Employee News

Wage Review Update
Segal Waters consultants continue their work as part of the 2019 Wage Review, surveying public sector peer employers, reviewing market data in the private sector, and reviewing Job Description Questionnaires. This study and analysis will continue throughout the duration of the summer. If you have any questions on the Wage Review process, please email WageReview@cedar-rapids.org, or check the FAQ page on CR@Work.

City Manager’s Employee 1-Bag Challenge
If every Cedar Rapids resident collected one bag of litter each year, we’d be the cleanest community in the world. That’s the gist of City Manager Jeff Pomeranz’s 1-Bag Challenge. And now he’s calling on YOU, City employees to answer the call. Bring a co-worker, enjoy a FREE lunch, pick up a bag, and enjoy your ‘class’ outside while we clean up our community.

Thursday, June 27  Noon - 1:00 p.m.
Meet at McGrath Amphitheatre

Please RSVP to participate and reserve your FREE lunch.
citymanager@cedar-rapids.org

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

**Flood Control Open House June 27**
The Flood Control System public open house will take place June 27, 4:30 p.m. – 6:30 p.m. at the Metro Economic Alliance. This will be the first of two open houses planned this calendar year to keep the public informed on projects set to come online soon as part of permanent flood control efforts. At the June open house, residents can learn more about projects starting soon as part of the Project Partnership Agreement with the US Army Corps of Engineers. This fall, a second open house will be held for the public to see concepts still currently under development, including elevating O Ave NW across the flood levee in the Time Check Neighborhood, E and F Avenue NW reconfiguration to accommodate flood control, 8th Avenue Bridge and riverfront projects, and greenways.

**Daniels Playground Opening**
The Parks and Recreation Department plans to open the new Daniels Park playground on Thursday, June 27 at 6:30 p.m. The playground includes a structure with equipment for children ages 2 to 5 years, and a second structure that is geared towards children ages 5 to 12 years. A net climber was purchased with funds donated by the Cedar Rapids Area Kiwanis. The new play equipment replaces structures that met their intended lifespan and will provide better accessibility and inclusivity to children of all abilities. The design and features were chosen with input from the public last fall.

**Additional Officers for Fireworks Response**
The use of fireworks is prohibited within the City limits of Cedar Rapids. Police officers will cite individuals who are apprehended illegally discharging fireworks. The violation requires a court appearance and the fine can be up to $625. There will be officers assigned for responding to fireworks calls for the next several weekends and around the Fourth of July holiday. At this time, there is only one approved fireworks vendor in Cedar Rapids, operating out of 4401 Bowling St SW.

**Jones Golf Course**
The back 9-holes at Jones Golf Course have been reseeded for the second time this spring. The first seeding was due to fall 2018 flooding. This most recent seeding was due to spring flooding. Staff anticipates the course will be ready for 18-hole play in late July or early August if weather conditions allow. The front nine holes have been open since May 24.

**CRFD Annual Fire Bowl Charity Sand Volleyball Tournament**
Join the Cedar Rapids Fire Department on Saturday, August 10 for the Annual Cedar Rapids Fire Bowl charity sand volleyball tournament. Start forming your teams and enjoy a fun day for a great cause. This year’s Fire Bowl proceeds will benefit Make-A-Wish to help grant the wish of a child with a life threatening medical condition in our community. The Fire Bowl sand volleyball tournament welcomes all six player teams, with no co-ed requirement. Each team is guaranteed to play at least three games. Register online or contact us at crdfoundation@gmail.com.
Team One is a concept defined by Patrick Lencioni in his book *The Advantage*. We are all part of many teams within our work environment. We may be part of a project team, department team, city team, community team, statewide team and many more. When demands pull us in different directions, it is especially important to know who our Team One is. Lencioni defines Team One as our supervisor and immediate peers. While we share the same team one as our immediate peers, our supervisor probably has a different Team One. This is important for the good of the whole organization. When each supervisor aligns with his/her peers, the organization is aligned. This enables everyone to be on the same page and pull in the same direction. When this occurs, we are operating for the community’s best interests, not our department’s best interest. While we have only one Team One, we are on many teams simultaneously. This is similar to being part of a family. We often play many different roles within a family. We may be a sister/brother, a mom/dad, a son/daughter and an in-law simultaneously. Check out this two-minute video in which Patrick Lencioni further explains the concept of Team One.

https://www.youtube.com/watch?v=BjE_mPoZPSg
VALUES IN ACTION
Recognition Program

TEAMING UP

Regional Flood Recovery, USAR: Corey Archer, Nathan Goodlove, Brian Gibson, Rick Halleran, Scott Donohue, Jesse Lennow, Kurt Kroemer, Justin Jensen, Curtis Walser

Standard Parade Routes: Mary Oehler, Andrea Cooper, Charlie Fields, Vance McKinnon, Duncan McCallum

Fully Involved Fire Academy: Julie Popelka, Megan Wichman, Janeen Justice, Cheme Fairlie, Amy Kunkle, Molly Knock

City Hall Events: Chelsey Sondag, Sylvia Bochner, Stephanie Schrader, Tara Manderschied, Bridget McMenomy, Stephanie Hawk, Jenny Vogt, Wendy Howard, Trish Kropf

