TABLE OF CONTENTS

City Manager & Director Updates 2
Solar Panels 3
Employee Service Awards 4
Ethics Corner 5
Thanking Employees 6
Mercy EAP 7
Golf Sign Up sheet 8

Employee News

Upcoming Individual IPERS Counseling Sessions
Aug 21–24
Hiawatha
Kirkwood—Linn County Regional Center, 1770 Boyson Road
Rooms 802 and 804

Nov 27-30
Cedar Rapids
Residence Inn, 1900 Dodge Rd NE

Dec 4-7
Coralville
Country Inn & Suites, 2571 Heartland Pl

Pre-registration is needed to attend an individual appointment. Contact IPERS @ 1-800-622-3849 -- appointments fill quickly.

Women’s ERG at the Sag Wagon!
Wednesday, August 9 | 5-7 pm

Grab a friend and plan on joining the Women’s ERG (Employee Resource Group) this Wednesday to enjoy a relaxed get-together at the Sag Wagon, 827 Shaver Rd NE. The event is open to women and others interested in supporting women.

Making connections with co-workers throughout the organization can benefit your daily work, as well as the overall enjoyment of your job. In order to provide employees more opportunities to connect, the City’s Diversity, Equity and Inclusion Team is developing Employee Resource Groups (ERGs). The goal is to bring employees with diverse work functions together around a shared characteristic or common interest.

For questions, please contact Yvonne Aubrey: Y.Aubrey@cedar-rapids.org or x5008.

Employment Opportunities

HVAC Specialist, Solid Waste Recycling
Laborer Extra Driver, Water Plant
Maintenance Repair Worker I, Automotive
Equipment Mechanic II

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

Construction Zone Safety and Public Outreach
With a number of construction improvements underway throughout the community, work zone safety continues to remain a priority for both construction staff and public safety officials. In the past several weeks, city construction staff as well as contracted construction teams have experienced “near-misses” with workers nearly being struck by vehicles in construction zones. Speeding, distracted driving, and disregard for traffic control devices all play a factor. Public Works and Police Department staff worked jointly on a public outreach campaign to remind the traveling public of important safety tips and to share educational information on road signage and meanings. The media blitz helped result in coverage from several local media stations, bringing heightened awareness to work zone safety. You can read more about the City’s desire for safe road construction sites on the City’s blog: http://cms.revize.com/revize/cedarrapids/blog/Public-Works.php, as well as read the KCRG story online: http://www.krcrg.com/content/news/Cedar-Rapids-cracking-down-on-work-zone-traffic-violations-437051563.html

Fireworks Presentation
Fire Chief Mark English, Fire Marshal Vance McKinnon, and Police Captain Jeff Hembera will be providing information to the Public Safety and Youth Services Committee about the use of fireworks from June 1 - July 8, 2017 in Cedar Rapids. There is a City Council Subcommittee meeting scheduled for Tuesday, August 8 at 3:00 p.m. in the Community Room at the Cedar Rapids Police Station. The City Council requested that City staff provide statistics and an assessment of issues that occurred with the legalization of fireworks within both the state of Iowa and the city limits. City staff will present information to the Public Safety and Youth Services Committee so that they can make a recommendation to other Council members at the August 22 City Council meeting.

Safety Update
Employee injuries for the first half of 2017 are pacing very similar to last year. The City has experienced 29 total injuries through June 2017, compared to 30 total injuries for the same time period in 2016. While this is a positive number, the days away and restricted totals (a measure of the severity of the injuries) is pacing ahead of last year. We encourage all employees to remain vigilant and thoughtful as you complete your daily work so we can all go home from work every day the same way that we arrived.

Fitness Zones
A third fitness zone, funded by Cedar Rapids Realtors Association, has been installed by Parks construction staff along the Cherry Hill Trail just south of the pool. This station includes multiple elements for upper and lower body exercises and plyometrics. There is also a wheelchair accessible piece added for upper body exercise. At about $20,000 per fitness zone, this partnership between CR Parks and CR Realtors has added $60,000 in outdoor fitness equipment to neighborhood trails at Cherokee, Noelridge, and now Cherry Hill Park. A ribbon cutting ceremony will be held on Wednesday, August 16 at 2:00 p.m. Images of the equipment type used can be found at: HeathBeat Fitness Equipment.

