Employee News

New Employees


Kate Schaefer, HR – Human Resources Specialist II effective Feb 12. Kate joins us from Mercy Care Community Physicians.


Congratulations

Matt Pence, Util - Water Distribution employee, Matt Pence passed his Water Distribution Operation Grade II exam and will be promoted.

Employment Opportunities

Here is a link to view and print all job postings.

Recreation Instruction I - Disability Programs
Various Seasonal Opportunities

If you have questions about any of the employment opportunities, please contact Katie Meyer, x 5138.
City Manager &
Director Updates

Iowa’s Healthiest State Initiative Winner

The City of Cedar Rapids was honored by Iowa’s Healthiest State Initiative at its inaugural HSI Awards during a ceremony Feb. 15 at the Ron Pearson Center in West Des Moines. Cedar Rapids joined Mason City and Sioux City as winners of Healthy Hometown Powered by Wellmark Communities.

"The Healthiest State Initiative is proud to honor the individuals and organizations who have done tremendous work to improve the overall health and well-being of Iowans," Jami Haberl, Healthiest State Initiative executive director, stated in a press release. "Becoming the healthiest state in the nation takes time. Each of these award winners have built an excellent foundation for sustainable, healthy habits in their organizations and communities. They have set a great example for other individuals, communities, schools and workplaces."

Some highlights of what Cedar Rapids' accomplished in 2017 include:

- Increased food access at the downtown farmers' market by accepting Supplemental Nutrition Assistance Program (SNAP) payments, establishing a free shuttle for one area of town, and donating fresh produce to a food-rescue program.
- Implemented healthy options at city-run concessions.
- Held wellness talks, volunteer fairs, networking, and yoga to encourage health and well-being at Happier Hour every Thursday from October-April at NewBo City Market.

Collins Road Improvement Project

Construction will begin later this month on Collins Road NE, a project that will create greater amenities for pedestrians, as well as the ability to add future vehicle capacity. The project stretches from Twixt Town Road to just east of Northland Avenue (with some work on Lindale Drive). The frontage road on the north side of Collins will be removed to make room for additional travel lanes. The new roadway surface will match the existing layout already found between Twixt Town Rd and 1st Avenue. Other improvements in this area include a multi-use sidewalk on both sides, utilities, storm water runoff control, and median landscaping. Much of the early work will be off-road and not significantly impact traffic on Collins. Travel lanes, driveways, and parking lot spaces will not be blocked during the busy holiday shopping season of November 1 to December 31, to support access to commercial businesses. An open house has been scheduled for Tuesday, February 20, from 5:30 – 6:30 p.m. at the Rockwell Collins 35th Street facility (855 35th Street NE) Building 140 in the café.

Spring Break Opportunities

You don't have to travel during spring break to provide your kids with great memories. Register for one of the camps offered by the Parks and Recreation Department. Whether your kids want to survive zombies, live during the time period of their American Girl doll, or get a taste of both Huckleberry Finn and Zombie Summer Adventure Camps, they will spend their days beating the boredom blues. City Hoopers and Sports & More camps are also offered. Find details at http://bit.ly/CRSBcamps or call 286-5566 for more information.

Plant A Garden

If you don't have a yard, or just need some extra space, rent a garden plot and grow fresh produce this year. Garden plots will be available to rent to new gardeners beginning at 8:00 a.m. on March 7 at the Northwest Recreation Center, Reservations of plots at Ellis Park (Robbins Lake area), Tuma Athletic Complex (County Home Road NE), and Squaw Creek Park (north of Gardner Golf Course) must be made in person, weekdays from 8 a.m. to 4 p.m. Plots are available on a first come basis and go quickly!
Off Leash Dog Parks

Get ready now for warmer days ahead using the off-leash dog areas in the Cedar Rapids park system. The Cheyenne dog park is located at 1650, Cedar Bend Ln SW, off of Old River Road and K9Acres is located in Squaw Creek Park, in Marion. Both parks include large fully grassed main yards with a walking trails and benches, and training yards that serves to train dogs that are not fully socialized enough to use the main areas. They also feature small dog yards to provide space for smaller dogs to run without the danger of inadvertently being hurt by larger dogs. Daily permits are available at each park site for $6.00 per day. Permits entitle owners to use the parks all year for. Purchase permits online at http://bit.ly/CRdogpark, call 286-5566 and purchase over the phone, or buy one in person at the Northwest Recreation Center or CSC Parks and Recreation office. You must have your rabies tag number to obtain a permit.

