Employee News

Employee Promotions

Christina Pipkin, Library – promoted to Branch Supervisor effective June 24. Her previous position was Patron Services Specialist.

Employee Retirements

Clarence Hillebrand, Fire – is retiring July 31. Clarence started with the City Nov 15, 1982. His current position is Firefighter (Day) EMT.
City Manager and Director Updates

Fourth of July Holiday Police Preparations
The Cedar Rapids Police Department, working with other City departments and the Special Events Committee, as well as the Cedar Boat Club and the Freedom Festival, have been preparing for Fourth of July holiday activities. There will be additional officers on duty to assist with the Cedar Boat Club fireworks display at the Ellis Boat Harbor on July 3. Ellis Blvd will be closed from 18th Street to Ellis Lane NW, with pedestrian traffic directed to use the sidewalk along Ellis Blvd. Caseys General Store at Ellis Blvd and O Ave NW has decided to close their store at 9 p.m. on July 3 to avoid any crowding and other issues in their convenience store. The Caseys General Store at Ellis Blvd and F Ave NW is also considering closing at 9 p.m. Both stores regularly close at 11 p.m. For the Freedom Festival events, including the fireworks show on July 4, there will be police staffing to make sure it is a safe event for attendees. The 3rd Ave Bridge will be closed to pedestrian traffic because of construction. The 2nd Ave Bridge and McGrath Amphitheater will be available for viewing fireworks. The Police Department will also have officers dedicated to responding to fireworks issues throughout the community. From June 1-25, the number of fireworks calls for service is down 60 percent compared to 2018 during the same period. There have been 62 calls for this period with six citations issued.

Flood Control Open House Last Week
Approximately 50 residents and business owners attended a public open house on flood control initiatives June 27 at the Economic Alliance. During the open house, staff unveiled for the first time several new project renderings for work coming online soon, including a roller gate at 16th Ave SE, and a removable flood gate at 3rd Ave SE. This was the first of two open houses this year to keep the community informed on flood control projects on both sides of the river. The open house boards are all available on the City’s website. The next open house will be scheduled for this fall.

New Fire Engine 7 and Battery-Operated Extrication Tools
The Fire Department took delivery of a new fire engine last week, funded by FY19 Capital Improvement Project funding. The new engine was custom manufactured by Pierce Manufacturing in Appleton, Wisconsin. Members of the Cedar Rapids Fire Department Apparatus Committee worked with Reliant Fire Apparatus, who is the Pierce dealer for the state of Iowa, to design the engine. The engine includes a 750 gallon water tank, full complement of hose and tools, and automobile extrication equipment. The tools and equipment still need to be mounted and loaded onto the apparatus. The CRFD will work with Fleet Services to finalize tool and equipment mounting. The new engine is expected to be in service in 2-3 weeks and will be assigned as Engine 7 at Station 7.

The new Engine 7 will serve as an engine company along with being designated as the Cedar Rapids east side back-up extrication company carrying a complement of extrication tools, including new battery-operated extrication tools. The CRFD has switched to battery-operated tools on two engine companies, including the new Engine 7 and Engine 5 (located at 6th Street and Wilson Avenue NW). Both Engine 7 and Engine 5 will serve as back-up to Rescue 1 on motor vehicle accident and industrial extrication and entrapment incidents. Rescue 1 will carry a set of battery-operated equipment to complement the traditional hydraulic-powered tools that have been used previously. The upgrade to battery-operated equipment is considered an improvement in fire and emergency response capabilities.
City Manager and Director Updates

(Continued)

Economic Development Projects

Heart of America Hotels

Heart of America is preparing to submit for State and Federal Historic Preservation Tax Credits for the preservation of the former Guaranty Bank Building and World Theatre building. Heart of America recently hosted local preservation groups at the World Theatre to provide visual representation of plans. Two local historic nonprofits – SaveCR Heritage and Friends of Cedar Rapids Historic Preservation – as well as the Historic Preservation Commission, have all written letters of support to the State Historic Preservation Office supporting the plans for the World Theatre. A video flythrough of the plans can be accessed online: https://www.facebook.com/DowntownCR/videos/831477087209107/

SC Bodner Project

Staff is working with SC Bodner on a Development Agreement for their project on the “Banjo Block.” The Development Agreement is anticipated to be presented to City Council in July or August. The project will also be submitting for Brownfield/Grayfield Redevelopment Tax Credits through the Iowa Economic Development Authority. Applications for the program are due by the end of August.

