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**Employee News**

**New Employees**

**Grant Weber, Parks & Recreation** – Athletic Coordinator effective Dec 3. Grant comes to us from the City of Warrensburg, MO.

**Isabel Rios, Library** – Library Shelver effective Dec 3. Isabel comes to us from Noodles and Company in Cedar Rapids.

**Employee Promotions and Transfers**

**Kelly Sewell, Utilities** - promoted to Geospatial Data Specialist II effective Nov 24. Her previous position was Geospatial Data Specialist I.

**Jason Blok, PW** - transferred to Collection Systems Maintenance Worker III effective Nov 26. His previous position was Collection Systems Maintenance Worker II.

**Jamie Huff, PW** - transferred to Collection Systems Maintenance Worker II effective Dec 3. His previous position was Sewer Maintenance Worker.

**Employee Retirements**

Please see page 2 for the Employee Retirements.

*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

Open House: 16th Avenue SE Aesthetics
With the completion of the pavement work and roundabout this summer on the 16th Avenue SE extension in NewBo, Public Works is now conducting neighborhood outreach regarding beautification and aesthetics. Staff recently held a workshop with representatives from the NewBo and Czech Village Districts to get their input on landscaping and hardscape features that can be incorporated into the right-of-way and in the center of the roundabout. A neighborhood meeting has also been scheduled for Tuesday, Dec 4, from 5:30 p.m. – 6:30 p.m. at St. Wenceslaus Church. Following neighborhood outreach, aesthetics will be installed next construction season.

Downtown Street Lighting
The City has partnered with Alliant Energy to replace existing downtown street lights with new decorative, energy efficient street lights. The first phase of the project is still underway on the west side of the river in the Kingston Village area. Crews are finishing installing the last of the concrete foundations, underground conduits, and wiring. The light poles and fixtures will go up in the coming weeks with completion of Phase One expected by end of December. Phase Two includes the replacement of all the lighting on the 1st, 2nd, and 3rd Avenue bridges and is anticipated to begin in December, with completion by early January. The process to replace all the downtown street lights will be ongoing through 2020.

Employee Retirements

Tommy Haase, PW - is retiring Dec 4 after 23 years of service. Tommy started with the City Oct 2, 1995. His current position is Cement Finisher.

Ronald Zimmerman, Finance - is retiring Dec 6 after 18 years of service. Ronald started with the City Aug 7, 2000. His current position is Auto Equipment Mechanic II.

Sue Poshusta, Finance – is retiring Dec 7 after 31 years of service. Sue started with the City Sept 8, 1987. Her current position is Accounting System Specialist.

Ronnie Deitrich, PW - is retiring Dec 28 after 44 years of service. Ronnie started with the City Oct 7, 1974. His current position is Civil Engineer Construction Inspector.

Kim Schlitter, Utilities - is retiring Dec 31 after 30 years of service. Kim started with the City Aug 1, 1988. His current position is WPC Operations Supervisor.
Every city employee is required to participate in the citywide one-hour training program each year. Last year, the program was Building Trust. Trust is the foundational element of our Organizational Health model. Based on the foundation of trust, we are focusing on Mastering Conflict in 2018. If you were unable to attend Mastering Conflict training with your team, please work with your supervisor or department contact to sign up for a make-up session by emailing organizationalhealth@cedar-rapids.org. Make-up sessions will be held at the following times and locations.

<table>
<thead>
<tr>
<th>Date and Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Dec. 5th 3:15 – 4:15 PM</td>
<td>Downtown Library</td>
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<tr>
<td>Dec. 10th 1:00- 2:00 PM</td>
<td>Downtown Library</td>
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<tr>
<td>Dec. 11th 2:00 – 3:00 PM</td>
<td>Training Room City Hall</td>
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<tr>
<td>Dec. 12th 2:00 – 3:00 PM</td>
<td>Five Seasons - CSC</td>
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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 call 319-777-1699.
Winter Driving – Take Control

Winter weather presents unique hazards including slippery roads/surfaces, strong frigid winds and environmental cold. While we cannot control the hazards that Mother Nature presents, there are steps that we can take to be prepared for these hazards.

Check the weather before you go – know what hazards you’re facing.
Give yourself more time than necessary to make it to your destination; do not rush.
Warm your car up before you drive – never in an enclosed area such as an unopened garage.
Have your vehicle serviced regularly to ensure systems are road safe.
Pack an emergency vehicle kit with winter weather specific items such as blankets, back up cell phone charger, flashlight, food, water, etc.
Avoid driving in uncertain conditions whenever possible.
If you must drive in questionable conditions, let someone know your travel plans and ETA.
Do not use cruise control when driving on slippery surfaces; remain vigilant.
If you become stranded, call 911 and do not leave your vehicle until help arrives.

Winter Driving Resources:

University of Iowa & National Safety Council’s collaborative vehicle safety feature identification tool: https://mycardoeswhat.org/

AAA Winter Driving Tips: https://exchange.aaa.com/safety/driving-advice/winter-driving-tips/#.XAGVRmhKiUk

Iowa DOT 511 for current road conditions: http://www.511ia.org/ (App available!)


National Weather Service: https://www.weather.gov/briefing/

NOAA Weather Radio: http://www.nws.noaa.gov/nwr/
Employee Speaker Series

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

Featured Topic

Goose Control & Pollinator Project

Get an update on how the Parks and Recreation Department has tackled the urban goose problem in Cedar Rapids. Discover how egg oiling, first used in Cedar Rapids this year, has had a positive impact on the number of geese born and imprinted here.

Brent Neighbor will also explain the 1,000 Acre Pollinator Project, a naturalization effort that involves Parks and Recreation, Public Works, Airport and Utilities Departments. Learn how Cedar Rapids has received national attention for addressing the declining pollinator population.

▸ Wednesday, December 5
12:00 – 1:00 pm
City Services Center, Five Seasons Room
RSVP by December 3

Free Lunch from Jimmy Johns!

Please RSVP to participate and reserve your lunch.
RSVP by emailing citymanager@cedar-rapids.org
TOYS FOR TOTS

Each year Toys for Tots continues to advance its mission of bringing the joy of Christmas to needy children nationwide. The goal of Toys for Tots is to continue to make a difference and provide a tangible sign of hope to economically disadvantaged children at Christmas. With the help of toy collection from supporters such as you we will continue to see growth in Christmas assistance. Last year the program distributed over 50,000 toys, books and stocking stuffers to over 6,000 children locally.

The program serves families with children aged birth to 14. **Items of greatest need are toys for kids ages 9-14.** Books, puzzles and family games are also a great idea! **Please no clothing, food or used toys.**

This year’s toy drive is **runs through Friday Dec, 7**

Toys for Tots donation boxes will be located at the following City locations:

- City Hall – 1 box
- City Services Center – 2 boxes
- WPC – 1 box
- Water – 2 boxes
- PD – 1 box
- Library – 1 box (downtown location)
- Library - 1 box (Ladd location)
- Transit – 1 box
- All 9 Fire Stations

If you have any questions please contact Stacy Mason (ext. 5243) at the Fire Department.