Sept 10, 2018

Employee News

New Employees


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

Carl Lantermans, Nuisance Abatement Officer in Building Services contacted the Solid Waste department to let them know how much he appreciated Trevor’s efforts in getting properties cleaned up quickly. He noted that Trevor really gets things done and is doing a fantastic job!

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 below which can be found on CR@Work under Recognition Program. Please email the form to HR-OrgDev@Cedar-Rapids.org or send a hard copy to the Human Resources Department.

Link to the form: Thank You Form

---

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.
Development Services Division Finds A Way

The second Core Value of the City of Cedar Rapids is "We Find A Way". One of the elements of the "We Find a Way" is "We are Problem solvers." To better understand how finding a way occurs within the City, I asked our Development Services team a couple of questions.

What does the City value, finding a way by being problem solvers, mean to your team?

The Development Services Division was established in 2012 to find ways for developers and property owners to successfully develop and build within Cedar Rapids. Understanding their goals and anticipating problems is the key to our problem solving. Discussing the concept-to-building permit process early on enables everyone at the table to have realistic expectations and a solution-oriented perspective.

Our mission is to help customers navigate their projects through a successful review and approval process. We team up with Building Services, Public Works, Fire, Community Development, Utilities and other departments to identify solutions that will work for everyone. When developers are successful at achieving their goals, we are successful of strengthening the City through development and progress.

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

A recent office site was constructed before site plans were fully approved. The resulting parking lot was not adequate for fire truck maneuvering and therefore did not meet the fire code. It would be easy to say that the new parking lot should be removed and redesigned, but that would be a poor solution for an office building ready to be occupied.

Development Services, Fire, and the property owner met onsite and found a way – a second paved connection to an adjacent parking lot owned by the same property owner. The additional driveway connection along with the driveway constructed for the site provided fire truck access with a quick fix at a low cost. Cooperation and creativity prevailed.

What suggestions do you have for others who are seeking to find a way?

We must have a solution-oriented attitude. We need to find opportunities to positively facilitate and influence the situation for the best possible outcome. Taking calculated risks and learning from our mistakes makes us better problem solvers. Drawing on the strengths and expertise from others within our team, other departments and development industry allows us to create solid solutions for the problems at hand.

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 or 319-777-1699.
Safety Check:
Recharge to be in Charge

Like many Americans, you might feel that you’re not getting enough sleep. The CDC reports that one in three adults doesn’t get enough sleep. It is also estimated that 37 percent of the U.S. workforce is sleep deprived. We need proper sleep to recharge our stamina, face the day and avoid injuries at home and at work.

Getting good sleep
To be alert, well-rested and at your best, follow these tips:
• Get 7-9 hours of sleep every day
• Create and follow a sleep schedule. Go to bed and wake up at the same time every day—even on weekends.
• Eliminate unnecessary light
• Keep your bedroom temperate – neither hot nor cold
• Make sure your bed and pillows are comfortable and support restful sleep
• Avoid eating right before bed
• Remember that bedtime is for sleeping, not reading or watching TV
• Avoid using electronic devices before bed which can inhibit sleep

GREEN CROSS TIP
Don’t check your phone or tablet before you go to bed. Devices that emit light can prevent you from getting good sleep.

Don’t get sidelined by fatigue.
Get plenty of sleep to recharge and stay healthy and avoid dangerous situations like driving when drowsy.
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](mailto:j.powell@cedar-rapids.org) or sign up on line: [www.bloodcenter.org](http://www.bloodcenter.org)
Employee Speaker Series

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

Featured Topic

Traffic Engineering

Come with your questions! This presentation will highlight all things traffic engineering—from roundabouts to stop signs, you’ll learn about the process involved with re-timing signals, the mechanics behind the Traffic Operations Center, and the data used in selecting a stop sign versus a traffic signal. Traffic Engineering Manager Matt Myers and Traffic Engineering Program Manager John Witt will highlight some of their division’s most frequently asked questions.

Friday, September 14
12:00 - 1:00 pm
City Hall Lower Level Training Room
RSVP by Sept. 11

Friday, September 21
12:00 - 1:00 pm
City Services Center, Five Seasons Room
RSVP by Sept. 18

Free Lunch from Jimmy John’s!

