Employee News

New Employees

Ann Harris, FIN – Purchasing Agent I effective Feb 19. Ann comes to us from Unity Point Healthcare in Cedar Rapids.

Employee Transfers and Promotions

Jacob Kohl, LIBRY – transferred to Programming Specialist effective Feb 4. Jacob’s previous position was Patron Services Specialist.

Mary Beth McGuire, LIBRY – transferred to Programming Specialist effective Feb 4. Mary’s previous position was Patron Services Specialist.

Victoria Fernandez, LIBRY – transferred to Programming Specialist effective Feb 4. Victoria’s previous position was Patron Services Specialist.

James Bowers, UTIL – has been promoted to WPC Maintenance Repair Worker II effective Feb 2. James’s previous position was WPC Maintenance Repair Worker I.

Citizen Compliments

Following is just a sampling of compliments recently received from citizens:

- A resident called to say that the recycling truck driver helped her dig her car out. He got a shovel out of his truck and made sure the car could get out. There should be more humans like this.

- Customer is very appreciative of both the garby and recycling drivers today. They saw her struggling to get her containers to the curb and they got out of their trucks and helped her. She mentioned she recently had a stroke.
City Manager and Director Updates

Economic Development Project Updates
Below is an update on the progress of several notable projects underway throughout the community:

First and First West
An interview with Flaherty & Collins is scheduled for Tuesday, February 26. Of the two firms submitting qualifications, Flaherty & Collins was the only one demonstrating experience with large scale urban development. Following the interview, a recommendation from the Steering Committee will be made to City Council.

101 3rd Ave SW – Paramount Parking Lot
Staff continues to work with developer Steve Emerson on the proposed 25-story tower project. Mr. Emerson is actively working on a financing package for the project, including assembling an investor group and preliminary financing terms, and possible grant resources for the grocery portion of the project. Once preliminary terms are reached on financing, including City financial incentive, a project term sheet will be brought to the City Council for consideration.

Kingston Parking Redevelopment
On January 22 the City Council authorized a Development Agreement with MH Legacy LLC, the development entity for the 2nd St SW parking lot redevelopment in Kingston. In addition, the process to establish an Urban Revitalization for the project was initiated. The public hearing for the Urban Revitalization Area designation will be held on March 26. The closing on the sale of property is scheduled in early April and construction on the project is expected to begin in mid-April.

Ambroz Building
In 2017, the City initiated a request for proposal (RFP) for the former Ambroz Recreation Building. One interested party submitted interest. The interest in the property was later withdrawn in 2018. Staff has been working with the non-profit historic preservation groups on an Adaptive Reuse Plan for the Ambroz Building. The Adaptive Reuse Plan provides interested developers with potential redevelopment options for the property with the goal of maintaining its historic integrity and developing other portions of the site. Staff will be bringing forward a revised RFP for the City Council’s consideration this spring with the anticipation of receiving redevelopment interest in the property.

Snow Fight Strategy
As everyone is aware, this winter we have experienced a barrage of snow events clustered in a two-month window. The Public Works Department continues to fight challenging weather conditions to address roadway safety and access. The storm on Tuesday proved especially challenging given the amount of snowfall, how long the storm lasted, and dangerous white-out conditions that required continued attention from crews before we could extend our efforts into residential neighborhoods. That being said, our crews managed to get into residential neighborhoods within 12 hours of when the event ended – and we continue with clean-up efforts and checking routes to ensure they are clear. As with all snow events, we prioritize our routes to ensure we are maintaining roads with the highest traffic volumes first. This includes main routes such as 1st Avenue, Blairs Ferry, Edgewood Road, etc., as well as routes near hospitals, schools, and transit routes. In heavy or slow-moving events, plows will need to make multiple passes on the same route before they can move onto the next one. Once those routes have been cleared, we move on to collector streets. Collectors are what residents use to leave their neighborhoods and reach a main arterial. Once those routes are clear, we can move into residential and side streets. A Snow Emergency was declared for this recent event, which is used to help assist crews in opening main arterials/Emergency Snow Routes. The Police Department enforces the Snow Emergency Routes and issued a follow-up media release on Feb. 13 to remind citizens that vehicles needed to be moved or they would be ticketed and/or towed. On Tuesday and Wednesday, 11 vehicles parked illegally were towed. On Thursday, there were 56 vehicles ticketed or towed.

