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Employee News

New Employees

Derek Schrock, FIN – Facilities Maintenance HVAC Specialist effective Jan 22. Derek joins us from Energy Solutions Inc.

Retirees
Richard Block, UTIL – retired Jan 19. Richard started with the City June 19, 2000 and was the Utilities Construction Coordinator Manager at the time of his retirement.

Sign up to receive important employee information by text message
Employees can now sign up to receive important employee information right to their phones. In order to provide timely communication directly to employees, the City is implementing texting for City related messages directly to employee’s phones. We have enabled this ability on all City-owned phones, and now we are offering this option for employees on their personal phones.

Please click here to sign up to receive employee related communication via text

This communication channel will be used in emergencies to relay critical information. It will also be used to send reminders and information regarding benefits, internal events, and other timely internal information. You will also have the option to receive public Cedar Rapids news that is sent to residents, such as city events, programs and services. Don’t miss another important update. Sign up for internal text messages today.

Employment Opportunities

Auto Equipment Mechanic I
Intern IV (Veterans Memorial)
Lab Services Water Quality Analyst
Several Seasonal Positions

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 & Directors Update

Paving for Progress: O Avenue Neighborhood Meeting Feb. 1
Work on O Avenue NW will begin this year between 16th Street and Ellis Boulevard. This is the first phase of a multi-year project, and includes concrete road reconstruction, storm sewer, sanitary sewer, water main, and sidewalk improvements. A neighborhood meeting is scheduled for Thursday, February 1, from 5:30 p.m. to 6:30 p.m. at Roosevelt Middle School in the cafeteria, for residents to hear more about construction impacts. This will be the third neighborhood meeting on this project.

Recap of Flood Control Open House
More than 100 people attended an open house last week to learn more about future flood control initiatives. Information was available on the upcoming NewBo Levee, historic monument relocations in Masaryk Park, the Greenways planning initiative, and alignment considerations in the North Industrial area around Cedar Lake. Staff from Public Works, Parks and Recreation, Utilities, and Community Development were available for questions from residents. Renderings from the open house will be made available on the City’s website www.cityofcr.com/floodcontrol. Several local media stations also covered the event:

During the month of February, The CR Care Committee is working with the local American Heart Association to raise awareness of heart disease. Heart disease is the #1 killer of women in Linn County, yet is the most preventable.

Please help us support our local AHA by purchasing and wearing Go Red dress pins ($5), and by wearing the color red during National Heart Month, (February).

The following committee members are happy to receive your donation and have pins available for purchase. All dollars raised stay here locally to fund lifesaving research and education.

Jourdan Jiruska, Public Works
Joy Huber, Fleet
Chris Nelson, IT
Pamela Ammeter, City Hall
Karen Michael, Water
Dawn Kolosik, Building Services
Laurel Cruse, WPC
Sexual Harassment Training

Who?  
Required participation in the sexual harassment training on Feb. 8th includes individuals who:
1) Supervise one or more full-time, part-time or seasonal employee
2) Attend the monthly manager meetings
3) Deemed appropriate by the department director

What?  
Sexual Harassment in the Workplace by Amy Reasner, attorney for Lynch Dallas Law firm in Cedar Rapids. Amy will share current local and national sexual harassment cases, legal requirements for employers and practical tools to create a positive, inclusive work environment.

Why?  
Equip leaders with the knowledge and tools they need to effectively lead and manage within the city and our changing national climate.

When?  
February, 8 9:00 – 10:00 or 2:00 – 3:00 - coordinate a time with your department contact

Where?  
Whipple Auditorium in the Public Library

For more information contact Sue Sager, Organizational Development Manager at s.sager@cedar-rapids.org

Say Thank You to a Wounded Veteran

Each year when the middle of January arrives, we ask for your help in signing cards for the Valentines For Vets program. This wonderful tradition of saying thank you to hospitalized veterans in Iowa City continues in 2018. The CR Care Committee has made valentines that we will deliver to the KHAK studios in February. KHAK staff will then deliver them to veterans at the V.A. Hospital in Iowa City before Valentine’s Day.

