Cedar Rapids, a vibrant urban hometown - a beacon for people and businesses invested in building a greater community now and for the next generation.

### Employee News

#### New employees


Employees photos & contact info can be found on CR@Work or at the following link:

http://cratwork/Pages/EmployeeDirectory.aspx

#### New Benefit Enhancements for 2017

All four benefits (Health, Dental, Vision & Child Life Insurance) will now have consistent age eligibility. Your dependents can be covered under any of these benefits through age 26.

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Employment Opportunities

Employees are welcome to apply for any open positions and are also encouraged to share the job openings with anyone who may be interested in joining the City. Positions highlighted in yellow are newly posted this week.

Here is a link to view and print all job postings
If you have questions about any of the opportunities, please contact Jenelle Sisneros, 286-5001.

| DIV Only: Solid Waste Recycling Driver Collector I |
| City Only: Streets Driver (Grade 20) |
| City Only: Streets Heavy Equipment Operator (Grade 26) |

CIP Engineering Program Manager
Garage Supervisor
Police Officer
Utilities Laboratory Service Manager
WPC Instrument Technician
Garage Supervisor

Employee Service Awards
Please congratulate the following employees on their service anniversary for the month of December 2016.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seth Thomas</td>
<td>Auto Equ Mech I</td>
<td>1 yr</td>
</tr>
<tr>
<td>Michael LeClere</td>
<td>HVAC Specialist</td>
<td>1 yr</td>
</tr>
<tr>
<td>Amanda Leichty</td>
<td>Graphic Design Specialist</td>
<td>1 yr</td>
</tr>
<tr>
<td>Shayn Mason</td>
<td>Public Works Laborer X-Dr</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Breck Raim</td>
<td>Public Works Laborer X-Dr</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Aaron Orcutt</td>
<td>WPC Operations Manager</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Mark Jacobs</td>
<td>Recreation Maintenance Mgr</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Eric Bahl</td>
<td>Civil Eng Const Insp</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Roy Wilson Jr</td>
<td>WPC Equipment Mech</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Constance Huber</td>
<td>Human Resources Director</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Lisa Miller</td>
<td>Golf Division Manager</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Bryan Hemphill</td>
<td>Coll Sys Mtnc Wkr IV</td>
<td>25 yrs</td>
</tr>
</tbody>
</table>
2017 Deferred Compensation Limits

The normal maximum Deferred Compensation dollar limitation for calendar year 2017 will be $18,000 – this reflects no changes from 2016. The contribution limit for Deferred Compensation plans is the lesser of:

1. 50% of taxable compensation before reduction for 457 deferrals, Section 125 and pension contributions (this is called the percentage limitation); or
2. a dollar amount in effect for that year (this is called the dollar limitation).

Beginning in the year that an employee reaches age 50, an additional annual catch-up contribution can be made per year up to a specified dollar limit. Effective January 1, 2017, the Age 50 and Over Catch-Up limit will be $6,000 – this reflects no change from 2016.

The deadline for submitting a Deferred Compensation Payroll Deduction Change Request form is the 20th of each month in order for the change to be effective with the first paycheck of the upcoming month.

The 457 Deferred Compensation Payroll Deduction Authorization Form, used for payroll changes to 457 Deferred Compensation accounts, is on CR@Work under Employee Resources, Benefits and Deferred Compensation.

Submit your newly earned Degree, Certification, License and / or Award

Have you received a degree, certificate, license or award in 2016? As a new program the City will be recognizing these accomplishments in early 2017. Please provide documentation to HR of such accomplishments. This link provides a PowerPoint that explains the new program:

Degree, Certification, License and Award Program

See slides 12 and 13 for FAQ. For additional questions please contact Jan Rushford at 286-5106 or Amanda Felton at 286-5094.

Vision Insurance

Your new Vision Insurance benefit was effective January 1. There are no cards associated with this benefit. Simply let your vision provider know that you carry VSP insurance.

Your new Vision Insurance benefit was effective January 1. There are no cards associated with this benefit. Simply let your vision provider know that you carry VSP insurance.
Purchasing Contract Spotlight

Office Supplies – Office Depot

Did you know that the citywide contract for the purchase of office supplies is now with Office Depot? The Iowa Board of Regents (IBOR) competitively solicited the purchase of office supplies (IBOR RFP 15616) which resulted in an award of a contract to Office Depot, Inc. The terms and conditions of this contract have been made available to the Iowa Board of Regents Universities, the State of Iowa and all agencies and political subdivisions of the State of Iowa. Per City Council Resolution No. 1639-12-16, the City of Cedar Rapids departments will utilize this contract which includes deeply discounted prices, electronic ordering and free desktop delivery.

