July 2, 2018

Employee News

New Employees

Elizabeth Darnall – Community Development – Planner I effective July 2. Elizabeth joins us from the University of Iowa in Iowa City, IA.

Promotions & Transfers

Abigail Cornelison – Library – has transferred to Patron Services Specialist 28hr. effective July 2. Her previous position was Patron Services Specialist 19hr.

Employee Retirements

Timothy Daily – Police Department – is retiring on July 2. Tim started with the City on May 5, 1986. His current position is Police Lieutenant.


Raymond Short – Facilities Maintenance Service – is retiring on July 6. Raymond started with the City on August 15, 2001. His current position is Building Maintenance Worker III.

Alan McMurrin – Water Pollution Control – is retiring on July 7. Alan started with the City on April 8, 1992. His current position is WPC Process Operator.


City Manager and Director Updates

**FY19 Across-the-board Wage Increase**

I am pleased to announce the budget for fiscal year 2019 includes an across-the-board wage increase and a step increase for employees (if eligible). The two percent across-the-board salary increase is effective July 1, 2018 for non-bargaining salary employees. Bargaining employees should refer to their applicable contract for negotiated increases.

It is thanks to the hard work and stewardship of all employees that the City has the resources to fund the expense for salary increases. I would also like to acknowledge the support of the Mayor and City Council, who supported these increases through the budget process.

Thank you for your hard work and dedication to our community!

Sincerely,

Jeff Pomeranz, City Manager
For the month of July, we will focus on our City’s mission and core values.

Our mission is: **Strengthen our team to strengthen our city.**

We have three core values that each include three descriptors:
- **We Serve Enthusiastically:** We have a people-first attitude, We take initiative, We go the extra mile
- **We Find a Way:** We are problem solvers, We listen and learn, We explore creative alternatives
- **We Team Up:** We are open and approachable, We value relationships, We assume the best in others

As we take a deeper dive into our mission, two questions may come to mind. The first question is who is our team? Our team includes everyone we work with. This includes the person driving the city truck, the person answering the phone, and the person sitting across from you in the staff meeting. Our team transcends buildings, shifts, departments, and organizational charts. Everyone who works for the City is a part of our team.

The second question is how do we strengthen our team? We strengthen our team by strengthening each member of our team and strengthening our work relationships. Continuing to develop new skills and look for innovative solutions strengthens our team. Partnering together within and across departments to meet the needs of our citizens strengthens our team. Continuing to challenge each other towards excellence in all we do strengthens our team to strengthen our city.

**NOMINATE A TEAM MEMBER**
Do you work with someone who has gone out of his/her way to “strengthen our team to strengthen our city?” Use the link here to submit the name, department, and an example of how he or she demonstrated our city mission.

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 319-777-1699.
A TASTE OF Italy

Save the Date!

THURSDAY, OCTOBER 25
11:15 a.m. - 1:00 p.m.
Ushers Ferry Lodge

More information to come!
**The City of Cedar Rapids has been named one of 100 Best Fleets**

100 Best Fleets identifies and encourages ever-increasing levels of performance improvement within the fleet industry, and judges the best fleets on criteria. The program recognizes and rewards peak performing fleet operations in North America.

“The 100 Best Fleet award is an incredible achievement for the City of Cedar Rapids Fleet Services Division. It recognized the hard work of our staff and is a source of pride for the entire division. For a section of the City that operates behind the scenes in a large entity, many times in a crucial capacity, the award has validated our work and accomplishments”. Joy Huber, Fleet Services Manager.

---

**Cedar Rapids Named Finalist in International Right of Way Association (IRWA) Government Employer of the Year Award**

Each year at the IRWA Annual Education Conference, IRWA has the opportunity to recognize some of the industry’s finest individuals, companies, or chapters who have contributed to advancing the right-of-way profession and improving people’s quality of life through infrastructure development. On June 25, 2018, the City of Cedar Rapids was named a Finalist for Government Employer of the Year Award during the 64th International Annual Educational Conference in Canada.

---

**Employee Congratulations**

Congratulations to Amanda Vande Voorde, Right of Way Agent I, for being awarded the first ever Alan D. Wurtz SR/WA Scholarship at the International Right-of-Way Association’s 64th International Annual Educational Conference in Edmonton, Canada. The Alan D. Wurtz, SR/WA Scholarship Fund awards a $1,000 scholarship to an active IRWA Young Professional who exemplifies Alan’s enthusiasm for learning and his passion for the right-of-way industry. The scholarship will assist Amanda to accomplish her goal in earning a SR/
**Easy Flag Dessert**

Ever notice how patriotic holidays come together during peak spring/summer season? Maybe it’s because of the wonderful weather or maybe it’s because summertime has fresh summer fruits! Either way, use these five simple ingredients to create one tasty dish for your next patriotic gathering!