We ask for your help in recognizing these veterans by signing a card. Your department will be given a handmade card that can be signed; we ask that you sign only your first name on the valentines. The cards should be returned to: Joy Huber -Fleet Services by Friday, Feb 2. Thank you for participating in this event.
FAQ: Who is responsible for Org Health?
Every employee at the City of Cedar Rapids can contribute to organizational health by overcoming the 5 dysfunctions of a team.

1. **Trust**: Build vulnerability-based trust with team members by seeking to understand the other person and relying on one another.
2. **Conflict**: Prompt healthy conflict among team members to spark innovation.
3. **Commitment**: Clarify and support team decisions.
4. **Accountability**: Hold one another accountable to performance standards.
5. **Results**: Foster team success rather than focusing on individual success.

Org Health Scramble: OEEYVNR
Unscramble the letters to answer the FAQ above. Click [here](#) to provide your response and be entered in the monthly org health drawing. Unscramble the highlighted letters from all four January “Spotlight on Org Health” articles and click [here](#) to email your answer. You will be entered into a drawing for a prize.

For more information on organizational health see [www.tablegroup.com](http://www.tablegroup.com)
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](mailto:s.sager@cedar-rapids.org) 319-777-1699.

How is organizational health being rolled out in the City?
After its initial introduction in early 2016, the organizational health initiative has been sweeping through the city. The initiative has accelerated its pace with a one-hour organizational health training for all employees. Since Oct. 2017 over 850 employees (67%) have participated in organizational health training. This training focuses the five dysfunctions of a team model with an emphasis on building trust.

In addition to employee training, 146 managers and supervisors have participated in the 1.5 day team development training. This includes 23 management teams (64%) from across the city. Seven department teams have participated in expanded training on a variety of topics including the five dysfunctions of a team, the ideal team player, Myers-Briggs Personality Types, thematic goals, trust and conflict. These department teams include recreation, police, water pollution control, city manager's office, water, development services and building service.

"We are on track to train every city employee and every department leader in the foundations of organizational health by May 1, 2018. These initial steps will allow us to integrate organizational health throughout the fabric of the city which will strengthen our team to strengthen our city." Sue Sager, Organizational Development Manager. For more information about organizational health and leadership development contact Sue Sager [s.sager@cedar-rapids.org](mailto:s.sager@cedar-rapids.org)
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
Retirement Planning Sessions with IPERS

Get detailed information about your retirement account. Learn about possible retirement dates, benefit option payouts, and service purchase options.

Location:  Kirkwood Linn County Regional Center, ICAN Entrance
1770 Boyson Road, Hiawatha, IA
Individual Appointments  April 23, 24, 25 & 26, 2018

OR

Location:  Kirkwood Regional Center at University of Iowa
2301 Oakdale Blvd, Lower Level, Coralville, IA
Individual Appointments  April 30, May 1, 2 & 3, 2018

Pre-registration is required to attend an individual appointment. To schedule an individual appointment contact IPERS at 1-800-622-3849. Appointment times will fill quickly, please do not delay in calling to set up an appointment.

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PAWS for Love

Saturday, Feb 10
7:00 -10:00pm
Eastbank Venue & Lounge
97 Third Ave SE

Don't miss this year's PAWS for Love, a Valentines Day Gala & Auction to support the homeless animals at the Cedar Rapids Animal Care & Control Center.

PAWS for Love, is the perfect Valentine's Day surprise for your sweetheart. Treat her to an evening of jazz, silent auction bidding, delectable hors d’oeuvres, divine deserts and a cash bar. More than 150 auction items available to bid on - everything from pet supplies and pamper yourself gift baskets to sports events, weekend get-away’s, art and entertainment. It’s a night to celebrate with your sweetheart.

Advance tickets are $40/person or $75/couple or $300 for a reserved table of 8. Tables for 8 are treated to a free drink ticket, keepsake logo gift item, and a red rose per person.

Tickets may be purchased online at www.eventbrite.com or by calling the Cedar Rapids Animal Care & Control Center, 286-5993