Landover Corporation – Loftus Lumber

Staff has been working with Richard Sova of Landover Corporation on a project located on the former Loftus Lumber property on 3rd Street SE across from the Bottleworks condo building in NewBo. Richard and his designers recently presented a development concept to the Czech Village/New Bohemia SSMID and received positive responses on the design. The SSMID unanimously supported the project. Staff is ready to proceed with the standard economic development incentive which the project qualifies for. The Developer is working with their lender to finalize the project financials to determine if the standard incentive adequately addresses the financial gap in the project. In the event that a gap is identified, staff will undertake an intensive review of the project financials and deal structure to determine the appropriate level of financial participation needed to secure financing.

Technology Project Updates

Current Listing of Projects

A list of technology projects including Project Name, Requesting Department, Projected Completion Date and Project Manager is available. Here is the link to listing on CR@Work: Current IT Project List

To request a New Technology Project

Before a technology project can be placed on the project list, an IT Project Form must be submitted. Here is the link to the form on CR@Work: IT Project Form

Completed Projects in June

- Parcel Fabric Data Publishing

Upcoming Projects in July

- 2019 Web IT ADA Training
- 2019 Map Roll Number 2
- ATE Municipal Infraction Database
- Automated Traffic Signal Performance Measures
- Police New MDC Roll Out
- Internet Redundancy
- Last Pass Deployment for IT
- Novtox Asset Management – Forestry & Sewer
- SQL 2008 Upgrade
- Server & Access Points for City Bus Wireless
- Upgrade ShoreTel Phone System Preparation (Actual System Upgrade will be in August)

Contacting IT for Support Requests

The Information Technology Department uses the IT Service Desk for a single point of contact for all technology service and repair requests. Employees must submit technology requests via the IT Service Desk versus calling an IT Team Member directly. When requests are submitted directly to the IT Service Desk, they will be monitored and tracked for proper priority of issues. The centralization of all requests assists IT in reviewing metrics, analyzing trends and addressing areas which need improvement.

Employees may contact the IT Service Desk by using the Service Desk Portal at http://itsupport, emailing itsupport@cedar-rapids.org, calling 286-5500, or by walking in.
Email Security and Awareness
The Information Technology (IT) Department is working with the vendor KnowBe4 to assist in applying best practices to educate users in the area of malware/phishing. As part of the education, each employee who has a city email account must take the 45 minute Kevin Mitnick Security Awareness Training. There will be ongoing routine malware/phishing email tests sent out to employees to gauge email security awareness. Depending on the results of these tests, employees may be required to take additional training. This is to ensure users keep awareness front of mind to assist in lowering the risk of a possible cyber-attack.

IT will be tracking compliance of all email security and awareness training via PeopleSoft Enterprise Learning. The training need and compliance will be shared with employee’s supervisors. If there are any questions regarding this training, please contact the IT Service Desk at 286-5500.

Parcel Fabric Data Publishing
Beginning on July 1st the GIS Division will be updating the City’s GIS Parcel symbology on all City web applications, starting with the Parcel Viewer and the Infrastructure Viewer. The symbology has been modified in accordance with the recently completed Parcel Fabric Migration Project, which has allowed the GIS Division to create new and modify parcels in a more accurate and efficient manner, as well as provide a more intuitive map display.

Please review the images below for the old symbology on top, and the new symbology on the bottom.