Please RSVP to participate and reserve your lunch.
RSVP by emailing: citymanager@cedar-rapids.org
2018 Employee Service Awards

A Taste of Italy

Thursday
October 4, 2018
11:15 a.m. - 1:00 p.m.
Ushers Ferry Lodge

Doors open at 11 a.m.

Help honor employees for their years of dedicated service to the City of Cedar Rapids.

Space is limited. Please RSVP and submit payment to your department contact by September 21, 2018.

Payable by cash or check to “City of Cedar Rapids”

$7

You must register prior to deadline

No late reservations or walk-ins will be allowed.

If you have food sensitivities, please contact us at citymanager@cedar-rapids.org. We will work with the caterer to provide nutritional information to ensure all guests are able to make informed decisions.
One “Wellness Hour” can be used for this event.

The CR Cares Committee is collecting winter coats for Eastern Iowa’s annual coat drive, Coats For Kids.

Donations at City sites will be collected from September 2-28

Coats should be new or gently used, sized Infant, Child, Teen, or Adult

*Gloves, mittens, hats, scarves and snow pants are also accepted

Look for donation locations in these buildings:
- City Services Center
- City Hall
- Central Fire
- CR Police Department
- CR Water Building

Questions? Please contact Jourdan Jiruska at j.jiruska@cedar-rapids.org

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](#)
You are cordially invited
by the City of Cedar Rapids to attend the

2018 Employee Wellness Fair

When: Wednesday September 12th
      1:00-4:00pm

Where: City Services Center
       6th St Entrance

Why: Free food, Free chair massages,
     Free blood pressure checks,
     Free blood typing, Free SWAG,
     Amazing door prizes*

*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

wellness
CITY OF CEDAR RAPIDS
10 Easy Food Swaps for a Tasty, Low-Cholesterol Diet

- Skip Croutons, Sprinkle Walnuts
- Sip Red Wine, Not Cocktails
- Yes to Edamame & Nuts, No to Cheese & Crackers
- Vinegar & Lemon Juice, instead of Salad Dressing
- Ditch Butter for Margarine Spread
- Use Ground Turkey, Not Ground Beef
- Chicken is OK, Scallops are Better
- Quinoa is a Tasty Alternative to Rice
- Snack on Light Butter or Low-Fat Popcorn - not tortilla chips
- Skip Sour Cream, Choose Fat-Free Greek Yogurt

Preventing High Cholesterol
By living a healthy lifestyle, you can help keep your cholesterol in a healthy range and lower your risk of heart disease and stroke.

HOW?

Make Healthy Eating Choices
Did you know your body makes all the cholesterol it needs on its own? Therefore, you don’t need to obtain cholesterol through foods. Choose foods that are low in saturated fat, trans fat, sodium, and added sugars.

Maintain a Healthy Weight
Excess body fat affects how your body uses cholesterol and slows down your body’s ability to remove LDL cholesterol (“bad cholesterol”) from your blood. This mix increases your risk for heart disease and stroke.

Get Regular Physical Activity
Physical Activity can lower your cholesterol and blood pressure levels. Start simple by making physical activity part of your day – take the stairs instead of the elevator, park a little further away, or do jumping jacks during commercials.

Key Messages:

KNOW YOUR NUMBERS. It’s knowledge that could save your life!
These are some of the most critical well-being numbers of your life. It’s time to get to know them!

<table>
<thead>
<tr>
<th>TEST</th>
<th>OPTIMAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Cholesterol</td>
<td>100-199 mg/dL</td>
</tr>
<tr>
<td>HDL (good)</td>
<td>&gt;60 mg/dL</td>
</tr>
<tr>
<td>LDL (“Bad”)</td>
<td>&lt;100 mg/dL</td>
</tr>
<tr>
<td>Blood Pressure</td>
<td>90/60 to 120/80 mmHg</td>
</tr>
<tr>
<td>Body Mass Index (BMI)</td>
<td>18.5 to 24.9</td>
</tr>
</tbody>
</table>

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