Partnership Reading Volunteer Opportunity

Roosevelt Creative Corridor Business Academy (Middle School) has asked the City to partner with them on a fun, innovative volunteer opportunity. Students would be matched with a City employee, and both students and adults would read the book All American Boys independently. City volunteers would then communicate via email, ONLY ONCE PER WEEK FOR FOUR WEEKS, with students. The teacher will provide predesigned questions for volunteers.

The teacher would like to begin this program February 26. If you are interested in participating, please email Stephanie Schrader s.schrader@cedar-rapids.org by Thursday, Feb 22.

Thanks for considering this opportunity!

Paws for Love Gala

The Paws for Love Gala was held Saturday, Feb 10 at Eastbank Venue in downtown Cedar Rapids. The George Jazz Trio provided an evening of jazz music to accompany the silent auction, which included gift certificates, artwork, entertainment packages, and more. Hors d’oeuvres and desserts accompanied a night that helped raise money for Cedar Rapids Animal Care and Control and the many wonderful pets hoping to have a home. The Friends Helping Friends Foundation is a 501(c)(3) organization that sponsors the event and donates the money to the shelter for food, medical treatment, and supplies for the animals. Donations help the shelter get adoptable pets available for a forever home.

Animal Care & Control Program Manager Diane Webber and her staff work with Friends Helping Friends Foundation volunteers to put on this event. Bruce Aune from KCRG TV-9 emceed the event which raised thousands of dollars.

If you are interested in helping support the Friends Helping Friends Foundation, you can mail a check to 900 76th Avenue Dr SW, Cedar Rapids, IA 52404.
Organizational Health News

City of Cedar Rapids Core Value: We Find a Way

The first core value of the city of Cedar Rapids is serving enthusiastically. The second core value is **we find a way**. Many of the issues we face on a daily basis require creativity, innovation and collaboration. Whether we are holding a citizen meeting, developing programs, managing budgets or plowing roads, we are consistently finding a way to serve the community more effectively, efficiently and compassionately. Finding a way includes:

- Being problem solvers
- Listening and learning
- Exploring creative alternatives

Here are thoughts from some of our city leaders about what it means to find a way.

**IT: Julie Macauley:** “Finding a Way is truly listening to expressed needs and a willingness to pursue new methods to meet important objectives.”

**Parks: Daniel Gibbins:** “I’m seeing a fantastic response from my teams on the Org Health launch for Supervisors and the Trust session.”

**CMO: Angie Charipar:** "Being a smart organization is great, but being a smart AND healthy organization makes us a top tier place to work, which allows us to recruit and retain the best employees.

**WORD SCRAMBLE:** Letters: NFDI

Based on our core values at the City of Cedar Rapids, we ________ a way.

Unscramble the letters to answer the FAQ above. Click [here](#) to provide your response and be entered in the monthly org health drawing.

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** 319-777-1699.

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Sexual Harassment Prevention Training

On Feb. 8 City directors, managers and supervisors participated in a one-hour sexual harassment prevention training presented by Amy Reasner of Lynch Dallas law firm. The training will be available on CR@Work on Feb. 27. There is a make-up session for sexual harassment prevention training on Monday, Feb. 26 from 2:00 – 3:00 in the Training Room at City Hall.

Key take away messages included:

- Know and manage your biases
- Know and abide by the law and our city policies – found at [http://www.cedar-rapids.org/Section2-Employment.pdf](http://www.cedar-rapids.org/Section2-Employment.pdf)
- Be alert to words, actions and work environment
- Report concerns to your Director and the Human Resources Department
- Together we will create a more inclusive environment

Quotes from evaluations of the sexual harassment training include:

- “I was able to use the information in training in a very practical way.”
- “It was good to hear form a professional in the field.”
- “Amy provided great applicable examples and scenarios.”
- “Amy was able to bring awareness to the topic without being overly dramatic.”
- “It was helpful to learn more about the law and how it works.”
- “The training included a lot of real world examples rather than hypothetical situations.”
- “With the cases currently being seen in the public eye, there are more reasons than ever to be up to date and aware of the changing scene with sexual harassment and the laws therein.”
- “The discussion between the difference between conflict and harassment was helpful.”
- “I am really glad Amy went over retaliation. I’m very happy CR had this training, given the #metoo movement.”
Thanks to our Street Crews