If you have any questions in regards to the Parcel symbology, please contact the GIS Division via the IT Service Desk 286-5500.
Silos are those invisible lines that keep employees from working with others in different departments. Sometimes we forget we are all part of one large team with one common goal. You may have noticed that during times of crisis, we often reach beyond these silos and perform our very best. An organization’s thematic goal can have the same galvanizing affect. The thematic goal at the City of Cedar Rapids is “strengthen our team to strengthen our city.” Keeping this high-level goal in mind will enable you to break down silos and achieve great things for our citizens. The thematic goal provides a clear sense of our number one objective – serving our citizens.

Our City’s Core Values guide us in how to accomplish the goal of “strengthening our team to strengthen our city.”

1. We serve enthusiastically
   - We have a people-first attitude
   - We take initiative
   - We go the extra mile
2. We find a way
   - We are problem solvers
   - We listen and learn
   - We explore creative alternatives
3. We team up
   - We are open and approachable
   - We value relationships
   - We assume the best in others

In this two-minute video, Patrick Lencioni shares the importance of the thematic goal in breaking down silos.

https://www.tablegroup.com/pat/video-library/view/2014/05/29/thematic-goal
VALUES IN ACTION
Recognition Program

TEAMING UP
Nuisance Property Response
- Denise King-Filip, Dennis Seeman: Building Services
- Tobey Harrison, Vicky Syverson: Police
- Mark Jones, Trevor Foss: Utilities
- Van McKinnon, Marv Trimble: Fire

SERVING ENTHUSIASTICALLY
- Brian McLeod: Public Works
- Sheryl Daves: Police

TWIN PINES DRIVING RANGE
Creatively resolving drainage issues to restore public use.

Glenn Shultz: Parks & Recreation
Economic Development:
The Program and Strategy Behind Growing Cedar Rapids

Learn more about the City’s economic development initiatives and some of the tools in place to help attract quality development projects. You’ll leave this session with a greater understanding of how and why retailers choose to come to Cedar Rapids, the marketing tools in place to give retailers the information they need to decide to come to Cedar Rapids, and the incentives in place to help support private development, such as TIF.

Please RSVP to participate and reserve your FREE lunch.
RSVP by emailing citymanager@cedar-rapids.org
Corridor Corporate Games

We are half-way through the Corridor Corporate Games! Registration deadlines for the remaining events concludes soon so please contact us about participating today.

We are still in need of:

- Men and women dodgeball players. We have 3 signed up but need a minimum of one more women and 2 more men to play. The deadline to register is July 3, competition is July 16 at the North Liberty Community Center.
- A men’s golf team of three players. The deadline to register is July 3, competition is July 20 at Twin Pines Golf Course.
- A women’s golf team of three players. The deadline to register is July 3, competition is July 20 at Twin Pines Golf Course.
- A couple of men to join the Mud Volleyball team. Competition is July 7 at Seminole Valley Park.
- Two women to play disc golf. The deadline to register is July 10, competition is July 24 at Altmeier Farm Disc Golf Course, Coralville.
- Six more players to participate in Ultimate Frisbee. The deadline to register is July 10, competition is July 27 at Tuma Soccer Complex.

Email Jesse Hahn j.hahn@cedar-rapids.org or Grant Weber g.weber@cedar-rapids.org with questions.
City of Cedar Rapids Night
Friday, July 26th
6:35 PM (Gates open at 5:30 PM)

Buy Tickets Online and Enter Promo Code: citycr

Select Section 114 When Ordering

First 1000 fans receive a black and gold Kernels cap!

$4.00 Off Regular Ticket Price!

Celebrate Iowa Hawkeye Night!

Kernels
PARTY AT THE PARK

Club Tickets are $8.00
Order Online at the Link Below or by Calling the Kernels Ticket Office. Deadline to order is Thursday, July 25th.

Ticket Ordering Information Below:
Kernels Ticket Office: (319) 896-7560.
Mention City of Cedar Rapids Night and Request Section 114.

No Outside Food or Beverage. No Refunds or Exchanges.
HOW HEARING WORKS:
As sound waves enter the ear, they travel through the ear canal to the eardrum. These sound waves cause the eardrum to vibrate and the three tiniest bones in the human body couple the sound vibrations from the air with fluid from the cochlea inside the inner ear. Inside the cochlea, tiny hairs convert the movement into sound impulses. These impulses are then carried to the brain by the auditory nerve. Our brains then decode the nerve impulses and translate them into sounds that we can understand.