SERVING ENTHUSIASTICALLY

Trevor Foss, Kelly Sewell: Utilities

Duncan McCallum: Building Services

Chad Mittan, Jeff Koffron, Jackie Lynch, Emily James, Rick Guider, Chris Nelson: Finance

Claire LeMay: Vets Memorial

Amy Schirm: Public Works

Amanda Grieder, Chris Bieber, Nicole Watters, Jeff Faircloth, Vicky Syverson, Rhonda Jeffery: Police

Continue to grow submissions from all departments

Recognize a co worker at
http://cratwork/EmployeeResources/orghealth/Pages/Index.aspx
or organizationalhealth@cedar-rapids.org
Recognition Stories

Work Zone Safety
• Instructing employees on safe practices while working in traffic.

Safety Campaign
• Fostering a citywide commitment to safety.

Pat Keating: Public Works

Yvonne Aubrey: Finance

Recognize a co-worker at
http://cratwork/EmployeeResources/orghealth/Pages/Index.aspx
or organizationalhealth@cedar-rapids.org
REducing NOIse exposure

Protecting a worker's hearing through the use of PPE items like ear plugs and muffs are one way to reduce the likelihood of occupational hearing loss - however, it is much more effective to eliminate or reduce the level of noise one is being exposed to before hearing protection is necessary. The Hierarchy of Controls suggests that we first look to eliminate or substitute noisy equipment or tasks. If we can eliminate the source of the noise, the worker cannot be exposed to it. This is the most effective option to reduce worker noise exposure. If we cannot eliminate or substitute out the source of the noise, the next most effective measures are to implement engineering and administrative controls.

Engineering Controls

Engineering controls isolate the noise from the worker through noise reduction
- Thoughtfully purchasing & using low-noise tools & machinery
- Maintain & lubricate machinery & equipment (eg: oil bearings)
- Place a barrier between noise source & employee
- Enclose or isolate the noise source (eg: enclosed cabs)

Administrative Controls

Administrative controls isolate the worker from the noise by reducing exposure
- Operating noisy machines during shifts with fewer workers
- Limiting the amount of time a person spends at a noise source
- Providing quiet areas where workers can gain relief from hazardous noise sources
- Restricting worker presence to a suitable distance away from noisy equipment

Seek to implement these controls prior to resorting to hearing protection devices!

HOW LOUD IS IT?

While accurate noise sampling must be conducted through the use of professional, calibrated, scientific sampling devices, the CDC & NIOSH have partnered to provide a free smartphone app that uses a mobile device's built-in microphone to measure noise exposure.

For more information: https://tinyurl.com/y65cs4ek
EMPLOYEE SPEAKER SERIES

Featuring City employees highlighting programs and initiatives that impact our residents. Open to all employees in any department.

FEATURED EVENT

Economic Development:
The Program and Strategy Behind Growing Cedar Rapids

Learn more about the City's economic development initiatives and some of the tools in place to help attract quality development projects. You'll leave this session with a greater understanding of how and why retailers choose to come to Cedar Rapids, the marketing tools in place to give retailers the information they need to decide to come to Cedar Rapids, and the incentives in place to help support private development, such as TIF.

› Tuesday, July 16 | Noon - 1:00 p.m.
  Lower Level Training Room, City Hall

Please RSVP by Friday, July 12 to participate and reserve your FREE lunch.
RSVP by emailing citymanager@cedar-rapids.org

DON'T FORGET!
YOU CAN STILL PARTICIPATE IN THE JUNE SPEAKER SERIES EVENT.

City Manager's 1-Bag Challenge
Thursday, June 27 | 12-1 p.m. | Meet at McGrath Amphitheatre
RSVP BY WEDNESDAY, JUNE 26
Accessing PeopleSoft Human Resources Management System (HRMS) From Outside the City’s Network

In order to improve the security of HRMS, a change was made last week in the method of accessing employee payroll and timesheet data from outside of the City’s Network via the City’s Website.

From the IT Web Page under Employee Resources, click the link for Payroll/PeopleSoft HRMS and the below page will be the first to display.

Enter your City network username, password and verification captcha text. This is the same username and password you use to access resources on your computer such as email, Z drive personal folders, and sharedocs folders.

You will then proceed to a menu screen. The options will vary based on your access, but you will have at least the 3 options below.
Select the Payroll/PeopleSoft HRMS link. You will then be prompted for your HRMS username and password credentials.

Accessing PeopleSoft Human Resources Management System (HRMS) From Inside the City’s Network

Go to CR@Work
Click the Payroll/PeopleSoft Icon (on the left hand side)

You will then be prompted for your HRMS username and password credentials.
Summer Savings

Finances can be a big stressor for a lot of individuals. Feeling good and aware of your finances leads to an overall better wellbeing. As the activities begin to ramp up, don’t miss the chance to save some extra cash this summer! Check out these easy money-saving tips to help you keep the summer fun going all season long. We recommend creating a summer savings plan so you don’t have to sacrifice any of the fun summer has to offer.

