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.

Employee News

New Employees

Claire Neubauer, VETS – Veterans Memorial Program Coordinator effective Feb 4. Claire comes to us from the Hawkeye Area Community Action Program in Hiawatha.


ADA Training Sessions

Please see the schedule on page 10 for the 2019 ADA Training sessions. All sessions will occur throughout the month of February. This training is mandatory for all staff who interact with the public. Please sign up for a session on PeopleSoft using course code ADA105 or sign up through your department contact.

This is the 4th year of annual training required by the ADA Settlement Agreement with the Department of Justice. Employees are required to take this training every year.

- If you have been required to attend the annual training in past years, you will also need to attend in 2019.
- If you have not been required to attend the training in the past, you will not need to attend in 2019.
- If you are a new employee and have not yet attended a training, but have direct contact with the public, you will need to attend the training in 2019.

A complete list of required employees was sent to department contacts.

DIRECTIONS ON HOW TO ENROLL IN A COURSE:
1. Log-in to PeopleSoft: http://galena/psp/HRPROD/?cmd=login&languageCd=ENG&
2. Click on “Self-Service” Learning & Development - “Request Training Enrollment” - “Search by Course number”
3. Enter in course number: ADA105
4. Click “Search”
5. View all available sessions and click on the session you would like to attend and click “continue”
City Manager and Director Updates

Police Department Accreditation Update
Two assessors from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) spent four days at the Cedar Rapids Police Department this week to examine all aspects of the Cedar Rapids Police Department’s policies and procedures, management, operations, and support services. The on-site assessment is part of the program to achieve national accreditation by verifying that the Cedar Rapids Police Department meets professional standards. The on-site assessment also included two public forum opportunities – one by telephone and one at City Hall on Wednesday evening. The assessors were particularly impressed with the support of the community and leadership in the City of Cedar Rapids.

At their exit interview on Thursday, the assessors indicated that they are recommending the Cedar Rapids Police Department for advanced accredited status without any conditions. The assessors indicated that the Cedar Rapids Police Department exceeded accreditation standards in several areas and has some of the best trained and equipped police officers among several agencies that they have visited.

The assessors will be making their recommendation to the CALEA Commissioners who will make an official announcement of accredited agency status at the 2019 CALEA Conference in Huntsville, Alabama from May 1-4. The Cedar Rapids Police Department is expected to achieve Tier 2 CALEA Advanced Law Enforcement Accreditation. CALEA was created in 1979 as a credentialing authority through the joint efforts of law enforcement’s major executive associations including the International Association of Chiefs of Police, National Organization of Black Law Enforcement Executives, National Sheriff’s Association, and Police Executive Research Forum. The CALEA Accreditation Program is considered the gold standard in law enforcement professionalism.

Achieving accreditation demonstrates that the Cedar Rapids Police Department operates professionally and meets the expectations of the community. Accreditation also reaffirms that the Police Department aspires to provide the highest quality services to the public.

Employee Success Awards
The City hosted a recognition breakfast on Tuesday, January 29 to recognize the accomplishments and hard work of employees who have received a degree, certification, license and/or award in 2018. 56 employees attended to be recognized for their achievement, along with their managers and department Directors. Congratulations to all who were recognized!

Center Point Road Open House Feb 6
The Public Works Department will host an open house on Feb 6 to share information on the 2019 Center Point Road project. The project consists of pavement improvements between 29th Street and 32nd Street, replacement of the intersection at 32nd Street to include right and left turn lanes in all directions, and new ADA traffic signals with pedestrian push-buttons. Storm sewer, sanitary sewer, and water main improvements are also included. Staged closures are anticipated, with business access open during construction. Staff are working to minimize disruptions as much as possible this summer. The project is anticipated to start in March 2019 (weather permitting), with completion by the end of 2019. The open house will be held on Wednesday, Feb 6, from 11:00 a.m. – 1:00 p.m. at the Oakland Road Hy-Vee (3235 Oakland Road NE – club room near the deli).

Cold Weather Response
The Cedar Rapids community came together to support each other last week as we all experienced the unusually cold temperatures. I am very proud of staff, who worked together and with community organizations, to develop solutions in order to provide transportation, warm shelters, and meals for residents. The community response has been overwhelmingly positive, with residents praising the decision to offer free bus rides and grateful for the warming shelters during the cold spell. Our CRFD made regional and national news when two firefighters were recognized for shoveling the driveway of new parents after the unexpected home birth of their baby. (Read stories here: MSN, CNN, Washington Post, Fox News, Des Moines Register, KCRG, KGAN, KWWL, Gazette) Residents have also been very gracious and thankful to our Public Works drivers who have been very busy keeping our roads clear and safe this month. The overwhelmingly positive comments have been a welcome change for our communications team who monitor social media channels. It has been wonderful to see our community once again support each other during a trying time.
City Manager and Director Updates

(continued)

External Email Banner
On September 4, 2018, an External Email Banner was implemented on all external emails coming into the City as part of a technology security initiative. Since the implementation, several suggestions have been received and reviewed. A new email banner will be implemented on February 11, 2019. Going forward every couple of months, the banner will change in color and style.

