**Employee Service Awards**

Please congratulate the following employees on their service anniversary for the month of June 2017.

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kent Choate</td>
<td>Police Sergeant</td>
<td>30 yrs</td>
</tr>
<tr>
<td>Mark Asplund</td>
<td>Police Officer</td>
<td>30 yrs</td>
</tr>
<tr>
<td>Tobey Harrison</td>
<td>Police Lieutenant</td>
<td>30 yrs</td>
</tr>
<tr>
<td>Brian McLeod</td>
<td>Streets Supervisor</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Casey Pearson</td>
<td>Transit Operations Clerk</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Dallas Hyke</td>
<td>Coll Sys Mtnc Wkr III</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Corey DePauw</td>
<td>Head Superintendent</td>
<td>15 yrs</td>
</tr>
<tr>
<td>Ryan Rasmussen</td>
<td>Wtr Sys Mtnc-Rpr I</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Marsha Otto</td>
<td>Treasury Cashier</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Richard Guider</td>
<td>Custodian</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Jason Fagle</td>
<td>Solid Waste &amp; Recycling Supervisor</td>
<td>1 yr</td>
</tr>
<tr>
<td>Joshua Lehman</td>
<td>Solid Waste &amp; Recycling Laborer Driver</td>
<td>1 yr</td>
</tr>
<tr>
<td>Michael Jones</td>
<td>Water Maintenance Repair Worker I</td>
<td>1 yr</td>
</tr>
<tr>
<td>Eric Schulte</td>
<td>Water Maintenance Repair Worker I</td>
<td>1 yr</td>
</tr>
<tr>
<td>Jacqueline Correa</td>
<td>Customer Service Rep II</td>
<td>1 yr</td>
</tr>
<tr>
<td>Gary Bute</td>
<td>Customer Service Rep II</td>
<td>1 yr</td>
</tr>
<tr>
<td>Thomas Duff</td>
<td>Water Plant Operator III</td>
<td>1 yr</td>
</tr>
<tr>
<td>Mandee Beardsley</td>
<td>Admin Assistant I</td>
<td>1 yr</td>
</tr>
<tr>
<td>Heather Vasquez</td>
<td>Admin Assistant I</td>
<td>1 yr</td>
</tr>
<tr>
<td>Ryan Scott</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
</tr>
<tr>
<td>Tyler Adams</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
</tr>
<tr>
<td>Olivia Harding</td>
<td>Patron Services Specialist</td>
<td>1 yr</td>
</tr>
<tr>
<td>Wade Avis</td>
<td>Service Worker</td>
<td>1 yr</td>
</tr>
</tbody>
</table>

---

**Employment Opportunities**

Administrative Assistant I, Water  
Administrative Assistant I, BSD  
Library Shelver  
Purchasing Services Manager  
Administrative Coordinator, Special Events, CMO

If you have questions about any of the opportunities, please contact Jenelle Sisneros, 286-5001.

Here is a link to view and print all job postings.
City Manager and Director Update

**Freedom Festival Recap**
Positive cooperation between City departments and Freedom Festival staff resulted in a successful July 4 event. Festival Director Robin Rieckhoff was very appreciative of City staff’s efforts to proactively initiate enforcement and safety efforts, including the addition of Public Works vehicles to provide a physical protective perimeter between crowds and traffic. Festival staff, as well as PD and other city employees have heard many positive comments from residents regarding this additional safety measure.

Increased police presence helped keep possible issues involving fights and illegal use of fireworks under control. Officers only made one arrest for disorderly conduct during the event downtown.

**Conversion Update & 5th Avenue Two-Way**
The 4th and 5th Avenue conversion projects were successfully awarded, and will begin in the weeks ahead. A public meeting will be scheduled later this week as an additional opportunity for questions from business owners before the downtown projects start. In the Wellington Heights neighborhood, crews have recently completed an evaluation of 5th Ave SE, and will be moving forward to re-stripe the roadway to two-way traffic during the week of July 17, between 5th St and 19th St SE. Pavement improvements will still be addressed during a future Paving for Progress project. The conversion project will include one lane of travel in each direction, with on-street parking on both sides of the street. This will look similar to the 4th Ave conversion project already completed. There are two opportunities for residents in Wellington Heights to talk with staff and get questions answered:

**Tuesday, July 11**
6 pm - 7 pm
Paul Engle Center (1600 4th Avenue SE)
Staff will be available an hour before the regular Wellington Heights Neighborhood Association Meeting, which starts at 7 pm at the Paul Engle Center.