Bike Fixit Stations
Parks management has completed planning with the Cedar Rapids Realtors Association for a new partnership to support Cedar Rapids trail users. With the completion of the third fitness zone funded by CR Realtors, continued interest in partnering with Parks for community health and recreation led to discussions to find funding for bike fixit stations. These are durable stations along the trails that provide basic tools and an air pump for cyclists to conduct minor repairs such as adjustments or flat repair. CR Realtors Association has proposed funding three fixit stations during 2017 and will work with Parks management for locations along the Cedar River Trail. This partnership will bring about $6,000 in CR Realtor funded improvements to the trail system. The fixit station can be viewed here: Bike Fixation.

Golf Update
Golf Operations was able to accommodate a golf outing for Pinky Primrose, a long time group organizer, at Jones Golf Course on July 25. Primrose had arranged an outing with another golf course in a community north of Cedar Rapids who could not honor their reservation. Staff at Jones Golf Course serviced Pinky’s group and maintenance practices were altered to accommodate the late scheduling for the outing.

Ellis Golf Course staff served over 300 golfers on Friday July 28 and captured $9,000 in revenue through several smaller group outings that were booked for that day. The combination of smaller outings, usually for family reunions and wedding parties, along with regular golf tee times contributed to the largest revenue for a Friday in the past five years at Ellis Golf Course. Additionally, the Golf Outing Coordinator has booked a “three-day golf outing” for 2018 for 8o players (each day) which will also include additional food and beverage services.
City Council and Director Update

**Ushers Ferry ADA Improvements**

Ushers Ferry Historic Village is scheduled for $604,000 in fall construction projects to increase accessibility at the village. The ADA improvements will make buildings in the village that are used for tours, rentals and programming accessible to all individuals. Buildings that are not made accessible this fall will be improved on a priority basis as funding becomes available. None of the buildings at the park are on a historic registry so they must be addressed like all other City facilities.

Staff reviewed buildings at the site to prioritize those that were essential to programming. Twelve buildings were placed in a high priority category. They include the lodge, restrooms, pavilion, gazebo, visitor’s center, school, church and others.

These buildings will be improved this fall. Two additional buildings have minor changes so while not in the fall bid, will be improved internally and be open for the 2018 season. Some buildings, such as the saloon, have amenities that will be transferred into a high priority building to keep the buildings with essential programming out of risk of future flooding.

Eight buildings will be temporarily inactive while staff seeks private funding. They have the potential to be used for future programming and will remain on the site for viewing. Two buildings have been identified for removal. They were designated as unsafe and not good candidates for repair.

Staff is excited about the improvements scheduled at the village. ADA improvements at Tait Cummins Softball Complex have increased attendance at the facility as individuals with mobility disabilities and parents with strollers are better able to use the ballpark. An increase in attendance at Ushers Ferry is anticipated when construction is finished as well.

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**Solar Panels at Booster Stations**

You may have noticed recently that solar panels have been installed in the NW quadrant of Glass Rd and Wenig Rd. This is the first of 3 water booster stations (Glass Rd, Chandler, Oklahoma/Kirkwood) to be getting solar panels installed as part of an effort to reduce the city’s carbon footprint and reduce energy costs. Once in operation, approximately 60-85% of the energy used at the 3 booster stations will come from solar power. Besides an initial consultant fee, there is no upfront cost as the equipment is owned by the solar provider. The estimate payback period (to cover the cost of the consultant) is approximately 1 year.

If you have questions, please feel free to contact Holly Ruble at h.ruble@cedar-rapids.org or x5286.