Manage Engine Self Service Password and Unlock Tool
The Information Technology Department previously deployed a domain (computer) account password self-service reset tool. At the time of implementation, this was an optional tool for employees.

The goal is to have all users with a domain account enroll. IT is refreshing the system and starting Feb 11, each user will receive a daily pop up reminder to enroll. If you have signed up before, you will need to follow the steps to enroll again.

As part of the enrollment, there will be a series of security questions to answer. Once you complete these questions, you are enrolled. After enrollment, you will have the ability to reset your password and unlock your account.

If there are any questions regarding enrollment or how to use the tool, please contact the IT ServiceDesk at 286-5500.

January Employee Thank You Recipients

The City of Cedar Rapids takes pride in the services provided 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 recipients of the “Thank You Award” are:

Sara Buck and Jim Borschel – Housing

Sara and Jim provided City Hall employees a ride from the underground parking lot to City Hall on Wednesday, January 23 due to the extremely cold temperatures. City Hall employees were very appreciative of the Leased Housing team taking time to do this for their co-workers. Thank you!

Submitted by Casey Drew, Finance Director

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 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.
## Employee Service Awards

Please congratulate the following employees on their service anniversary for the month of January 2019.

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary</td>
<td>Oehler</td>
<td>35 yrs</td>
</tr>
<tr>
<td>Ronald</td>
<td>Bettmeng</td>
<td>25 yrs</td>
</tr>
<tr>
<td>Jeremy</td>
<td>Bauswell</td>
<td>20 yrs</td>
</tr>
<tr>
<td>No Photo</td>
<td>Annette</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Nick</td>
<td>Kunde</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Michael</td>
<td>Larson</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Gladys</td>
<td>Adams</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Bradley</td>
<td>Helle</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Michael</td>
<td>Lake</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Kenneth</td>
<td>Russell</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Emily</td>
<td>Breen</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Maria</td>
<td>Johnson</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Joseph</td>
<td>Heck</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Trent</td>
<td>Glaus</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Emma</td>
<td>Lubben</td>
<td>1 yr</td>
</tr>
<tr>
<td>Jonathan</td>
<td>ONEll</td>
<td>1 yrs</td>
</tr>
<tr>
<td>Joseph</td>
<td>Newton</td>
<td>1 yrs</td>
</tr>
</tbody>
</table>
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>
</tr>
</thead>
<tbody>
<tr>
<td>EDUCATE</td>
<td>Understand <strong>why</strong> the program is in place, <strong>who</strong> will be involved throughout the program, <strong>what</strong> resources are available to you, <strong>when</strong> health and wellness events will be taking place, and <strong>how</strong> 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>
</tr>
</tbody>
</table>

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 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>
</thead>
<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
- 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
Organizational Health is about being a productive team member. In order to be productive we need to give employees the tools they need to do their job. We are offering several training sessions in February to help employees continue to enhance their knowledge and skills.

1. **Valuing Diversity: Overview.** This session is open to all employees. We will discuss the question, “Why is diversity important at the City of Cedar Rapids?” Participants will complete a “Go-To Network” worksheet to help them reflect on the many aspects of diversity within their network. Presented by Organizational Development Manager, Sue Sager

2. **City Government Overview:** This session is open to all employees. This session will focus on our current form of government. We will discuss how decisions are made and how our current form of government differs from our past. Bring your questions. Presented by Deputy City Manager, Sandi Fowler

3. **Lead CR:** Sixteen managers/supervisors are participating in Lead CR program. This 10-week program addresses organizational health, leadership, team development and performance management.

**See you at one of the upcoming training sessions!**

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
<th>Location</th>
<th>PeopleSoft Code</th>
<th>Course Code</th>
<th>Session</th>
<th>Time</th>
<th>Type</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feb 5-22</td>
<td>Multiple times</td>
<td>ADA Training</td>
<td>Multiple sessions and locations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feb 6</td>
<td>8:00am – 4:45pm</td>
<td>New Hire Orientation</td>
<td>City Hall Training Room</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feb 7</td>
<td>9:00am - 3:30pm</td>
<td>New Hire Orientation</td>
<td>City Hall Training Room</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feb 7</td>
<td>8:00am - 12:00pm</td>
<td>Lead CR: Session 1</td>
<td>Central Fire Station</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feb 19</td>
<td>11:00am - 12:00pm</td>
<td>Valuing Diversity: Overview</td>
<td>CSC-5 Seasons</td>
<td>Course Code: CMO505 Session-0001</td>
<td>Thurs. February 14</td>
<td>8:00am - 12:00pm</td>
<td>Lead CR: Session 2</td>
<td>City Hall Training Room</td>
<td></td>
</tr>
<tr>
<td>Feb 26</td>
<td>2:30pm – 3:30pm</td>
<td>City Government Overview</td>
<td>CSC-5 Seasons</td>
<td>Course Code: CMO505 Session-0001</td>
<td>Thurs. February 28</td>
<td>8:00am - 12:00pm</td>
<td>Lead CR: Session 3</td>
<td>CSC-5 Seasons</td>
<td></td>
</tr>
</tbody>
</table>