Every snow event is different; service and response time will vary depending on whether it’s a major or minor event. Our priority always remains on the safety of the public and the safety of our crews. Our crews will be on standby once again this weekend to address any additional snow accumulations.

(continued on following page)
City Manager and Director Updates
(continued)

Fair Housing Act Training - Identifying Disparate Impacts
On Monday, February 11, staff from various City departments including Building Services, Community Development, Development Services, Police/SAFE-CR, Civil Rights, Human Resources, City Manager’s Office and Attorney’s Office attended a Fair Housing Act Training presented by the Iowa Civil Rights Commission.

The training took a specific look at how zoning, land use, code enforcement, and housing programs, policies and practices could cause unintentional disparate impacts under the Fair Housing Act. The purpose of the training was to bring awareness to staff and encourage the routine examination of their department’s programs, policies and practices to identify barriers and solve for any disproportionate “adverse impacts” against any group based on race, national origin, color, religion, sex, familial status, or disability. The City values diversity and strives to provide equitable services and programs that are inclusive of all citizens.

The Fair Housing Act is a Civil Rights law that was passed in 1968. It protects people from discrimination when they are renting or buying a home, getting a mortgage, seeking housing assistance, or engaging in other housing-related activities. (U.S. Department of Housing and Urban Development, [www.hud.gov](http://www.hud.gov))

Second NARCAN Save
Cedar Rapids police officers have saved a second life as the result of carrying the opioid-reversing drug NARCAN. On February 7, 2019, at 3:39 p.m. officers responded to a northeast side residence for a 27-year old male who was unconscious and not breathing. Another occupant of the residence was performing cardiopulmonary resuscitation on the victim when officers arrived. It was determined that the victim had overdosed on heroin, so an officer administered naloxone hydrochloride, or NARCAN, through a nasal applicator into the victim’s nostril. The victim soon regained consciousness.

It should also be noted that the occupant who was performing CPR was receiving medical instructions over the telephone from trained Cedar Rapids Joint Communications Agency dispatchers.

The Police Department’s first save occurred Oct 15, 2018, when a police officer responded to a medical call for a 44-year old female who was suspected of overdosing on methadone. The patient was found non-responsive when an officer arrived at the residence. Within 5 minutes of the police officer administering NARCAN, the patient started to become alert and more responsive.

Flood Control System Federal Funding
We have received information from Senator Grassley’s office as well as Senator Ernst, and it appears that Cedar Rapids Flood Control System dollars are not at risk. This is largely due to the fact that we have entered into a partnership agreement with the Army Corps of Engineers. View Gazette coverage: [https://www.thegazette.com/subject/news/government/trump-national-emergency-border-wall-funds-grassley-cedar-rapids-flood-impact-20190215](https://www.thegazette.com/subject/news/government/trump-national-emergency-border-wall-funds-grassley-cedar-rapids-flood-impact-20190215)

Info Session: Right of Way Work
The Public Works Department is hosting its annual Contractor Education Meeting on February 27 and March 6, and encourages any city employees who are interested to attend. The information sessions will provide an overview of when and why to get permits as well as what type of permit to obtain when working in the Right of Way. Contractors, consultants, developers, and utility companies were invited. Topics will include: update to SUDAS, permit standards, inspections and expectations, proper traffic control, water expectations, sidewalk ramps, driveway and sidewalk standards.

Two sessions will be offered, and will be held at City Services Center in Time Check Hall:

- Wednesday, February 27  9:00 am – 11:00 am
- Wednesday, March 6   1:00 pm – 3:00 pm
Safe Driving Series: Part 1

Leading Cause of Work-Related Deaths in America

Driving is a hazard that almost all City of Cedar Rapids employees face on a daily basis. Whether your job requires you to drive a City vehicle during your work hours, or you only drive your personal vehicle to and from work – we all experience a significant risk every time we get behind the wheel.