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**Blue Zones Cook-Off Challenge!!**

Show us your healthy cooking chops! Sign-up to compete in the Blue Zones Cook-off Challenge at the Annual Health & Safety Fair on Sept 27 from 1-4 pm. The recipe category for this cook-off event is Sensational Snacks and Sides, so dust off your recipes submit to win some fun and fabulous prizes. Here’s what you need to know:

**To sign up to compete:**

Gather your team of 4 individuals

Decide which recipe you’ll be making. The recipe must follow the Blue Zones Food Guidelines (which can be found at [https://bluezones.com/recipes/food-guidelines](https://bluezones.com/recipes/food-guidelines)). At minimum your recipe must follow the Slash Sugar, Diminish Dairy and Go Wholly Whole guidelines.

Submit your team name, team member roster and your recipe to be submitted for consideration to your department Wellness Ambassador. Not sure who to contact? Reach out to Anji at Health Solutions at angelaantkowiak@hsi-rx.com.

**Recipe submissions will CLOSE Aug 31!**

All recipe submissions will be reviewed and 4 Teams will be selected to compete in the Cook-off Event at the Annual Health Fair. Each Team will receive a $75 budget to purchase supplies to make their recipe, enough for 50 bite-sized samples. The first 50 Health Fair participants will vote on their favorite recipe to determine the winning team. So dust off your aprons and enter today!!
Employee Years of Service

The following employees recognized their anniversary with the City during July.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patricia Holderness</td>
<td>Library Administrative Clerk</td>
<td>30 yrs</td>
</tr>
<tr>
<td>Jeffrey Hembera</td>
<td>Police Captain</td>
<td>25 yrs</td>
</tr>
<tr>
<td>Charity Hansel</td>
<td>Police Officer</td>
<td>25 yrs</td>
</tr>
<tr>
<td>Adam Lindenlaub</td>
<td>Planner III</td>
<td>15 yrs</td>
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<tr>
<td>Theresa Munger</td>
<td>Water Utility Collections Supv</td>
<td>15 yrs</td>
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<tr>
<td>Rodney Irons</td>
<td>Animal Cntrl Officer</td>
<td>10 yrs</td>
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<tr>
<td>Jessica Schur</td>
<td>Lead Dispatcher</td>
<td>10 yrs</td>
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<tr>
<td>Randall Vest</td>
<td>Police Officer</td>
<td>10 yrs</td>
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<tr>
<td>Michael Dierks</td>
<td>Police Officer</td>
<td>10 yrs</td>
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<tr>
<td>Justin Boecker</td>
<td>Police Officer</td>
<td>10 yrs</td>
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<tr>
<td>Aaron Leisinger</td>
<td>Police Officer</td>
<td>10 yrs</td>
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<tr>
<td>Jessica Heintz</td>
<td>Police Officer</td>
<td>10 yrs</td>
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<tr>
<td>Lisa Miles</td>
<td>Patron Services Specialist</td>
<td>5 yrs</td>
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<tr>
<td>Joy Williams</td>
<td>Patron Services Specialist</td>
<td>5 yrs</td>
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<tr>
<td>Jerry Kneisel</td>
<td>Sts Hvy Equ Opr</td>
<td>5 yrs</td>
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<tr>
<td>Tyler Evans</td>
<td>Wtr Sys Mtnc-Rpr I</td>
<td>5 yrs</td>
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<tr>
<td>Derek McCusker</td>
<td>WPC Repair/Overhaul Mtnc Supv</td>
<td>5 yrs</td>
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<tr>
<td>Leland Hoeger</td>
<td>Housing Rehabilitation Specialist</td>
<td>1 yr</td>
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<tr>
<td>Emily Bolsinger</td>
<td>Transit Driver</td>
<td>1 yr</td>
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<tr>
<td>Timothy Tefft</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Korie Barber</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Tyler Melchert</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Benjamin Otis</td>
<td>Police Officer</td>
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<tr>
<td>Austin Dellamuth</td>
<td>Police Officer</td>
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<tr>
<td>Ryan Dunbar</td>
<td>Police Officer</td>
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<tr>
<td>Bryce Anders</td>
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<tr>
<td>Timothy Brown</td>
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<tr>
<td>Austin Mensen</td>
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<tr>
<td>Nathan Sawyer</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Mitchell Sheely</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Cody Williams</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
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<tr>
<td>Trask White</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
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<tr>
<td>Thomas Kacena</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
</tr>
<tr>
<td>Glenn Beaman</td>
<td>WPC Process Operator</td>
<td>1 yr</td>
</tr>
<tr>
<td>Jason Booth</td>
<td>WPC Process Operator</td>
<td>1 yr</td>
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</tbody>
</table>
Ethics Corner