HOW DOES EXCESSIVE NOISE DISRUPT THE NORMAL FLOW OF HEARING?
The louder a noise is, the larger the sound wave it produces. These sound waves create vibrating pressure - consider how your body feels near a subwoofer or a speaker playing loud music. As the vibrations combine with fluid inside the cochlea, the movement is converted into nerve impulses by tiny hair cells called stereocilia. When exposed to extremely loud (re: significant movement) noises, these hair cells can become damaged and no longer interpret the movement into impulses to be sent to the brain.

Single exposures, or very loud exposures for short periods of time may cause damage to the hair cells, but does not necessarily destroy them. You may experience ringing in the ears and/or muffled sounds, but the cells are resilient and will likely recover. As the cells recover, so does your hearing.

Repeated exposure to loud noise, especially when sustained over a significant amount of time, can cause enough damage to the hair cells that they cannot recover or grow back; permanent damage. When this occurs, one will experience noise-induced hearing loss as the hairs can no longer send nerve impulses to the brain.

STEREOCILIA: THE MICROSCOPIC HEAR-O
These inner ear hair cells are tiny - but they are mighty.

By protecting the stereocilia, we protect our ability to continue to hear the over 400,000 different sounds our ears can distinguish at birth.

As we damage these hairs throughout our lifetime, the range of sounds we can hear diminishes.
City of Cedar Rapids Wellness Program

**DEADLINE TODAY**

Monday, July 1st is the last day to view your results via the Understand Your Health Risk Assessment video and complete the final step to be eligible for your incentive by July 1, 2019! If you do not complete this step, your 2020 Health Plan rate may be impacted.

**Steps to Complete**

1. **Online Health Risk Assessment Questionnaire** – Due 5/31/2019
2. **Health Screening** – Due 5/31/2019
3. **Understand Your Health Risk Assessment** – Due 7/1/2019

View the videos on the wellness portal to understand your results and the resources available to help you maintain or improve your well-being. See below for a screenshot of the portal to find the video link.

- Access your wellness portal at [www.myhealthywithhsi.com/citycr](http://www.myhealthywithhsi.com/citycr)
  - Employees Member ID: Employee ID Number
  - Spouses Member ID: Employee ID + Spouse date of birth in the format –YYYYMMDD Example: Employee ID = 12345; Spouse DOB = April 25, 1979; ID = 1234519790425
- View the “Understand Your Health Risk Assessment Video” Tile
- Select “More” to find the online video links
- After you watch the videos, select “Record” to document your completion

If you would prefer to review your results with a health coach or if you are ready to enroll in the coaching program, contact Health Solutions directly at 888-362-5920 or by email at [info@hsi-rx.com](mailto:info@hsi-rx.com)
City of Cedar Rapids Wellness Program

ENROLL IN HEALTH COACHING TODAY!

Employees on the City of Cedar Rapids health plan that qualify for health coaching must participate to be eligible for the Wellness Plan incentive starting January 1, 2020.

Participants can verify if they are invited into coaching by viewing the Program Requirements section of the wellness portal (www.myhealthywithhsi.com/citycr). See the “Eligible for Coaching” example below. In addition, coaching participants have received email reminders and a call from Health Solutions to help with enrollment.

There is never a cost for you to use these resources. Additionally, this program is strictly confidential and no individual information is shared with the City of Cedar Rapids. View your wellness portal for information on coaching program qualifications, guidelines and alternatives.

REMINDER: Coaching is available for all participants (employees and covered spouses) regardless of risk stratification.

Schedule your first appointment by calling Health Solutions at 362-2409 (office hours: M-F, 9am-4pm), or email info@hsi-rx.com with your building location and any scheduling preferences you may have.

Cedar Rapids Bike Share. Get ready to roll.

For more information visit: https://www.veoride.com/cedar-rapids/

Receive a $5 credit by using the coupon code 5SEASONS