Employee News

New Employees

Leland Hoeger, CD – Housing Rehabilitation Specialist effective July 18. Leland joins the City from Jarvis Property Restoration in Cedar Rapids.

Thomas Kacena, PW – Public Works Laborer effective July 18. Thomas joins the City from Cedar Rapids Bowling Center.

Nathan Sawyer, PD – Nathan joined the CRPD effective July 18.

Employee Promotions & Transfers

Justin Hard, Utilities – promoted to Water Systems Maintenance/Repair Worker II effective July 18. His previous position was Water Systems Equipment Operator.

Jared Suchan, PW – transferred to Geospatial Data Specialist II effective July 18. His previous position was Utility Infrastructure Management Specialist I with the Water department.

Paul Cross, Library – transferred to Library System Support Tech effective July 18. His previous position was Systems Support Tech III with Information Technology.

Employees photos & contact info can be found on CR@Work or at the following link:
http://cratwork/Pages/EmployeeDirectory.aspx

School Supply Drive

The CR Care Committee is hosting a school supply drive from July 18 – 29 to benefit children in the Cedar Rapids School District. Below is a list of most needed items, donations can be placed in the box in your area or given to any CR Care Committee member. Thank you for your support!

Kleenex  Pencils  Crayons  Colored Pencils
Folders (don’t forget the fun ones)
Any other items you would like to donate
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.

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

Seasonal Positions / Internships / Partner Organization Opportunities

<table>
<thead>
<tr>
<th>Position</th>
<th>Status</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Golf Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Parks Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Recreational Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Construction Review Specialist (Department Only)</td>
<td>July 29</td>
<td></td>
</tr>
<tr>
<td>Finance Business Manager</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Housing and Healthy Homes Specialist</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Lead Auto Equipment Mechanic-Transit (Division Only)</td>
<td>July 29</td>
<td></td>
</tr>
<tr>
<td>Solid Waste Recycling Driver Collector I (Division Only)</td>
<td>July 29</td>
<td></td>
</tr>
<tr>
<td>Transit Driver</td>
<td>July 29</td>
<td></td>
</tr>
<tr>
<td>Utilities Process &amp; Facilities Engineer I/II</td>
<td>Aug 5</td>
<td></td>
</tr>
<tr>
<td>Water Plant Maintenance Repair Worker I</td>
<td>July 29</td>
<td></td>
</tr>
<tr>
<td>Water Plant Operator I</td>
<td>Aug 5</td>
<td></td>
</tr>
</tbody>
</table>

2016 Annual City of Cedar Rapids / Linn County Employees Health & Safety Fair

THURSDAY, SEPTEMBER 15

TIME: 11 a.m. - 2 p.m. | LOCATION: Jean Oakes Linn County Public Service Center
935 Second Street SW

This event is eligible for wellness hours (up to a max. of 5 hrs/yr) and/or flex hours. Please check with your supervisor to coordinate attendance.

Contact Marilyn Fitzgerald with any questions:
m.fitzgerald@cedar-rapids.org | 325-55

Sponsored by the Linn County Health Awareness Team, Linn County Safety Committee and the City of Cedar Rapids Wellness Ambassadors.
Just Listen

One of the most common things children, families, and partners say in counseling is- “They never listen to me.” Which is usually followed by- “They never let me talk”. Communication is a lot more than just spoken words. How things are said- pace, volume, word choice, and non-verbal communication makes a big difference in the message that is received and how all parties involved feel. Here are some tips on how to communicate more effectively with your kids, partner, family, and co-workers.

- Stop what you’re doing and listen. This shows the other person that they are important to you and you care about what they are saying. Make eye contact and acknowledge that you are listening.
- Help make the other person feel comfortable. By creating a space for them to feel welcomed and supported the other person will feel more at ease and more willing to talk.
- Let them talk. Don’t interrupt and wait for the other person to finish speaking. When you think they have finished, hold your tongue and let there be a few moments of silence. If they haven’t finished, let them continue.
- Hold the advice. Sometimes we just need to vent and talk about things out loud to help us process them.
- Don’t over react or as kids say “freak out”! Listen calmly and offer support. Manage your feelings and focus on the other person and what they need from you at the time.
- Put away the technology. Set down your phone, turn off the TV and your tablet, and walk away from the computer. Technology can be great to allow us to connect with others, but if it getting in the way of connecting with those around you- it’s time to shut it off. Have time every single day that is technology free.
- Eat a meal together. People that eat together, stay together. It doesn’t have to be every day, if you can awesome! Make eating one meal together a priority each week. Put away the technology and talk to each other.