For the first time since the Great Recession, the U.S. has experienced three straight years of at least 40,000 roadway deaths (National Safety Council). Preliminary estimates released on Feb 13, 2019 by the National Safety Council suggest 40,000 people lost their lives and another 4.5 million people were seriously injured due to vehicle crashes in 2018 alone.

While the CDC and Bureau of Labor Statistics have not yet released 2018 workplace injury data, in 2017 there were 2,077 work-related transportation fatalities – approximately 63% of which were vehicle/driving specific.

None of us are Immune

Knowing that all drivers are at a significant risk for death or injury due to motor vehicle accidents, what steps can you take to improve your odds of staying safe?

- Always wear a seatbelt
- Never drive impaired
- Never drive distracted

Keep an eye on the City Newsletter. Over the next several weeks, we will dive into specifics on how you can stay safe behind the wheel and reduce your chance of becoming a statistic.
Media Training

Learn tips and tricks to make you feel more comfortable speaking with the media. We'll talk about why we need to respond and build good relationships with the media, what to do when a reporter contacts you, and how to prepare for and conduct an interview. Presented by the Communications Division.

Friday, February 22
12:00 - 1:00 pm
City Hall Training Room

Tuesday, February 26
12:00 - 1:00 pm
Time Check Hall, CSC

RSVP by February 18

FREE LUNCH FROM JIMMY JOHNS!

Please RSVP to participate and reserve your lunch.
RSVP by emailing citymanager@cedar-rapids.org
To All Benefit Eligible Employees:

I am pleased to announce our continued partnership with Health Solutions for the City of Cedar Rapids Wellness Program. Our leadership team has collaborated with Health Solutions to design and implement a program to accomplish the following, which align with our City of Cedar Rapids Core Values:

- **We Find a Way... to Be Informed**
  - We proactively identify potential health risks – whether through a screening or an annual physical with your medical provider
  - We understand our risks and the resources available to improve – through communications, educational seminars, consultations with health coaches or your medical provider

- **We Team Up... to Get Well**
  - We collaborate with experts to provide the right resource for every individual – Health Solutions, Medical Providers, Wellness Ambassadors, Safety Committee and others!
  - We are taking ownership of our individual health by utilizing the available resources to improve or maintain our well-being

- **We Serve Enthusiastically... by Staying Well**
  - We don’t allow our health to limit how well we serve others – less absenteeism, more presenteeism
  - We empower participants through an incentive program – rewarding those that prioritize their health

This year, the program will be rolled out in the following phases. You will receive additional details on each phase as the program is implemented.

<table>
<thead>
<tr>
<th>Phase</th>
<th>Actions and Objectives</th>
<th>When</th>
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<tbody>
<tr>
<td>EDUCATE</td>
<td>Understand why the program is in place, who will be involved throughout the program, what resources are available to you, when health and wellness events will be taking place, and how to get started.</td>
<td>Now</td>
</tr>
<tr>
<td>ENROLL</td>
<td>Complete the online registration process to enroll in the program.</td>
<td>February 2019</td>
</tr>
<tr>
<td>ENGAGE</td>
<td>Participate in the company sponsored screening events or health form process.</td>
<td>February – April 2019</td>
</tr>
<tr>
<td>EVOLVE</td>
<td>Leverage resources to create an action plan for health improvement.</td>
<td>April 2019-May 2019</td>
</tr>
<tr>
<td>EARN</td>
<td>Be aware of our Wellness Incentive Plan and how your engagement and healthy outcomes impact your eligibility.</td>
<td>April 2019 &amp; Beyond</td>
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An incentive program has been created to demonstrate our commitment and the importance of engaging in the wellness program. A full description of the incentive program is on the following page for your review and will be referenced and discussed in more detail during future interactions with Health Solutions.

Look for communications on how to enroll coming soon!

