Employee News

New Employees

Allyssa Hepke, CRPD – Dispatcher I effective July 10. Allyssa joins the City from Kegler, Kegler and Arend, P.C.

Kerry Crow, FIN – Budget Analyst effective July 10. Kerry joins the City from the University of Iowa Hospitals and Clinics.

Nolan Deeds, CRFD – Firefighter Paramedic effective July 10. Nolan joins the City from Johnson County Ambulance.

Jacob Buster, CRFD – Firefighter Paramedic effective July 10. Jacob joins the City from Lisbon/Mt. Vernon Ambulance Service.

Michael Herzberger, CRFD – Firefighter EMT effective July 10. Michael joins the City from West Side Transport.

Jason Hartman, CRFD – Firefighter EMT effective July 10. Jason joins the City from Phillips Enterprises, Inc.

Employee Transfers

Sara Derby, BSD – transferred to Housing Inspector effective July 10. Her previous position was Administrative Assistant I.

Employee Retirements


Congratulations!

James Hocken, Utilities - passed the Iowa Grade I Water Distribution test last week.
City Manager and Director Update

Seminole Park Watch/Gate Management

Continued and increasing 4x4 vandalism at Seminole Valley Park prompted Parks management to reach out to the neighbors and user groups to discuss a Park Watch effort. About 40 representatives from the neighborhood, local cross-country community, and Quiet Flyers met with staff on June 28. Parks and CRPD brainstormed solutions with the group keying in on regular timing of 4x4 activity. In August, nightly park gate closures will be implemented as a tactic to reduce damage to park resources, the cross country course and newly installed pollinator zones. Due to staffing resources and contract expense, the neighborhood will act as gate management and park watch volunteers.

Vehicle access will be restricted to 9:00 a.m. to 7:00 p.m. daily. Walk-in access will still be welcome per the ordinance from 6:00 a.m. to 10:00 p.m. Afternoon rentals at the pavilion will be limited to 8:30 p.m.

This effort will be in effect until October 15 when the gate is locked for the season. At that time, Parks will assess the success of the program with CRPD and the neighborhood. New signage and communications with the public and neighborhood will inform patrons that the gate will be locked at 7:00 p.m. Owners of vehicles who have not left the park at that time will need to return the next day to retrieve their vehicle. In addition, neighbors will be encouraged to call 911 when they see illegal activity.

Grant Success on Flood Control System

On July 7, 2017, the US Economic Development Administration (EDA) announced a $1.73 million grant for the utility relocation portion of the Quaker Oats Floodwall project. This was the culmination of a nearly one year effort between the City’s Flood Control System (FCS) staff and EDA office in Denver, along with support from Quaker Oats. City staff negotiated with Quaker Oats to fund their water main service line relocation. This funding commitment by Quaker was a key factor in approval of the EDA grant. The EDA grant is 50% of the cost of the water transmission line relocation to accommodate the floodwall. We expect Quaker to sign an agreement with the City in the next 2-3 months for the City to build the project, between 2018 and 2021. The actual construction schedule will be confirmed as negotiations with Union Pacific RR continue for a gate on the bridge crossing the Cedar River. The utility relocation, gate closure, flood wall and two pump stations will all be built under one construction contract, with a cost opinion around $16 million. GRI is slated to fund the non-EDA portion. EDA is the second federal agency to fund part of the FCS; HUD funding is being used for the Sinclair site. Ultimately, the US Army Corps may reduce their funding allocation by the amount of the EDA and HUD Grants, because current rules prohibit the City from matching the Corps funding with federal grants. Overall, though this is a positive development, not only because construction is facilitated earlier, but also because a such reduction in Corps funding improves the City’s overall competitiveness for east side system funding.

Stoney Point Road Resurfacing

Street crews recently applied a seal coat surface to Stoney Point Road. This was done to quickly address deteriorating pavement condition due to the closure of 80th St (part of the ongoing HWY 100 extension) and the subsequent increase in traffic. Crews applied a second application when needed, and added sand and additional oil and chips to the application. To help ensure the surface could successfully cure and set, crews needed to close Stoney Point Road for three days. It re-opened Friday morning, July 14. Seal coating has several benefits: it extends the life of the pavement by preventing water penetration, helps protect against harsh sunlight that dries out and makes asphalt brittle, and helps create a protective surface so the road can better withstand traffic. The increase in traffic is a specific concern in this area, as Stoney Point is being used as a detour, and the seal coat will help prevent additional pavement decay. Crews will follow up by sweeping the area and removing loose gravel, leaving a hard surface, and will continue to monitor the area frequently while the 8th Street project is being completed.
Thursday, October 12
11:15am - 1:00pm
Ushers Ferry Lodge
More information to come

Wellness Winner
Congratulations to Lisa Miles at the CR Library for winning the drawing for a $25 gift card for participating in the June Mental Health Bingo!