Ethical Dilemmas
Throughout a person's career, it is a distinct probability that they may one day face an ethical dilemma in the workplace. These dilemmas oftentimes are “no brainers”, in as much that one can easily navigate the situation and successfully remedy it. Nevertheless, sadly, many will fall prey to not being able to handle these dilemmas correctly, and when unveiled, they often lead to scandals that are devastating. Many have lost their job, faced disgrace and public humiliation for failing to adhere to simple values and ethics. I submit the ethical values that are most tested in the workplace and destroy careers involve dishonesty, anger, peer pressure, lust, and greed.

We can train coworkers and ourselves how to handle and address these dilemmas when encountering one. There are many workshops and training classes. However, the simplest way to address these dilemmas is to have direct conversations with each other, supervisors/managers whenever there is suspicion of an ethical dilemma on the horizon.

- **Dishonesty:** A person has total control of their integrity. To lie, cheat, or steal is violating the integrity and the trust that one holds, and to do this, is an intentional act. Remember, facts (the truth) do not change. It is important to tell the truth no matter how difficult or uncomfortable the situation may be.

- **Anger:** We all get angry--it is a natural emotion. How we manage this emotion can be the difference between a positive outcome with someone, and an outcome that may lead to a complaint, or worse. For example, anger can escalate to a physical altercation. Initiating a violent response is never an answer to dispute resolution. If you feel yourself losing control of your emotions, walk away and remove yourself from the situation.

- **Peer Pressure:** Many of us have workmates and friends who may influence someone to do something unacceptable or in violation of policy or law. They will invoke peer pressure because of a false sense of acceptance propagated by the group. Again, resist, walk away, and exhibit inner strength to combat this pressure.

- **Lust:** This behavior in the workplace is never acceptable and leads to nothing positive. This is not the morality police exercising their authority; this is about keeping this behavior out of the workplace.

- **Greed:** Greed is sadly the dilemma most often encountered. There are times a feeling of entitlement will propel someone to falsely complete a pay sheet, put in for overtime not worked, or not record leave when they should have. This is done solely to fulfill a sense of greed fueled by their fabricated sense of entitlement.

These dilemmas can be avoided by practicing the golden rule—“Do unto others what you want them to do unto you” and remembering what our organizational values stand for.
Thank You Employees for making the first day of school easier for kids in our community!

The school supplies donated were delivered to Kids On Course University (Wright Elementary site). The kids and staff were very excited and grateful for the donations. These acts of kindness from City employees are greatly appreciated, thank you! CR Care Committee

Thank You Employees for your contributions to the Eastern Iowa Freedom From Hunger Campaign.

City of Cedar Rapids employees collected $1,400 for the Eastern Iowa Freedom From Hunger campaign, that equates to 8,400 meals. Your support for the HACAP Food Reservoir helps provide nutritious meals for kids and their families. With your help, HACAP works year-round to make sure our little ones have the food they need to grow up strong and healthy. Thank you for your generosity!!!

Identity Theft Assistance Services

From a lost wallet to full-on credit card fraud, having your personal information compromised is stressful. Madison National Life Insurance Company, provider of the City’s Life Insurance coverage, offers Theft Assistance Services through AMT Consumer Services, Inc. These services are free to all City employees via coverage under Base Life Insurance. The $50,000 Base life insurance coverage is for all benefit eligible employees and is paid for by the City.

