positive people make those around them happy and are able to accomplish a lot. Invest yourself in your team members and the community we serve and you’ll find lots of reasons to be enthusiastic.

In the coming weeks, we will take a closer look at how serving enthusiastically is being demonstrated by teams throughout the city.

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.
Flood Control:
Investing in a Strong Future

City Council members Scott Overland and/or Tyler Olson will speak to employees about Flood Control System funding, and offer their ideas and perspective regarding the City's funding commitment. Flood Control System Program Manager Rob Davis will also provide an update on the engineering of the system and what residents can anticipate in the next few years.

Thursday, August 23
12:00 – 1:00 pm
CSC, Five Seasons Conference Room

FREE LUNCH FROM JIMMY JOHNS!

Please RSVP by Friday, August 10 to participate and reserve your lunch.
RSVP by emailing: citymanager@cedar-rapids.org
Employee Appreciation
The following email was sent with a subject line of:

Subject: HUGE THANK YOU TO MERLE BAILEY

I wish to thank Merle Bailey from the Streets Department. I received a phone call on Conrad Vandezandschulp’s phone. Merle found the phone on Highway 100 by Menards and called me. I am in Klamath Falls, Oregon and got a hold of someone to tell him where his phone is.

I think Merle was a very honorable and wonderful man to make a contact and turn the phone in. Being a former City employee 1978-2015 and my ex-husband was a police officer for the City, I know you do not often get the appreciation from the public.

Please honor Merle for doing this for Conrad. I am sure he is frantically searching for his phone.

Stephanie Vandezandschulp
Former 911/Police/Fire/Animal Control Dispatcher

Kudos to Street Division Paving Crew
The City of Cedar Rapids was recently tagged in this Facebook message by a resident:

“Everybody wants nice roads, nobody wants THEIR road shut down”! That’s what I said to the fellas working over here in God’s country on the SW side fixing 1st Ave. Major shout out to the City of Cedar Rapids Iowa Government workers who are busting their butts to get this done. Only shutting down the street for 4 days to get this all handled, they even knocked on our doors to remind us to move after multiple reminders. Great work by the City!

IPERS Meetings
Are you an IPERS member thinking about retirement in the next few years? IPERS is coming to Hiawatha’s Kirkwood Linn County Regional Center on September 10th. If you are interested in learning more about retirement and would like to set up an appointment to meet with an IPERS representative, call IPERS at 800-622-3849. There are a limited number of appointments available so call now to hold your spot!

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

Sunday, October 7, 2018
Mercy’s Hall-Perrine Cancer Center, Cedar Rapids, IA
Online registration is open!

[click here to register online as a participant on the City of Cedar Rapids team]
Save the Date!

2018 Employee Wellness Fair

Presented by the Cedar Rapids Wellness Ambassadors
Wednesday, September 12
1:00pm - 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 Blood Center
- Free chair massages

*Received 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, contact your Wellness Ambassador.

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Water Conservation Rebates

The “Water Wise” program saves residents money, limits excess water runoff, and conserves water.

City employees may qualify for the Water Wise program.
The program allows any Cedar Rapids water customer to receive up to a $75 rebate when replacing an old toilet with a high-efficiency toilet. A $50 rebate is also available for the purchase and installation of rain sensors for lawn irrigation systems.

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[click here to register online as a participant on the City of Cedar Rapids team]
Employee Golf Outing
Put together a team for the 2nd Annual City of Cedar Rapids Golf Outing. The 4-Person Best Shot, held at Jones Golf Course on Saturday, Aug 25, is open to all City employees, their families and guests. Claim the trophy as the best team in the City. The tournaments costs $35 per person which includes golf, cart, lunch, and prizes. Call Mark McMahon with questions at 286-4589. Entry deadline is Friday, August 10. You’ll find the entry form below.
NEW DATE: The date for the Employee Service Awards has been updated from Thursday, Oct 25 to Thursday, Oct 4.
Black Bean & Corn Quesadillas

Ingredients:
- 1 8oz. bag shredded Mexican blend cheese
- 8 whole wheat flour tortillas
- 1 ½ cups bottled black beans & corn salsa
- 1 avocado peeled & chopped
- Plain Greek yogurt (or sour cream)

Instructions:
- Preheat oven to 300 degrees F. Divide cheese & avocado evenly among tortillas. Top each tortilla with 1 Tbsp. salsa. Fold tortillas in half, pressing gently.
- Heat large skillet over medium heat. Cook two of the quesadillas for 2-3 minutes or until lightly browned & cheese is melted. Remove from skillet & place on baking sheet. Keep warm in the preheated oven.
- Repeat. Serve with plain Greek yogurt & remaining salsa.

This month is an annual observance held in August to highlight the importance of vaccinations for people of all ages.

Week 1 – Back to School!
Getting vaccinated per the recommended immunization schedule is one of the most important things a parent can do to protect their child’s health. There are many grade schools and colleges that require students to be up-to-date and covered by certain vaccines.

Week 2 – Babies and Young Children
Vaccines give parents the power to protect their children from serious disease. Vaccines protect babies from 14 different diseases by the time they are 2-years-old.

When children aren’t vaccinated, they’re at risk for disease and can spread disease to others in their play groups, classrooms, and child care centers.

Week 3 – Preteens/Teens
Keeping up-to-date on your child’s vaccines will ensure a healthy future for your kids. Pre-teens/teens need 4 vaccines to protect against serious disease:
1. Meningococcal conjugate: protects against Meningitis and blood infections
2. HPV vaccine: protects against cancers caused by HPV
3. Tdap: protects against tetanus, diphtheria, and whooping cough (pertussis)
4. A yearly flu vaccine: protect against seasonal flu

Week 4 – Adults
Remember, immunization isn’t just for kids. To stay protected against serious illnesses like the flu, measles, and pneumonia, adults need to be vaccinated too:
- Adults 50+: recommended to receive the shingles vaccine
- Adults 60+: recommended to receive both pneumococcal vaccines

For more information, contact Health Solutions at (888) 362-5920.