Meet Ron. He’s been a snow plow operator for nine years, and was just one of the many men and women out keeping our roads clear during the past few snow events. We posted Ron’s photo on Facebook to make sure residents knew our crews were on the job. Below are some of the thank-you’s we received on social media following the storms:

- Crews have been doing great work these last few days. I’ve seen bigger crews do less with a lot more resources up north. Impressive!
- You guys have done an exceptional job this year!!
- Thanks for all of the hard work everyone!!
- Thanks for your dedication to our city’s streets. Job well done... as usual
- Our street looks amazing! Thank you!!
- Thank you Ron and all of the street crews in Cedar Rapids and the surrounding communities for all of your hard work
- I am seriously impressed at the fantastic job the crews did overnight. My morning commute wasn’t much more eventful than usual. Although, I was kind of hoping for an excuse to work from home today
- Thanks Ron and the whole plowing crew including other divisions like Forestry that stay all night to lend a hand, extra thanks to Forest for plowing my street!
- It's so wet and cold job. Thankfully a dedicated crew is making it safe as possible to be on the roads
- Thank you, Ron and colleagues!!
- Thank you Ron and streets crew!
- You are all appreciated!!!!
- Thanks Ron! And all the others who are out there working tonight...be safe, stay warm!
- Thank you all for everything that you do!
- ‘Grateful for CR’s GREAT snow removal crew!
- Thanks Ron! The City does a great job.
- You guys do an awesome job!!! Thank you!!! And stay safe!!
- Thank you to all the plow drivers out there!
- We appreciate you and the team!! You do an awesome job!! Be safe!!
- Thank for helping plow the streets!
- Thank you Ron and all the other snow movers!!
- Thank you and the crew for such a good job
- Thanks to you and all operators and be safe tonight
- Thanks bunches and bunches AND BUNCHES!
- My father worked for the city for 30+years, we always knew where he was when it snowed. RIP Shanny
- Thank you to you and all the plow drivers.
- Thanks Ron keep up the good work.
- Thanks ron, be safe.
- Thanks Ron! Stay safe!
- Thanks Ron
- Thank you and stay safe!!
- CR street crews do a great job!
- Thanks Ron!
- Thanks to you all!
- Thanks Ron!
- Stay safe
Please join us for a new speaker series featuring City employees highlighting programs and initiatives that impact our residents.

Open to all employees in any department.

FEATURED TOPIC

Paving for Progress

PRESENTER: Doug Wilson, P.E., Paving for Progress Program Manager

How do we pick roads? What do public meetings look like? Learn more about how the City is administering this critical program and walk away with knowledge you can use the next time someone asks you about Paving for Progress. Two presentations are available:

- **Friday, February 23**
  12:00 - 1:00 pm | City Hall
  Lower Level Training Room

- **Friday, March 2**
  12:00 - 1:00 pm | Water Admin Building
  Steven J. Cook Memorial North Conference Room

Please feel welcome to bring a sack lunch as you learn more about this important program.
Wellness Enrollment Notice

The City of Cedar Rapids’ goal is to promote a culture of health and wellness for our employees. As part of that commitment, and to keep medical insurance options affordable, we continue to look for ways to encourage healthy behaviors. Good health results in an improved quality of life for you, your family and the community.

It’s no secret that the healthcare system is in crisis.

- **Chronic Diseases** is the leading cause **7 out of every 10 deaths**
- Medical Expenses are the **#1 cause of personal Bankruptcies** in the US
- **1 in 3 Children** born today will **develop diabetes** in their lifetime (1 in 2 for Latino Children)
- **Chronic disease** account for **$3 of every $4 spent on healthcare** or **$7,900** for every American with a chronic disease
- **Obesity has doubled** in the last 20 years and tripled for children under 11 years of age

What does this mean for you?

- Comfort in Confidentiality. Your personal health information will be kept confidential and secured throughout the process. All Health Solutions services are HIPAA compliant and held to all privacy and security regulations. Services and programs are regularly audited by a dedicated Privacy Officer and quality team.
- A Program for You! If your results qualify you for health coaching, engage with your personal health coach on a plan that is tailored to you and your goals.
- A Clinical Approach. Participants are identified with high or critical screening results and/or uncontrolled chronic conditions.