For more information, contact Sue Sager at s.sager@cedar-rapids.org or 319-386-5267.
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
ADA Training Sessions

Please see the schedule below for the 2019 ADA Training sessions. All sessions will occur throughout the month of February. This training is mandatory for all staff who interact with the public. Please sign up for a session on PeopleSoft using course code ADA105 or sign up through your department contact.

This is the 4th year of annual training required by the ADA Settlement Agreement with the Department of Justice. Employees are required to take this training every year.

- If you have been required to attend the annual training in past years, you will also need to attend in 2019.
- If you have not been required to attend the training in the past, you will not need to attend in 2019.
- If you are a new employee and have not yet attended a training, but have direct contact with the public, you will need to attend the training in 2019.

A complete list of required employees was sent to department contacts.

DIRECTIONS ON HOW TO ENROLL IN A COURSE:

2. Click on “Self-Service” Learning & Development – “Request Training Enrollment” – “Search by Course number”
3. Enter in course number: ADA105
4. Click “Search”
5. View all available sessions and click on the session you would like to attend and click “continue”

<table>
<thead>
<tr>
<th>DATE</th>
<th>Session Number</th>
<th>TIME</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday, February 5</td>
<td>0001</td>
<td>8:00am – 12:00pm</td>
<td>Library – Whipple Auditorium</td>
</tr>
<tr>
<td>Wednesday, February 6</td>
<td>0002</td>
<td>8:00am – 12:00pm</td>
<td>Central Fire Station</td>
</tr>
<tr>
<td>Thursday, February 7</td>
<td>0003</td>
<td>7:45am – 11:45am</td>
<td>Library – Whipple Auditorium</td>
</tr>
<tr>
<td>Friday, February 8</td>
<td>0004</td>
<td>8:00am – 12:00pm</td>
<td>Library – Whipple Auditorium</td>
</tr>
<tr>
<td>Tuesday, February 12</td>
<td>0005</td>
<td>12:00pm – 4:00pm</td>
<td>Library – Whipple Auditorium</td>
</tr>
<tr>
<td>Wednesday, February 13</td>
<td>0006</td>
<td>8:00am – 12:00pm</td>
<td>Central Fire Station</td>
</tr>
<tr>
<td>Thursday, February 14</td>
<td>0007</td>
<td>12:00pm – 4:00pm</td>
<td>Library – Whipple Auditorium</td>
</tr>
<tr>
<td>Tuesday, February 19</td>
<td>0008</td>
<td>7:45am – 11:45am</td>
<td>Library – Whipple Auditorium</td>
</tr>
<tr>
<td>Wednesday, February 20</td>
<td>0009</td>
<td>4:00pm – 8:00pm</td>
<td>Central Fire Station</td>
</tr>
</tbody>
</table>

* Please note that there are a limited number of spaces at Central Fire Station. If you would like to attend a session at this location, please be sure to sign up as soon as possible.
Safety Leadership Series: Part 7

Safety Leaders Never Stop Learning

Stepping into a role of a safety leader is the same as stepping into any new role: you want to be effective so you want to understand what your role is and what you need to communicate. You can be a great communicator but if you are not conveying the most important messages then you are sending people in the wrong direction.

As more organizations work to integrate employee safety in the workplace, new concepts, technology and controls are developing. Equipment manufacturers are making modifications to their equipment to integrate safety controls. Industry leaders and safety professionals are sharing best practices and collaborating with more industries to provide safety guidance. By keeping up to date on these improvements you are able to provide the most up to date information and best practices.

Safety is not a one and done. Safety practices are always improving, safety messages conveyed in different ways, and we can always improve the relationships we have with those that we influence. By continuing to learn, a safety leader evolves in the way they approach safety and serves as a role model to those around them in the workplace.