1. Reduce Entertainment Expenses
Make the most of free events like outdoor concerts, movie-on-the-lawn nights, and free days at the local museums. Also, check around to some of your favorite places to take the kids - during the summer these places may offer “Kids’ Day” at lower entry fees.

2. Skip the Car Wash
Skipping the car wash this summer could save you anywhere from $60-$100! Every week that you’d usually drive through a car wash, transfer $10 into your summer savings account.

3. Take Advantage of Tax-Free Weekend
Check to see if your state (or one near you) offers tax savings for back-to-school purchases. If so, wait until this once a year weekend to make big purchases on school supplies, computers, and clothes. It’s amazing how much tax can add up.

4. Pack your Lunch
Eating out everyday for lunch can be expensive. You’d be surprised by how much you could save by packing your lunch. Plus, making your own meals is usually healthier, especially in the summer when fresh fruit and vegetables are everywhere. Start by prepping at least 2 to 3 meals, you could save $20-$30 a week, which adds up to $200-$300 over the course of the summer.

5. Keep Blinds and Curtains Closed During the Day
This will help you save money on air conditioning. Yes, you might feel a little like a vampire blocking out the light, but the payoff could be worth it. According to the U.S. Department of Energy, 76% of sunlight that hits a standard double-pane window enters to become heat. If you still want natural light, open the curtains or blinds that don’t let direct sunlight in.

6. Wash your Clothes in Cold Water
You can wash your clothes in cold water and they’ll still get clean. The U.S. Department of Energy says two of the best ways to reduce the amount of energy your home eats up is by using less water and using a cooler water temperature. Just moving that temperature setting on the washer from hot to warm could cut each load’s energy use in half!

7. Stock Up on Dollar Store Snacks before Road Trips
If you normally stop for snacks while on the road, purchasing them at a dollar store beforehand eliminates the need to buy overpriced goodies from a convenience store or gas station. Grab a container from home to keep them all organized while on the road.

8. Take Your Workout Outside
Pause or downgrade your gym membership for the summer and get outside. Jog around your neighborhood, do yoga in the park, or even go for a swim. Check to see if your community hosts group workouts, or get a group of friends together and go for a bike ride.

For more information, contact Health Solutions at (888)362-5920
City of Cedar Rapids Wellness Program

DEADLINE REMINDER

View your results via the Understand Your Health Risk Assessment video and complete the final step to be eligible for your incentive by July 1, 2019! If you do not complete this step, your 2020 Health Plan rate may be impacted.

Steps to Complete

1. Online Health Risk Assessment Questionnaire – Due 5/31/2019
2. Health Screening – Due 5/31/2019
3. Understand Your Health Risk Assessment – Due 7/1/2019

View the videos on the wellness portal to understand your results and the resources available to help you maintain or improve your well-being. See below for a screenshot of the portal to find the video link.

- Access your wellness portal at www.myhealthywithhsi.com/citycr
  - Employees Member ID: Employee ID Number
  - Spouses Member ID: Employee ID + Spouse date of birth in the format –YYYYMMDD Example: Employee ID = 12345; Spouse DOB = April 25, 1979; ID = 1234519790425
- View the “Understand Your Health Risk Assessment Video” Tile
- Select “More” to find the online video links
- After you watch the videos, select “Record” to document your completion

If you would prefer to review your results with a health coach or if you are ready to enroll in the coaching program, contact Health Solutions directly at 888-362-5920 or by email at info@hsi-rx.com.
City of Cedar Rapids Wellness Program

ENROLL IN HEALTH COACHING TODAY!

Employees on the City of Cedar Rapids health plan that qualify for health coaching must participate to be eligible for the Wellness Plan incentive starting January 1, 2020.

Participants can verify if they are invited into coaching by viewing the Program Requirements section of the wellness portal www.myhealthywithhsi.com/citycr. See the “Eligible for Coaching” example below. In addition, coaching participants have received email reminders and a call from Health Solutions to help with enrollment.

There is never a cost for you to use these resources. Additionally, this program is strictly confidential and no individual information is shared with the City of Cedar Rapids. View your wellness portal for information on coaching program qualifications, guidelines and alternatives.

REMINDER: Coaching is available for all participants (employees and covered spouses) regardless of risk stratification.

Schedule your first appointment by calling Health Solutions at 362-2409 (office hours: M-F, 9am-4pm), or email info@hsi-rx.com with your building location and any scheduling preferences you may have.
City of Cedar Rapids Night
Friday, July 26th
6:35 PM (Gates open at 5:30 PM)

Buy Tickets Online and Enter Promo Code: citycr
Select Section 114 When Ordering
First 1000 fans receive a black and gold Kernels cap!
$4.00 Off Regular Ticket Price!
Celebrate Iowa Hawkeye Night!

PARTY AT THE PARK

Club Tickets are $8.00
Order Online at the Link Below or by Calling the Kernels Ticket Office. Deadline to order is Thursday, July 25th.

Ticket Ordering Information Below:
Kernels Ticket Office: (319) 896-7560.
Mention City of Cedar Rapids Night and Request Section 114.

No Outside Food or Beverage. No Refunds or Exchanges.