Three web trainings have been provided to employees and login information has been sent to the users. If you order from this contract and do not yet have your specific login information, please contact Luanne Carter at lcarter@cedar-rapids.org

The current contract information and pricing as shown below is posted on CR@Work under Purchasing Contracts in the Office Management Category:

<table>
<thead>
<tr>
<th>CITYWIDE OFFICE SUPPLIES, CONTRACT #PUR0916-042, RESOLUTION #1639-12-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>VENDOR: OFFICE DEPOT, INC.</td>
</tr>
<tr>
<td>VENDOR CONTACT: JANET HOLT @ 563-650-0863 or <a href="mailto:janetholt@officedepot.com">janetholt@officedepot.com</a></td>
</tr>
<tr>
<td>CONTRACT TERM: 12/20/16 through 02/01/21 (Option of two 1-year extensions)</td>
</tr>
<tr>
<td>CONTRACT ADMINISTRATOR: LUANNE CARTER @ 286-5021 or JUDY LEHMAN @ 286-5022</td>
</tr>
</tbody>
</table>

Where You Live Can Make for Better Living

Do you know the story of Blue Zones Project Cedar Rapids? Cedar Rapids is the 15th certified Blue Zones Community in the nation. Since 2012, we have seen increases in exercise levels, increases in healthy eating habits, lower stress levels, and more! Go ahead; explore what we've done in Cedar Rapids explore.bluezonesproject.com/cedar-rapids/
Best Wishes to Wellness Coach Riley Barth

As we prepare to launch our 2017 Wellness Program at the City of Cedar Rapids, there will be a change to the Health Solutions team. Riley Barth, Health Coach and Wellness Program Coordinator, has moved on to a new opportunity that allows her to achieve her professional goals. We wish Riley the best of luck in her new endeavor.

Health Solutions is committed to replacing Riley with someone who is passionate, knowledgeable, and committed to helping City of Cedar Rapids employees achieve their personal best. Until a permanent Health Coach and Wellness Program Coordinator is put in place, health coaching services for Riley's participants will be delivered by another trained and qualified Health Solutions staff member.

Employees who have had Riley as their health coach will continue their coaching on the same appointment date and time for January. If a scheduling change is necessary, those changes need to be made with Health Solutions.

Should you have any questions, or need to change a January coaching appointment that you normally would have had with Riley Barth, please reach out to the Health Solutions Account Team:

Ashley Stickney (Account Manager) ashleystickney@hsi-rx.com 319.440.0799
Carolyn See (Senior Account Manager) carolynsee@hsi-rx.com 319.734.3626

2017 City Manager’s Listening Post

The City Manager’s Listening Post (CMLP) meetings are informal discussions where committee members are encouraged to share issues and concerns their co-workers might have. Committee members will also be asked for suggestions on ways to improve communications. There are also “Hey Jeff!” comment boxes located throughout the City facilities. Employees are welcome to write down their suggestions on comment cards and deposit the slips in the Hey Jeff box, if they’d like. In order to ensure a direct response from Jeff Pomeranz, you must include your name on the slip.

The CMLP committee generally meets the 3rd Wednesday of each month. The 2017 employees selected to serve on the 2017 City Manager’s Listening Post are:

Mike Feuerbach, Building Services; Anne Kroll, Community Development; Vern Zakostelecky; Development Services; Diane Muench, Finance; Brooks Burkhart, Fire; Moll Bagby, HR; Sean Hanna, IT; Angie Cole, Parks & Rec; Dave Dostal, PD; Jeremy Bauswell, PW; Sergio Hill, Transit; Kathy Bierman, Utilities.

You should expect your department rep to reach out to you seeking questions / concerns. You should also expect your department rep to report back to you after each meeting to share any updates received at the CMLP meeting.
C.OUR. WEIGHTLOSS Challenge

Individual or Team 8 week weight loss challenge!
$5.00 cash buy-in/person to participate

- You may use your final weight from the Maintain Don't Gain Challenge, for your initial weight in for this challenge ** The schedule listed below is for both the final weight out for Maintain Don't Gain and the initial weigh-in for the Weight Loss Challenge
- Teams must have 4 (choose your own team) individuals and must have a team name
  - If you need help forming a team, Health Solutions can assist in finding team members
- All participants must weigh in at week 1 and 8 to be eligible to win
- $5.00 must be paid (cash only) at the time of first weigh in, no late buy-ins will accepted
- Prizes awarded based on the total amount raised with buy-in and total percentage lost, as a team and individual separately
- The participant with the highest percentage of total lost can be on a team and would receive the individual payout in addition to their team payout!