Teresa Feldmann
Human Resources Director
City of Cedar Rapids
Wellness Program Incentive Requirements

Program Offerings

<table>
<thead>
<tr>
<th>Eligible Population</th>
<th>Incentive</th>
<th>Requirements</th>
</tr>
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<tbody>
<tr>
<td>Benefit Eligible Employees All benefit eligible employees are invited to participate regardless of participation in the health plan</td>
<td>2020 Health Plan with Wellness Rate – SAVE $$$$ Discounted health plan premiums are available when you participate in the Wellness Program</td>
<td>Complete the annual risk analysis steps Engage in coaching, if invited</td>
</tr>
<tr>
<td>Covered Spouses Must be enrolled in the Health Plan</td>
<td>$200 Cash Card Mailed to the spouse after completed requirements</td>
<td>Complete the annual risk analysis steps</td>
</tr>
</tbody>
</table>

Program Requirement Details

Annual Risk Analysis
1. Online Health Risk Assessment – Due 4/30/2019
2. Health Screening – Due 4/30/2019
   a. From the wellness portal, participants can select one of the following screening options:
      i. Screening Event at a City of Cedar Rapids or Health Solutions Location
      ii. Health Form from a Medical Provider
      iii. Lab Corp Location
      iv. Weland Labs Location (Weland only completes lab draws, biometrics must be submitted separately)
3. Understand Your Health Risk Assessment – Due 5/31/2019
   a. Attend a seminar onsite or view a video on your wellness portal to understand your results and the resources available to help you maintain or improve your well-being

Required Coaching Programs
1. High Risk Participants with uncontrolled chronic condition or critical clinical values, based on national standards
   a. Engage in monthly coaching sessions which may include follow up with a medical provider as directed. Care Team includes a Health Coach and Clinical Pharmacist.
2. Moderate Risk Participants identified with high clinical values, based on national standards or Metabolic Syndrome
   a. Engage in monthly coaching sessions or Health Transition University (if eligible). Options will be reviewed in detail at your Understand Your Health Risk Assessment session. Care Team includes a Health Coach.

Additional Resources
All employees and covered spouses are invited to participate in ongoing programs offered from the City of Cedar Rapids Wellness Ambassadors. Earn prizes for participating in events each quarter. Learn more by completing your Understand Your Health Risk Assessment session!

Alternatives for completing the incentive requirements are available upon request. Visit the Resources section on your Health Solutions wellness portal to learn more.

Health Solutions Customer Care
888-362-5920 or info@hsi-rx.com
2019 Health Screenings

The City of Cedar Rapids provides all employees and covered spouses the benefit of a comprehensive wellness program. Employees covered by the Company’s medical plan must complete the following steps to receive an insurance premium discount for the 2020 medical plan:

How To Get Started...

Register your Wellness Portal Account
- Visit [www.myhealthywithhsi.com/CityCR](http://www.myhealthywithhsi.com/CityCR)
- Click ‘Register’ in the Register Here box
  - Read the Terms and Conditions and click ‘Accept’
  - Fill out the required information
    ⇒ Company: CityCR
    ⇒ Member ID:
      * Employees: Employee ID Number
      * Spouses: Employee ID followed by your date of birth in the format – YYYYMMDD
    ⇒ Gender, DOB, and Email
  - Click ‘Register’
  - Set Username, Password, and click ‘Sign In’

From your wellness portal...

Complete the online Health Risk Assessment Questionnaire
- From the Home Screen, click on ‘Start’ in the Health Risk Assessment tile.
- Complete all the questions, click the ‘Next’ button to move forward.
- Once all questions are complete, click the ‘submit’ button in the lower right corner.

Select Your Screening Option and Complete Next Steps

<table>
<thead>
<tr>
<th>Onsite Screening</th>
<th>Health Form</th>
<th>Weland or LabCorp Screening</th>
</tr>
</thead>
<tbody>
<tr>
<td>Onsite screenings are available at various City locations. Schedule through your wellness portal or call Health Solutions. Please sign up a week in advance.</td>
<td>Download a health form for your medical provider to submit in lieu of completing a screening. Health Form data must be new from the last 12 months.</td>
<td>Arrange a screening at a Weland or LabCorp location near you! Find locations and forms in your wellness portal. <strong>NOTE:</strong> Weland Labs only completes lab draws, biometrics must be submitted separately.</td>
</tr>
</tbody>
</table>

If you have issues accessing your personal wellness portal, contact Customer Care directly at 888-362-5920 or by email at info@hsi-rx.com