Back to Back 2 School Bash at the McGrath Amphitheatre August 5

The Cedar Rapids Parks & Recreation Department and Macaroni Kid are hosting the 5th Annual Back 2 School Bash & Expo on Saturday, Aug 5 from 11:00 a.m.-1:00 p.m. at the McGrath Amphitheatre. This is a family event with the option of purchasing tickets for children, ages 18 and under, to receive a variety of school supplies from participating businesses. A limited number of tickets are available for $5 each that entitle the bearer to school supplies, water and a snack. Advance registration is required by 4:00 p.m. on August 4. Parents, non-schoolers and those not interested in the school supply promotion can attend for free and enjoy bounce houses, games and entertainment. Face painting and concessions will be available for sale.

Register for program #103602-01 online at CRREC.org, by phone, 286-5566, or in person at the Northwest Recreation Center or the Parks & Recreation Office at City Services Center. The rain date is Sunday, August 6.

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 Sassmpson@Cedar-Rapids.org
Save the Date – 2018 ADA Training

It’s hard to believe, but next year’s Americans with Disabilities Act (ADA) training will be here before you know it. This is a mandatory training so we would like to provide everyone the opportunity to plan ahead and pencil the 2018 training dates into their schedules. Instead of training employees in one week, next year we will be offering multiple sessions throughout the month of February. Additional dates/times for training at the Police Department will be included at a later date.

<table>
<thead>
<tr>
<th>Session</th>
<th>Date</th>
<th>Time</th>
<th>Training Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Tuesday, February 6</td>
<td>8am – 12pm</td>
<td>Central Fire</td>
</tr>
<tr>
<td>2</td>
<td>Tuesday, February 6</td>
<td>1pm – 5pm</td>
<td>Central Fire</td>
</tr>
<tr>
<td>3</td>
<td>Wednesday, February 7</td>
<td>1pm – 5pm</td>
<td>Whipple Auditorium - Library</td>
</tr>
<tr>
<td>4</td>
<td>Tuesday, February 13</td>
<td>8am – 12pm</td>
<td>Central Fire</td>
</tr>
<tr>
<td>5</td>
<td>Thursday, February 15</td>
<td>7:45 – 11:45 am</td>
<td>Whipple Auditorium - Library</td>
</tr>
<tr>
<td>6</td>
<td>Tuesday, February 20</td>
<td>8am – 12pm</td>
<td>Central Fire</td>
</tr>
<tr>
<td>7</td>
<td>Tuesday, February 20</td>
<td>1pm – 5pm</td>
<td>Central Fire</td>
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<tr>
<td>8</td>
<td>Wednesday, February 21</td>
<td>7:45am – 11:45am</td>
<td>Whipple Auditorium - Library</td>
</tr>
<tr>
<td>9</td>
<td>Wednesday, February 28</td>
<td>8am – 12pm</td>
<td>Whipple Auditorium - Library</td>
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</tbody>
</table>

1st Annual Employee Golf Outing

(open to all City employees, their families and guests)

4-person Best Shot

Saturday, Aug 26 @ Jones Golf Course

8:00AM Shotgun Start

Entry Fee: $35 per person (includes golf, cart, lunch & prizes)

Not a golfer? You can still join in the fun. Come and play Ping Pong or Bags, or practice your putting on the practice green!

Fee for non-golfers to have lunch is $6.

Entry deadline is Friday, Aug 11 at 5:00pm

Registration is limited to the first 18 teams.

Registration form on last page of the newsletter.
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.


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**Rocket’s Red Glare with Cosmic Golf**

This year’s Rocket’s Red Glare Golf Tournament, in conjunction with the Freedom Festival, was a huge success. The annual night glow ball tournament filled to capacity with 68 players. New this year, Cosmic LED lighting outlined the fairways from tee to green. In addition to a full field, approximately 40 people arrived early to take advantage of food and drink specials. The tournament resulted in $3,300 in revenues.

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**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
The National Society of Professional Engineers (NSPE) and the American Society of Civil Engineers (ASCE) have Codes of Ethics for their members that are licensed professional engineers. These Codes do not necessarily have the force of law, but provide practicing engineers guidance regarding how to conduct themselves as they serve their clients and the public.