**Ingredients:**

1. Juicy Red Strawberries
2. Ripe Raspberries
3. Blushing Cherries
4. Plump Blueberries
5. Yogurt or White Chocolate covered Pretzels

**Directions:**

- Wash fresh fruit and dry.
- Lay out fruit and pretzels to represent the flag stripes.
- Place a small bowl of blueberries on the top left.

**Fireworks Safety Tips**

July brings some of the most well-known American classics. Apple pie, barbecues, and of course, **fireworks**! Fireworks are a great way to bond and spend time together, but do not underestimate them. Fireworks have the potential to make a wonderful family get together turn into a serious accident very quickly.

**Use these tips to keep you and your family safe:**

- Always purchase fireworks from a **reliable source** & abide by your local laws regarding fireworks usage.
- Alcohol and fireworks do not mix. Save your alcohol for after the show.
- Have a designated person to organize and put on your family’s show. The less people involved in the lighting of the fireworks the less room for error or misuse.
- Never carry fireworks in your pocket.
- Always have water ready.
- Report use of illegal explosives to your local fire or police department.
- Light fireworks one at a time and stand back quickly.

**And let’s not forget the safety of our pets!**

- Don’t bring your pets to a fireworks display.
- If fireworks are being used near your home, put your pet in a safe, interior room to avoid exposure to the sound.
- Make sure your pet has an identification tag in case it runs off during a fireworks display.
- Never shoot fireworks of any kind (consumer fireworks, sparklers, fountains, etc.) near pets.

For more information, contact Health Solutions at (888) 962-5920.
Wellness Info

Raspberries

- **FIBER**: Helps to stabilize blood sugar and promotes healthy digestion.
- **VITAMIN C**: Helps protect eyes from UV light.
- **POTASSIUM**: Lowers blood pressure and promotes heart health.
- **ANTIOXIDANTS**: Help prevent risk of cancer.
- **FLAVANOIDs**: Anti-inflammatory mechanism can reduce risk of cardiovascular disease.

*Raspberry Almond Chia Smoothie*

2/3 cup plain or vanilla Greek yogurt
2/3 cup almond milk
1 cup frozen raspberries
1/4 cup chopped almonds
1 Tbsp. honey
2 tsp. chia seeds

Add all ingredients in blender and blend until smooth!
Meet Me at the Market

Newbo City Market

Thursday, August 2

Must ‘check in’ at event to get 25 wellness points.

Walk – 5:30 p.m.

Short Run- 5:45 p.m. Approximately 3.1 miles out to prairie park fishery and back

Long Run – 5:45 p.m. Prairie Park Fishery 6-9 miles

Bike – 6:00 p.m.

Dance – 6:00 p.m. Bellyfit led by Shari McDowell

Yoga – 7:00 p.m. Vinyasa led by Melicia Patik

Go to meetmecr.org for event details.
For questions please contact Holly Ruble, ext 4859.
2nd Annual
CITY OF CEDAR RAPIDS
GOLF OUTING
Open to All City Employees, Families and Guests

4 - Person Best Shot at Jones Golf Course
Saturday, August 25     8:00 AM Shotgun Start
$35 per person (includes Golf, Cart, Lunch, Prizes)

Not a Golfer? You can still join in on the fun!
Come play Bags, Ping Pong, and practice your putting on the practice green.
The lunch fee for non-golfers is $6 per person.

Questions? Contact Mark McMahon, Head Golf Professional
m.mcmahon@cedar-rapids.org, 319-286-4589

CEDAR RAPIDS GOLF Deadline: 5:00 PM, Friday, August 10, 2018
TWIN PINES • ELLIS • JONES • GARDNER

2ND ANNUAL CITY OF CEDAR RAPIDS GOLF OUTING ENTRY FORM

Player #1 Last Name: ______________________ First Name: ______________________
Player #2 Last Name: ______________________ First Name: ______________________
Player #3 Last Name: ______________________ First Name: ______________________
Player #4 Last Name: ______________________ First Name: ______________________

Don’t have a foursome? Sign up below as a single and we will pair you with a group.
Single Player Last Name: ______________________ First Name: ______________________

☐ CHECK ENCLOSED (Payment must be received by 5:00 PM, August 10, 2018.)
Make checks payable to City Treasurer and send to Ellis Golf Course; Attn: Mark McMahon, Head
Golf Professional; 1401 Zika Avenue NW; Cedar Rapids, IA 52405.