What is next?

Jan-April ’18
Complete online health risk assessment questionnaire and screening

May/June - December ’18
Complete follow-up consultation and begin coaching (if applicable)

2019
Earn an incentive for participating!

“For instructions on how to complete your Health Risk Assessment questionnaire and schedule your screening, please see the next page.”
RETURNING USERS: Login to your account...

- Visit [www.myhealthywithhsi.com/citycr](http://www.myhealthywithhsi.com/citycr)
  - Company: CityCR
  - Member ID: Employee ID (Employees)
    - Spouses: Employee’s ID followed by DOB as YYYYMMDD
  - Password

NEW USERS: Register your account...

- Visit [www.myhealthywithhsi.com/citycr](http://www.myhealthywithhsi.com/citycr)
- Click on ‘Register’ in the New Users box
- Read the Terms and Conditions and click ‘Accept’
- In the New Users Registration box, complete the following information:
  - Company: CityCR
  - Member ID: Employee ID (Employees)
    - Spouses: Employee’s ID followed by DOB as YYYYMMDD
  - Select Gender
  - Enter Date of Birth
  - Enter Preferred E-mail Address
  - Enter Preferred Telephone Number
- Click ‘Register’
- Set Password
- Click ‘Sign In’

Complete the online Health Risk Assessment Questionnaire* using the following steps:

- From the Home Screen, click on ‘Start’ in the Assessment tile
- Complete all questions in each category, clicking the ‘Next’ button to move forward
- Once all questions are complete, click the ‘Submit’ button in the lower right corner

Schedule your Screening:

- In the Health Screening tile, click ‘Schedule an Appointment’
- Select the appropriate site from the drop-down menu
- Choose an available screening date shown in white on the calendar
- Click ‘Book It’ next to the screening time you prefer
- Click ‘Finalize Appointment’
- You can now exit the scheduling window

This concludes your enrollment steps.

Please Note: Blood Pressure Guidelines will NOT be changing in 2018.

<table>
<thead>
<tr>
<th>Screening Deadline</th>
<th>April 30</th>
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</thead>
<tbody>
<tr>
<td>Online HRA Deadline</td>
<td>April 30</td>
</tr>
<tr>
<td>Consultation Deadline</td>
<td>May 31</td>
</tr>
</tbody>
</table>

Spouses who complete all three steps will receive a $50 gift card.

Fasting is required: Nothing to eat or drink, other than water, 10-12 hours prior to your screening appointment. Drink plenty of water and take any medications that do NOT need to be taken with food.

Your follow-up consultation will be scheduled upon checking in at your onsite screening or upon Health Solutions receiving your Health Form.

If you need assistance with portal registration or navigation, contact Health Solution at 362-2409 or info@hsi-rx.com
## Screening Schedules

<table>
<thead>
<tr>
<th>Location</th>
<th>Date</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td>City Hall</td>
<td>3/1/2018</td>
<td>7:00 AM – 10:00 AM</td>
</tr>
<tr>
<td>City Hall</td>
<td>3/2/2018</td>
<td>7:00 AM – 10:00 AM</td>
</tr>
<tr>
<td>WPC</td>
<td>3/6/2018</td>
<td>6:30 AM – 10:00 AM</td>
</tr>
<tr>
<td>Water Department</td>
<td>3/7/2018</td>
<td>6:30 AM – 8:30 AM</td>
</tr>
<tr>
<td>Airport</td>
<td>3/8/2018</td>
<td>7:00 AM – 9:00 AM</td>
</tr>
<tr>
<td>Main Library</td>
<td>3/13/2018</td>
<td>9:00 AM – 11:00 AM</td>
</tr>
<tr>
<td>Water Department</td>
<td>3/14/2018</td>
<td>7:00 AM – 10:00 AM</td>
</tr>
<tr>
<td>City Services Center</td>
<td>3/14/2018</td>
<td>6:30 AM – 9:30 AM</td>
</tr>
<tr>
<td>City Services Center</td>
<td>3/15/2018</td>
<td>6:30 AM – 9:30 AM</td>
</tr>
<tr>
<td>City Services Center</td>
<td>3/21/2018</td>
<td>6:30 AM – 9:30 AM</td>
</tr>
<tr>
<td>City Services Center</td>
<td>3/22/2018</td>
<td>6:30 AM – 10 AM</td>
</tr>
<tr>
<td>City Hall</td>
<td>3/29/2018</td>
<td>7:00 AM – 10 AM</td>
</tr>
<tr>
<td>Fire Department</td>
<td>4/3/2018</td>
<td>7:30 AM – 9:30 AM</td>
</tr>
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**Fasting is required:**
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**Screening Deadline**
April 30