The Fundamental Canons of the NSPE and ASCE Codes are very similar. The following are the Canons in the ASCE Code:

- Hold paramount the safety, health and welfare of the public and strive to comply with the principles of sustainable development in the performance of their professional duties.
- Perform services only in their area of competence.
- Issue public statements only in an objective and truthful manner.
- Act in professional matters for each employer or client as faithful agents or trustees, and avoid conflicts of interest.
- Build their professional reputation on the merit of their services and not compete unfairly with others.
- Act in such a manner as to uphold and enhance the honor, integrity and dignity of the engineering profession and act with zero-tolerance for bribery, fraud and corruption.
- Continue their professional development throughout their careers and provide opportunities for professional development of engineers under their supervision.

The ASCE Code of Ethics was adopted in 1914 and amended in 2006. Under ASCE Bylaws, it is the duty of every ASCE member to report to the Committee on Professional Conduct any observed violation of the Code of Ethics.

Consider the following scenarios:

- A city staff engineer has prepared an internal report about a project that details possible adverse effects on the project in fairly strong terms. The engineer is scheduled to make a presentation about the project at a public information meeting (not a formal city council meeting), and has been directed to downplay the possible adverse effects of the project. Should the engineer ignore this direction? Should the engineer refuse to make the presentation, knowing the person who gave the direction to downplay the possible adverse effects will likely make the presentation? Should the engineer’s response be different if the presentation about the project was at a formal city council meeting?

- State law and public improvements bid documents forbid prospective bidders from colluding during preparation of bids, which likely would drive up bid prices. Bidders are required to submit, with their bids, a Non-Collusion Affidavit. During a project bid phase, an engineer hears rumors of collusion between two bidders that is potentially credible. What is the appropriate response?
Activity Incentive Program
It’s not too late to join!

Let’s Move Cedar Rapids! Summer is here and it’s not too late for you to get active and earn an incentive by joining the City’s incentive program for the remainder of 2017.

See the steps below on how to get involved and start earning!

Every quarter employees and spouses must enroll in the new quarter. See the steps below for how to register for Quarter 3 – ensure that your device is synced (see below) and that you have manually back-entered activity starting July 1.

- Log in to your personal Health Solutions account
- Under the “Challenges”, click “Choose” (see right)
- Select the Quarter 3 Activity Challenge (see right)
- Click “Enroll”

<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>
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</table>
Activity Incentive Program

Quarter 2 Winner

Alan Sholes

Activity Challenge Results

<table>
<thead>
<tr>
<th>Measure</th>
<th>Quarter 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Enrolled</td>
<td>100 completed baseline in Qtr 1</td>
</tr>
<tr>
<td></td>
<td>45 completed Qtr 2</td>
</tr>
<tr>
<td>Total Miles Logged</td>
<td>26,008.50 miles</td>
</tr>
<tr>
<td>Average Miles Logged</td>
<td>317 miles = 669,504 steps</td>
</tr>
<tr>
<td></td>
<td>Average of 7438 steps per day!</td>
</tr>
<tr>
<td>Met the 5,000 step milestone</td>
<td>8 (17%)</td>
</tr>
<tr>
<td>Met the 7,500 step milestone</td>
<td>19 (42%)</td>
</tr>
<tr>
<td>Met the 10,000 step milestone</td>
<td>11 (24%)</td>
</tr>
<tr>
<td>Met the 12,500 step milestone</td>
<td>7 (15.5%)</td>
</tr>
</tbody>
</table>
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

wellness
CITY OF CEDAR RAPIDS
1st Annual
City of Cedar Rapids Golf Outing
(Open to all City employees, families, and guests)
4-Person Best Shot
Saturday, August 26th @ Jones Golf Course
8:00 A.M. Shotgun Start

Entry Fee: $35.00 per person (Includes: Golf, Cart, Lunch, and Prizes)

Not A Golfer? You can still join in the fun as well!
Come and play Bags, Ping Pong, and practice your putting on the Practice Green!
Fee for non golfers to have lunch is $6.00

Entry Deadline: Friday, August 11 @ 5:00 P.M.
Sign up immediately! Registration open to the first 18 Teams!

Player #1 (First and Last Name): ____________________________
Player #2 (First and Last Name): ____________________________
Player #3 (First and Last Name): ____________________________
Player #4 (First and Last Name): ____________________________

Don’t have a Foursome? Sign up as a single below and we will pair you with a group.
Single: (First and Last Name): ____________________________

Makes check payable to City Treasurer and send to: (must be received by 5 pm August 11, 2017)

Ellis Golf Course
Attn: Mark McMahon, Head Golf Professional
1401 Zika Ave. NW
Cedar Rapids, IA 52405
Ext: 4589
m.mcmahon@cedar-rapids.org

City Hall / Human Resources
Attn: Heath Halverson
101 1st Street SE
Cedar Rapids, IA 52401
Ext: 5110
h.halverson@cedar-rapids.org