**Thursday, July 13**
5:30 pm - 6:30 pm
City Services Center (500 15th Avenue SW)

**Your Voice is Important**
In spring 2017, the Iowa Legislature and former Governor Branstad made significant changes to Chapter 20, the public employees collective bargaining law. The new law changes the scope of bargaining for non-public safety and transit bargaining units.

Under the newly adopted law, the only mandatory subject of bargaining for non-public safety and transit bargaining units is base wages. There are several topics that are explicitly prohibited from bargaining. These include retirement systems, insurance, dues checkoff, other payroll deductions for political action committees or other political contributions or political activities, supplemental pay, transfer procedures, evaluation procedures, procedures for staff reductions, and subcontracting for public services.

It is important to note, City staff was not involved in this legislation. In fact, while these changes were being discussed in the legislator, the City agreed to extend the AFSCME contract an additional year until 2020.

I am extremely proud of our employees and the work you do every day to make Cedar Rapids a vibrant and safe community for all residents. Despite changes to state law, your voice is extremely important and will continue to be sought and heard on all employment matters.

Thank you for the work you do for our community. I look forward to continuing to work together to serve the citizens of Cedar Rapids.

Jeff Pomeranz
City Manager
City of Cedar Rapids Night at the Kernels

Join us on Thursday, July 20 for Cedar Rapids night at the Kernels. The game starts at 6:35, with gates opening at 5:30 p.m. We will be promoting the City of Cedar Rapids golf courses at the game, and it is also Guns and Hoses jersey night, supporting CR Police and Fire Departments. The first 400 fans through the gate will receive a Cedar Rapids Frogg Togg mini cooling towel, perfect for golfing, running, and other outdoor activities.

Order tickets before Wednesday, July 19 and receive club tickets for only $8.00 (normally $12). Order online at the link below, or by calling the Kernels ticket office at 896-7560. Mention “City of Cedar Rapids Night” and request section 109.


Ergonomic Training w/ Marilyn Fitzgerald

City Services Center, Time Check Hall
Tuesday, July 18
7:30—8:30am
Open to all City employees
To register for this course, please email Amanda Felton at A.Felton@cedar-rapids.org

City News

If you are interested in learning more about City news, programs, and projects, sign up for text or email alerts using CR News Now, or visit the “City News” section of our website at www.cedar-rapids.org/newslist. Also be sure to follow the City of Cedar Rapids on Facebook, Twitter and Instagram.

School Supply Drive
July 17—28
Donations will benefit Kids on Course University
Recipients are children w/in the Cedar Rapids School District
Look for the donation baskets located w/in your building!

Most Needed Items:

☐ Backpacks (no wheels)
☐ 3 hole punched, vinyl, 2-pocket folders
☐ 24ct packs of Ticonderoga #2 pencils
☐ Wide ruled, spiral bound notebooks

For more information, contact the CR Cares Committee at SSampson@Cedar-Rapids.org

KIDS ON COURSE
Ethics Corner

Ethics Corner is a new addition to the Employee Connection newsletter. Each month, a member of the City’s leadership team will provide a perspective on ethical issues facing their area of the City. If you have topics you would like to see covered, please send those to Amanda Felton or Lisa Kerker in HR.

City employees participated in an annual citywide training “The Culture of Ethics”. Some of you will remember that this topic was our first citywide training topic back in 2007. The 2016/2017 topic discussion included the need to make healthy ethical discussions an important part of creating an ethical culture in our organization. Regular conversation with co-workers and leaders about ethical issues is one way to encourage growth in ethical behavior and it will help us gain clarity on how we evaluate ethical issues. It is exciting to think that one of the outcomes will be better decisions made at all levels of the organization.