**Online HRA Deadline**
April 30

**Consultation Deadline**
May 31

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<tbody>
<tr>
<td>Fire Department-Day Shift</td>
<td>4/3/2018</td>
<td>7:30 AM – 9:30 AM</td>
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<tr>
<td>City Services Center</td>
<td>4/4/2018</td>
<td>7:00 AM – 10:00 AM</td>
</tr>
<tr>
<td>Police Department</td>
<td>4/5/2018</td>
<td>6:30 AM – 9:30 AM</td>
</tr>
<tr>
<td>Police Department</td>
<td>4/10/2018</td>
<td>6:30 AM – 9:30 AM</td>
</tr>
<tr>
<td>Police Department</td>
<td>4/10/2018</td>
<td>4:00 PM – 5:00 PM</td>
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<tr>
<td>Transit Admin Department</td>
<td>4/13/2018</td>
<td>8:30 AM – 10:00 AM</td>
</tr>
<tr>
<td>Police Department</td>
<td>4/19/2018</td>
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<tr>
<td>Police Department</td>
<td>4/19/2018</td>
<td>7:00 PM – 8:00 PM</td>
</tr>
<tr>
<td>Health Solutions Office</td>
<td>4/21/2018</td>
<td>8:00 AM – 10:00 AM</td>
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<tr>
<td>City Services Center</td>
<td>4/25/2018</td>
<td>7:00 AM – 10:00 AM</td>
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<tr>
<td>Health Solutions Office</td>
<td>4/26/2018</td>
<td>7:00 AM – 10:00 AM</td>
</tr>
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If you need assistance with portal registration or navigation, contact Health Solutions at 362-2409 or info@hsi-rx.com
NEW and Improved!
Wellness Points Incentive Program!

Get moving and earn prizes! By engaging in physical activity you can earn Wellness Points, which can be redeemed for excellent prizes such as Wellness t-shirts, drink tumblers, insulated lunch boxes, personal training sessions, massages and even a chance to earn a 10-week Farrell's membership!

Here are the details:
2018 Wellness Points Challenge: Open January 1 through December 31, 2018

- Log in to your personal Health Solutions account: www.myhealthywithhsi.com/citycr
- Under the "Challenges", Click "Enroll" under 2018 Wellness Points Challenge
- Start tracking activity!
  - You can track your activity by syncing your fitness device, OR
  - You can manually enter your activity, including any activity starting on January 1, OR
  - You can track your activity using a paper tracker (see your Wellness Ambassador for more information)
- At the end of each quarter, you may redeem your Wellness Points for select prizes OR you may bank your points to use later in the year for larger prizes!
- Every 15 minutes/2000 steps/1 mile = 1 Wellness point. Maximum points you can earn: 3500
- A full listing of Wellness Points prizes and additional details are coming soon! But don't wait...ENROLL TODAY and start earning your points!

For more information, please contact your Wellness Ambassador or Anji Antkowiak, Lead Health Coach with Health Solutions at angelaantkowiak@hsi-rx.com
Final Weigh-Outs
Monday, Feb 26

City Services Center: 8 – 9 am – Shawnee Conference Room
City Hall: 9:30 – 10 am – West Post Conference Room
Library: 10:30 – 11 am – Teaming Room B
WPC: 11:30 – 12 pm – Admin Conference Room

In the event that you cannot make it to one of the weigh-out sessions, you may complete the weight submission form below:

Final Weight Submission Form
C. OUR. Weightloss Challenge – City of Cedar Rapids
Friday, March 2 Deadline!

Name: 
Team name: (if applicable)
Email

<table>
<thead>
<tr>
<th>Final Weight</th>
<th>Witness Signature</th>
</tr>
</thead>
</table>

Submit forms to angelaantkowiak@hsi-rx.com or in a sealed envelope to your Wellness Ambassador.
If you have questions, please contact your department Wellness Ambassador or a Health Solutions Health Coach.