AMT Consumer Services’ certified risk management specialists can assist you with:
- Accessing the scope of suspected or actual fraud
- Putting you in contact with law enforcement or local governmental agencies
- Filing the Identity Theft Victim’s Complaint & Affidavit
- Assisting with credit bureau fraud alerts
- Guiding you through the resolution process

These Identity Theft Assistance Services can be accessed 24/7 at 855-860-3727.

First Annual Employee Golf Outing

Open to all City employees, their families & guests
Saturday, Aug 26 @ Jones Golf Course
8:00AM Shotgun Start 4-person best shot
Entry Fee: $35 per person (includes golf, cart, lunch & prizes)

Not a golfer? You can still join in the fun. Come and play Ping Pong or Bags, or practice your putting on the practice green!

Fee for non-golfers to have lunch is $6.

Entry deadline is Friday, Aug 11 at 5:00pm
Registration is limited to the first 18 teams.

The Registration form on last page of the newsletter.
Positive Parenting Tips
Somedays it is really hard to be positive, especially if you are a parent. Tantrums, mealtime, bedtime, whining and being hurtful towards others can be challenging. Here are some easy tips to help:

Five Tips for more Positive Parenting:

- Ensure a safe, interesting environment where children can explore, experiment and develop their skills. Kids get bored and their attention spans are much shorter than and adults. Have activities for them to do while waiting for a meal at a restaurant - color, make up stories or play Eye Spy with items decorating the restaurant.
- Create a positive learning environment by being available when children need help, care or attention. Allow your children to have unstructured playtime, send them outside and let them know that you will be doing yardwork or in the garage. Let them know you are available if they need you and you can still see them to ensure safety or intervene if you need to.
- Using assertive discipline by being consistent and acting quickly when children misbehave. Kids are still learning and they are going to make mistakes. Use these opportunities to coach and encourage the behavior that you want to see. Then positively reinforce them when you see them doing it right.
- Have realistic expectations for children and yourself as a parent. No child and no parent is perfect all the time. Knowing what is developmentally appropriate for your child’s age and development stage will help you know what is realistic for them at that age and stage.
- Taking care of yourself as a parent and ensuring personal needs are being met. Being a parent is hard work and you can’t be the best parent you can be if you are not taking care of yourself and your needs. Take 15 minutes over your lunch hour or after the kids go to bed to read a book, take a walk, connect with your partner, spouse or friend.

If you are struggling with parenting, work/life balance or your relationships, Mercy EAP is here to help. Counseling services are available for all ages including family, individual and couples sessions. To make an appointment call 398-6694.
1st Annual
City of Cedar Rapids Golf Outing
(Open to all City employees, families, and guests)
4 - Person Best Shot
Saturday, August 26th @ Jones Golf Course
8:00 A.M. Shotgun Start

Entry Fee: $35.00 per person (Includes: Golf, Cart, Lunch, and Prizes)

Not A Golfer? You can still join in the fun as well!
Come and play Bags, Ping Pong, and practice your putting on the Practice Green!
Fee for non golfers to have lunch is $6.00

Entry Deadline: Friday, August 11 @ 5:00 P.M.
Sign up immediately! Registration open to the first 18 Teams!

Player #1 (First and Last Name): __________________________
Player #2 (First and Last Name): __________________________
Player #3 (First and Last Name): __________________________
Player #4 (First and Last Name): __________________________

Don’t have a Foursome? Sign up as a single below and we will pair you with a group.
Single: (First and Last Name): __________________________

Makes check payable to City Treasurer and send to: (must be received by 5 pm August 11, 2017)

Ellis Golf Course
Attn: Mark McMahon, Head Golf Professional
1401 Zika Ave. NW
Cedar Rapids, IA 52405
Ext: 4589
m.mcmahon@cedar-rapids.org

City Hall / Human Resources
Attn: Heath Halverson
101 1st Street SE
Cedar Rapids, IA 52401
Ext: 5110
h.halverson@cedar-rapids.org