At your next team meeting bring up current ethical issues that your area faces or get started by discussing the couple of issues listed below. Share ideas about how different perspectives can change how the issue is seen by others, and let the group talk through how each of you might resolve the issue in an ethical way.

Human Resources receives many questions regarding tricky ethical issues. It is important to remember when evaluating these situations that we must consider appearances and perception, not necessarily whether the action violates some “rule.” For example, is it OK to accept a meal as a part of a training session given by one of our vendors? Why or why not? What perception could be generated by accepting a free meal from a vendor? How can we handle this as an employee?

Another question that has come up relates to discounted tickets to US Cellular events. Why is OK for the City to publicize that to our employees but we can’t accept a discount on another vendor’s products or services? This question required several questions be answered before a decision could be made, such as:

Q. Are other large employers or groups offered this discount?

A. Yes, therefore it is something that other employees are offered, not just City employees.

Q. What are the requirements on the City as an employer in order to get the discount (such as, guarantee a certain number of tickets sold to City employees)?

A. There is no financial risk to the City or requirement to do anything other than publicize the events.

Q. How does this program ultimately benefit the City organization and therefore the citizens of Cedar Rapids as opposed to just benefiting the employees?

A. The City owns the US Cellular center. When it is self-sustaining and profitable, there is less tax burden on Citizens, therefore, ticket sales overall benefit the City and Citizens.

The thought process outlined above explains the reasoning behind allowing the discounted ticket program. As with all ethical issues, some may disagree or feel other factors carry more weight than those listed above.

Discuss these or other ethical issues with your staff during your regular meetings. Conversation on these matters helps us all flex our ethical muscles!
Register for Quarter 3 Now!

Winners of Quarter 2 will be announced soon.

Quarter 3 runs July 1 – September 30

<table>
<thead>
<tr>
<th>Milestones: Average Steps Daily</th>
<th>Quarterly Goal 2,000 steps = 1 mile</th>
<th>Drawing chances earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,000</td>
<td>Qtr 1: Baseline</td>
<td>N/A</td>
</tr>
<tr>
<td>7,500</td>
<td>Qtr 2-4: same as Qtr 1</td>
<td>1 chance</td>
</tr>
<tr>
<td>10,000</td>
<td>Qtr 2-4: advance to next milestone</td>
<td>2 chances</td>
</tr>
<tr>
<td>12,500</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Each quarter employees and spouses must enroll in the new quarter. See the steps below to register for quarter 3 – ensure that your device is synced (see below) and that you have back-entered any missed activity starting April 1. See the steps below for how to register for quarter 3 - data syncing will not begin until July 1.

1. Log in to your personal Health Solutions account
2. Under the “Challenges”, click “Choose”
3. Select the Quarter 3 Activity Challenge (see below)
4. Click “Enroll”

Click “Enroll in Challenge”
Do you love to eat fresh seasonal produce or wish that your family would do so?  
Come learn about Community Supported Agriculture (CSA) from Local Harvest CSA owner Carmen Black, and discover how you can get a share of it!*  
Wednesday, July 19 at 4:15 p.m. at the main library in the second floor conference room  
or  
Tuesday, July 25 at 3:30 in the Five Seasons Conference Room at the City Services Center  
*One ‘Wellness Hour may be used for this event.  
Time away from your normal work schedule must be approved by your supervisor.  
For questions please contact Judy Goldberg, ext 5123
THIS SUMMER TAKE TIME FOR YOURSELF, TIME FOR YOUR FAMILY

Join the Y for 100 Days. Only $150/families; $100/individual. Here's Y you'll love the Y!

No contracts
High-quality free classes
170+ group exercise and aqua exercise classes

Free Child Watch
Supervised fun for your kids while you work out!

Youth sports - steep discounts
Kickball • Soccer • Volleyball
Flag Football • Martial Arts

Swim lessons
Sessions starts July 10! Learn more about swim scholarships.

Summer Day Camp

Adult sports
basketball & flag football leagues

Nonprofit organization
Supports values & programs that strengthen our community

$0 join fees

www.crmetroymca.org