Communication is a cornerstone to all relationships and relationships take work to keep working. If you or someone you know needs to talk, Mercy EAP is here is help. Individual, couples, and family counseling is available for all ages. For more information go to www.mercycare.org/EAP or to schedule an appointment call 398-6694.
Blue Zones Project ® Cedar Rapids is pleased to be part of the Food Insecurity Summit on Saturday, July 30. There will be many tables with fun, free activities like: nutrition bingo, garden tours of the Master Gardener NewBo demo garden, and food sampling.

In addition, our own Mayor will be one of the celebrity judges.

Hope to see you there.

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Eat. Grow. Share

Fighting food insecurity in Linn County

July 30, 2016

11:00 a.m. – 2:00 p.m.

NewBo City Market

100 3rd Street SE

Cedar Rapids, IA 52401

About:
Join us at NewBo City Market to learn about food insecurity issues in Linn County and the resources available to make healthy food accessible for all in our community. Event will feature exhibits of your local community organizations working to reduce food insecurity - learn more about what they do and how you can get involved.

Featuring:
- ISU EXTENSION COMMUNITY GARDEN: Come visit with staff from ISU Extension and learn more about the community gardens from the Master Gardeners!
- CHOP HUNGER EMERGENCY FOOD BOX CHEFS' CHALLENGE: Watch six professional chefs from the area create extraordinary dishes using food boxes from the mobile food pantry and produce from the garden! A panel of celebrity judges will choose the top chef from 12-1:30 p.m.
- MOBILE FOOD PANTRY: Check-out one of the mobile food pantry units serving the community and donate food or funds to support the Eastern Iowa Freedom from Hunger Food + Fund Drive!

Presented by:
The Linn County Food System Council, Food Environment Alliance, City of Cedar Rapids, Linn County Public Health, Healthy Plate, ISU Extension – Linn County Master Gardeners, Matthew 25, Harlanos, Hawkeye Area Community Action Program, Inc. (HACAP), Food Iowa First, Frontier Co-op, Mercy Medical Center, and NewBo City Market.

Top 6 Requested Items:
- Canned tuna or chicken in water
- Beans and lentils
- Nuts, seeds and dried fruit
- Peanut Butter
- Canned fruits (in natural juice)
- Fresh Produce
2016 Community Cultural Events and Celebrations: August-September

During the 2016 Summer and Fall seasons, community members have organized a variety of multicultural activities for the Greater Cedar Rapids Area. Many events are designed to provide cross-cultural engagement opportunities through the performing arts, good food, and tons of fun. Many of the events are free and details can be found on the internet. We are proud to share a wide variety of multicultural events City employees. Please consider attending the events list.

<table>
<thead>
<tr>
<th>August 2016</th>
<th>September 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>August 26</strong></td>
<td><strong>September 9</strong></td>
</tr>
<tr>
<td>Kirkwood Outreach &amp; Training Center 3375 Amar Drive, Marion Iowa</td>
<td>Five Seasons Stand Down Veteran’s Memorial Stadium</td>
</tr>
<tr>
<td>Cost: $10 in advance ($12 at the door)</td>
<td>8th Avenue &amp; Rockford Road SW</td>
</tr>
<tr>
<td>$6 Students and Senior Citizens</td>
<td>Cedar Rapids, Iowa</td>
</tr>
<tr>
<td>Contact: <a href="mailto:info@womensequalitycoalition.org">info@womensequalitycoalition.org</a></td>
<td><a href="mailto:ann.hearn@linncounty.org">ann.hearn@linncounty.org</a></td>
</tr>
<tr>
<td></td>
<td><strong>September 18</strong></td>
</tr>
<tr>
<td></td>
<td>Festival Latino May’s Island</td>
</tr>
<tr>
<td></td>
<td>2nd Avenue Bridge</td>
</tr>
<tr>
<td></td>
<td>Cedar Rapids, Iowa</td>
</tr>
<tr>
<td></td>
<td>2:00 PM - 7:00 PM</td>
</tr>
<tr>
<td></td>
<td>Contact: <a href="mailto:jmoffitt@youngparentsnetwork.org">jmoffitt@youngparentsnetwork.org</a></td>
</tr>
</tbody>
</table>