Ways you, as a safety leader can continue to learn:

- Find a mentor: ask a more experienced or well-respected safety leader to help you understand how they got where they are today.
- Have conversations with others within your industry about effective safety practices
- Watch free online webinars on safety topics that apply to your work:
  - [https://www.ehstoday.com/webinars](https://www.ehstoday.com/webinars)
  - [https://ohsonline.com/webcasts/list/webinars.aspx](https://ohsonline.com/webcasts/list/webinars.aspx)
- Read magazines (many are available free online):
  - [https://www.safetyandhealthmagazine.com/](https://www.safetyandhealthmagazine.com/)
- Resources available from the City’s Risk Services Office:
  - Safety resource book library
  - Training materials
  - Toolbox Talks & Safety Posters (Intranet)

Our safety culture depends on dedicated leaders at all levels of City operations.

Make your personal commitment to being a safety leader today!
City of Cedar Rapids 2019
Weight Loss Challenge

Create a team of four or participate individually. Working in teams can give you the accountability and motivation to reach your weight loss goals!

What team will claim the WLC 2019 Championship?!

Challenge runs Monday, February 4 - Friday, May 3

*Weight loss is calculated by percentage of body weight

**Weights are collected in confidence with Health Solutions team members or self reported on the Wellness Portal

Participation is Easy!

1. **Weigh In:** Deadline Friday, Feb. 8
   Select one option:
   - Attend an onsite weight-check event
   - Submit a weight on the Wellness Portal with your team name if applicable (teams of 4)
   - Submit a weight during a health coaching visit before Feb 8 (coordinated directly with your health coach, if applicable)

2. **Mid-Point Weight:** OPTIONAL
   Attend an optional weight check or submit online. No points awarded but a whole lot of accountability!

3. **Weigh Out:** Deadline Friday, May 3
   Select one option:
   - Attend an onsite weight-check event
   - Submit a weight on the Wellness Portal with your team name if applicable (teams of 4)
   - Submit a weight during a health coaching visit before May 3 (coordinated directly with your health coach, if applicable)

### Onsite Weight Check Events

**All Events in the Shawnee Room in the City Service Center**

<table>
<thead>
<tr>
<th>Weigh</th>
<th>Dates</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>INITIAL</td>
<td>Tuesday, February 5th</td>
<td>7:30am - 8:00am</td>
</tr>
<tr>
<td></td>
<td>Thursday, February 7th</td>
<td>7:30am - 8:00am</td>
</tr>
<tr>
<td>MID POINT</td>
<td>Tuesday, March 19th</td>
<td>7:30am - 8:00am</td>
</tr>
<tr>
<td></td>
<td>Thursday, March 21st</td>
<td>7:30am - 8:00am</td>
</tr>
<tr>
<td>FINAL</td>
<td>Tuesday, April 29th</td>
<td>7:30am - 8:00am</td>
</tr>
<tr>
<td></td>
<td>Thursday, May 2nd</td>
<td>7:30am - 8:00am</td>
</tr>
</tbody>
</table>

Can’t make it to CSC for a Weight Check?

Questions?

Contact your department Wellness Ambassador or Health Solutions at 362-2409 or info@hsi-rx.com

Weigh-In: 25 Points
Weigh-Out: 25 Points
Lose Weight: 50 Points
INDIVIDUAL WINNER
500 Points
WINNING TEAM
Did you know? Heart disease is the leading cause of death for both men and women.

**Coronary Artery Disease** is the most common heart disease. It occurs when plaque builds up inside the coronary arteries. These arteries are responsible for supplying oxygen-rich blood to your heart muscle. Over time, the plaque can harden or rupture. Hardened plaque narrows the coronary arteries and reduces the flow of oxygen-rich blood to heart. If the plaque ruptures, a **blood clot** can form on the surface.

When a blood clot totally blocks the artery, the heart muscle becomes “starved” for oxygen. Within a short time, the heart muscle cells begin to die, causing permanent damage. When this happens, a **Heart Attack** occurs.

**Enlarged Heart (Cardiomegaly)** is usually caused by coronary artery disease or high blood pressure. The heart is enlarged due to damage of the heart muscle. As the condition progresses, the heart’s pumping ability declines, not pumping blood effectively. This can bring congestive heart failure.

**Heart disease can be a domino effect.** Heart related issues listed above can lead to other heart problems such as: Irregular Heart Rhythm, Atrial Fibrillation, Sudden Cardiac Death, and more.

**KEY MESSAGE: Take Control of your Heart Health!**

**KNOW YOUR NUMBERS.** It’s knowledge that could save your life! Five numbers that everyone should know to take control of their heart health is:

<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>Blood sugar</td>
<td>&lt;100 mg/dL</td>
</tr>
<tr>
<td>Body Mass Index (BMI)</td>
<td>18.5 to 24.9</td>
</tr>
</tbody>
</table>

**Want to know your numbers?**

1. **Participate in a Health Solutions’ Health Screening**
2. **Hy-Vee is providing free Biometric Screenings during the whole month of February. Ask your Health Coach about finding dates & locations.**

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