<table>
<thead>
<tr>
<th>Ranking</th>
<th>% payout of total raised</th>
<th>Example: $ amount won per individual*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st place team</td>
<td>50%</td>
<td>$83 each</td>
</tr>
<tr>
<td>2nd place team</td>
<td>25%</td>
<td>$41.50 each</td>
</tr>
<tr>
<td>3rd place team</td>
<td>10%</td>
<td>$16.50 each</td>
</tr>
<tr>
<td>Participant w/ overall largest % lost</td>
<td>15%</td>
<td>$100.00</td>
</tr>
</tbody>
</table>

*Based on 132 people that participated in 2014

January 9 - January 13, 2017

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
</tr>
</tbody>
</table>
| Library: 8:30 - 9 am  
Police: 9:30 - 10 am  
Airport: 10:30 - 11 am  
W.P.C: 12 – 12:30 pm | Water: 10 - 10:30 am  
CSC: 8 - 9 am  
CentralFire: 11:30 - 12 | CentralFire: 11:30 am - 12 | City Hall: 8 – 9 am  
Central Fire: 11:30 am- 12  
NW Rec Center: 1 - 1:30 pm | Final weigh-ins will be held  
February 27th-March 3rd |

You may also weigh in at the Health Solutions office 8 am-5 pm the week of weigh ins

Final weigh-outs for the Maintain Don't Gain Challenge:

Attend one of the times listed above, if you would also like to participate in the weight loss challenge, you will use the same weight for both and declare your participation at this time
Movie Night & Job Fair Featuring

“He Named Me Malala”

Join us on Martin Luther King Jr. Day,
January 16, 2017 from 5:30 - 7:00 PM in the
Whipple Auditorium, Cedar Rapids Public Library

HE NAMED ME MALALA is an intimate portrait of Nobel Peace Prize Laureate Malala Yousafzai, who was targeted by the Taliban and severely wounded by a gunshot when returning home on her school bus in Pakistan’s Swat Valley. The then 15-year-old was singled out, along with her father, for advocating for girls’ education, and the attack on her sparked an outcry from supporters around the world. She miraculously survived and is now a leading campaigner for girls’ education globally as co-founder of the Malala Fund.

The movie will be preceded by a Public Sector Job Fair in the lobby of the Library from 4:30 - 6:00 PM. Join us to learn about current employment opportunities and employment criteria to better prepare for jobs in the public sector.

Representatives from the City of Cedar Rapids, Cedar Rapids Police and Fire Departments, Linn County, Cedar Rapids Community School District, Transportation Security Administration (TSA) and the 6th Judicial District Department of Corrections will be present at the Job Fair.
6 Successes of 2016

1. Sustainability at Work!

Our municipal operation is always improving. Here’s a list of 2016 projects we completed or started internally. Learn more here.

- Solar on NW Transit Garage: 90 kilowatts of renewable, non-polluting energy with no capital cost and a lower electric rate covers 62% of the facility’s annual energy use.

- Green Cleaning: We chose a new janitorial supplies vendor with a strong sustainability focus that’s increasing the percentage of cleaning products that are safe for air, water, skin, and lungs.

- Zero Waste: 77% of what we landfill in City Services Center could be composted or recycled. Staff now have Tiny Trashes, and lidded compost bins are coming for food and paper towels.

- Engine Idling: $3-5,000 per month of fuel used to idle. Our updated engine idling policy says: No idling over 30 seconds, and limit vehicle warming in the cold season to 5 minutes.

2. State of Affairs: The City of Cedar Rapids’ Pursuit of Sustainability

Give this a read to see the foundation we’re building upon. It’s a quick read on sustainability challenges we face, what other cities are doing, what we’ve done, and our direction forward.

Click here for the easy-to-read report! The image to the right represents our sustainability challenge and opportunity. Over time, our goal as the City of Cedar Rapids is to make decisions that maximize economic, social, and environmental health for the long-term. This “triple bottom line” approach is a skillset we each need to develop and employ.