Department Directors, if you are interested in having a booth at one or more of these events, please reach out to the organization’s point of contact listed above.
The City of Cedar Rapids
Quarter 3 Wellness Activities

Bingo Card Activity Challenge
August 1 - September 30
Print the bingo card and get involved in local activities.
Complete a bingo and earn 1 entry in the drawing for prizes.
Up to 5 entries per person.
See newsletter for bingo card and challenge details

Events
Blood Donation
CSC TimeCheck Hall
September 29
7:00 am - 12:00 pm
CityCR & Linn County Health Fair
Linn Co. Public Services Center
September 15
11:00 am - 2:00 pm

2016 Wellness Ambassador’s Calendar by Quarter:

City of Cedar Rapids
Bingo Card Activity Challenge 2016
Try to complete all the squares in at least one row (vertical/horizontal or diagonal) to earn a bingo. Each bingo earns one chance in the drawing.
Maximum of 5 bingos per person. Three $25.00 gift cards will be awarded to the 5 names drawn.

Visit Old McDonald’s Farm at Beaver Park or walk 1 lap of the track at Newbridge Park.
Attend a spiritual activity of your choice. Record activity:
Complete 20 minutes of strength training (no equipment needed, you can use your own bodyweight)
Join the City of Cedar Rapids employee bike club
Attend Sunset Sale at the Cedar Rapids Main Library
Bike to work 1 day (and wear your helmet)
Get your blood pressure checked and record the date you checked it here:
Volunteer at a local charity or organization. Record name of organization:
Attend any event at Mootz at the Market at NewBo Market Thursday’s 5 – 7:00 pm
Attend the Cedar Rapids & Linn County Health Fair September 15 11:00 am - 2:00 pm
The Joan O’Key Linn County Public Service Center
Take a 20-minute walk with a co-worker(s), Record name(s):
Participate in the 1 Bag Challenge. Location:
Help a senior! (It can be anything – yard work, cleaning, checking smoke detectors, meal prep, etc.)
Attend a free yoga class at Greene Square Park. Saturday’s 8:30 – 9:30 am through August 13th

For more information regarding this challenge please contact your department’s Wellness Ambassador

If you have questions regarding this challenge please contact your department’s Wellness Ambassador

City of Five Seasons
Cedar Rapids
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 and your spouse to get active and earn an incentive by joining the City’s incentive program for the remainder of 2016.

Spouses who have completed a screening/consultation can earn up to an additional $50.00 gift card by meeting the activity goals for the Incentive Program for 2 out of 4 quarters. If a spouse missed out on participating in the wellness screenings they are still encouraged to track their activity for general wellness. No incentive will be earned unless they completed a screening/health form and consultation.

Employees and spouses must be benefit eligible (but do not have to be currently covered by the City’s insurance plan) to earn the incentive and can enroll in the program at any time throughout the year.

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

1. Create (or log into) your account on the Health Solutions portal at www.myhealthywithhsi.com/citycr
2. Click “Enroll in the 2016 Activity Incentive Program”
3. Choose the quarter you wish to enroll
4. Click “Mange devices” and sync your fitness tracking device or FREE ‘MovesApp’ on your smart phone. Follow the directions here and click ‘sync’. Your data will not show automatically after clicking ‘sync’ – it will be loaded in random intervals throughout the day.

5. Finally – start moving! See the table below for the goals to work towards to earn your incentive.

<table>
<thead>
<tr>
<th>Average Steps Daily</th>
<th>Quarter 3 Goal 2,000 steps = 1 mile</th>
<th>Incentive Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>≤ 5,000</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>7,500</td>
<td>345 Miles</td>
<td>$20.00</td>
</tr>
<tr>
<td>≥ 10,000</td>
<td>460 Miles</td>
<td>$25.00</td>
</tr>
</tbody>
</table>

Win More!!

2 Winners were randomly selected for meeting the 7,500 step goal in Quarter 1.
You could win in Quarter 3 for meeting the 10,000 step goal too!

- Cindy Potter - 3 mo/membership to Aspen & 3 training sessions
- Bryan Hemphill - gift certificate to Anahata spa

If you have any questions regarding the incentive program or accessing your Health Solutions web portal contact, Riley Barth at 440-0787 Rileybarth@hsi-rx.com
Way to go CR!
Quarter 1 vs. Quarter 2
Activity Results

<table>
<thead>
<tr>
<th>Measure</th>
<th>Quarter 1</th>
<th>Quarter 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Enrolled</td>
<td>280 (262 employees, 18 spouses)</td>
<td>234 (212 employees, 22 spouses)</td>
</tr>
<tr>
<td>Total Miles Logged</td>
<td>101,456.2 miles</td>
<td>100,597.1 miles</td>
</tr>
<tr>
<td>Average Miles Logged</td>
<td>362.3 miles = 724,600 steps</td>
<td>429.9 miles = 859,800 steps</td>
</tr>
<tr>
<td>Average logged/day (91 days)</td>
<td>3.98 miles/day = 7,963 steps/day</td>
<td>4.72 miles/day = 9,448.35 steps/day</td>
</tr>
<tr>
<td>Most Miles Logged</td>
<td>1076.5 miles</td>
<td>1,402.3 miles</td>
</tr>
<tr>
<td>No milestone reached</td>
<td>85 (30%)</td>
<td>47 (20%)</td>
</tr>
<tr>
<td>Met the 5,000 step milestone</td>
<td>27 (10%)</td>
<td>22 (9%)</td>
</tr>
<tr>
<td>Met the 7,500 step milestone</td>
<td>57 (20%)</td>
<td>38 (16%)</td>
</tr>
<tr>
<td>Met the 10,000 step milestone</td>
<td>73 (26%)</td>
<td>65 (28%)</td>
</tr>
<tr>
<td>Met the 12,500 step milestone</td>
<td>38 (14%)</td>
<td>62 (27%)</td>
</tr>
</tbody>
</table>
Register for Quarter 3 Now!

Each quarter employees and spouses must enroll in the new quarter. See the steps below for how to register for quarter 3 - data syncing will not begin until July 1.

Log in to your personal Health Solutions account
Click “2016 Activity Incentive Program” or “Enroll in Challenge Here”
Under the Things To Do box, click “Enroll in Challenge” (see below)
Select the Quarter 3 Activity Incentive Program (see below)
Click “Enroll”

Save the Date for our 26th annual event

*Especially for You® Race Against Breast Cancer*

**Sunday, October 9, 2016**

at Mercy’s Hall-Perrine Cancer Center in Cedar Rapids

Online registration is now open.

[Please click here to register online as a participant on the City of Cedar Rapids team](#)

Contact Dawn Kolosik, Building Services, at 286-5577 with any questions about this year’s race.
Coming to City Hall

THE PURSUIT OF ZERO WASTE

September 6: Zero Waste Hubs
September 13: Tiny Trash
Sustainability: The journey is long, and we’re on it.

The State of Affairs resource is for all to read. Its aim is to build a common understanding of the issues and opportunities that sustainability presents. Obvious or not, your job is a sustainability job. State of Affairs: Take a look at it today

The City of Cedar Rapids’ Pursuit of Sustainability

What looks small is big, especially if we all pitch in.

Zero Waste Hubs and Tiny Trash have been installed in City Services Center. Staff are now responsible for emptying their recycle bins and Tiny Trashes (that don’t have liners) into nearby Zero Waste Hubs.

The project is in its early days, but the early word from custodial staff is that the number of big trash bags put in the dumpster each night has dropped from 4 bags to 1. That’s the sum of each one of your efforts.

If every person on the Earth lived like Americans, we’d need the resources of 5 planets to support us. That’s the big picture we’re part of, it’s represents why “sustainability” is an idea and urgency we talk about, and that’s how local changes—if we all pitch in—we can make a big, global impact.

Questions or ideas: Contact Eric Holthaus at e.holthaus@cedar-rapids.org or 286-5927.

Check out our website for Zero Waste resources if you need to get up to speed on this project. Please give a “thank you” to the custodial staff whose daily work has been impacted the most by this project. They are critical and hugely helpful partners.
Weight Watchers on Site

The summer promotion is:

20 people = 19 weeks, $186.00, $9.74/week
15 people = 13 weeks, $156.00, $12.00/week