Globally, natural resources are consumed 1.6x faster than they can be regrown. Americans consume resources 5x faster than can be regrown.

What excited you in 2016? What excites you for 2017? Let us know!
3. New policies in 2016 help flash flooding, water quality, landscapes, and cooler summer air.

- **Soil Quality Management Plan:** Cedar Rapids’ new topsoil policy for new developments requires planning for healthy topsoil for new residential and commercial developments. There are numerous options to choose from that gives flexibility based on the site conditions. Topsoil absorbs rainfall and grows vegetation best, which mitigates flash flooding conditions and creates green landscapes at lower cost.

- **Stormwater utility rates:** Stormwater fees used to reflect the total size of a property. With improved technology, sites can now be assessed for amount of pervious (water can soak into it) or impervious (water runs off of it) land, and stormwater fees will now be assessed based on a property’s amount of impervious land—or their contribution to stormwater runoff. The rate changes will be phased in, and stormwater best management practices (BMPs) will be incentivized to improve infiltration (and create more green spaces). Learn more here.

4. **1000 Acre Pollinator Initiative: Major land (and butterfly) prep for 2017.**

1000 acres of prairie will provide habitat for pollinating butterflies, birds, and bees; opportunities for walking, jogging, and basking in nature; and native landscapes that cool and clean the air, absorb rainwater, and build fertile, carbon-trapping soil. That’s what the 1000 acre pollinator initiative will deliver over 5 years. 400 acres have been dedicated from the City of Cedar Rapids and 600 more from Linn County and Marion.

In 2016, 170 acres of the city’s future pollinator acreage was burned in preparation for planting in 2017. Concurrently, the city partnered with the Monarch Research Project to raise monarchs in bio-tents in Noelridge Park. Monarchs that lay eggs in the wild result in only a few mature butterflies; these bio-tents result in 90% of eggs reaching adulthood. Prairie seeds aren’t cheap; the Parks and Rec Department received a $96,480 grant from Iowa REAP to assist with seed procurement. [http://www.cedar-rapids.org/residents/parks_and_recreation/pollinator_and_natural_resources_initiatives.php#Acre](http://www.cedar-rapids.org/residents/parks_and_recreation/pollinator_and_natural_resources_initiatives.php#Acre)

5. **Middle Cedar Partnership Project: Regional partnership for improved water quality and quantity.**

Through the collaborative efforts of the Middle Cedar Partnership Project, farmers upstream of Cedar Rapids have planted 1,635 acres of cover crops in 2016. Lead partner of the MCPP, Cedar Rapids works with upstream farmers and state and federal resources to spread practices like cover crops, no-till, and wetlands and prairies along waterways. These practices keep more water, fertilizer, and soil on farm fields, rather than washing them downstream. For Cedar Rapids, with the Cedar River as our drinking water source and major flood hazard, this is the long-term and regional approach needed. $4.3 million from local, state, and federal programs will be put to work over 5 years.

6. **Roads are for everyone: Our multi-modal approach creates an inclusive road network.**

Road improvements continue to go above and beyond simply repairing pavement. Whenever possible, Paving for Progress projects include elements that make them more sustainable and inclusive. The City believes cars, bikes, pedestrians, people in wheelchairs, transit riders - everyone - has a right to use roads safely. We added 5.2 miles of on-road bike lanes and trails last year, adding to the more than 50 miles of bike lanes and trails in town.

An important piece of this is inclusion. We want roads, where possible, to include options for all modes of transportation. Some residents have the luxury of choosing to ride their bike or take the bus to work. However, many people need these modes of transportation and rely on them as their only option. Being aware and inclusive of these needs is important for building a city where all people have safe and accessible mobility options to live, work, and play.
Local Leaders Embracing Sustainability

TUESDAY, JANUARY 31
CITY STAFF: 3:00 – 4:30 p.m.
COMMUNITY: 6:00 – 7:30 p.m.
CEDAR RAPIDS PUBLIC LIBRARY’S WHIPPLE AUDITORIUM
450 5th Ave SE, Cedar Rapids, IA 52401

Discover why local leaders are choosing to make sustainability a priority and how they are implementing sustainable practices and policies within their organizations.

PRESENTING AND Engaging in a Q&A:

Dr. David McInally
Coe College, President

Mark Weldon
PepsiCo, Sustainability Engineer

Steve Shriver
Eco Lips, President and Founder; Brewhemia, Co-Owner