Cedar Rapids, a vibrant urban hometown - a beacon for people and businesses invested in building a greater community now and for the next generation.

Employee News

New Employees

**Thomas Duff, Utilities** – Water Plant Operator I effective June 25. Thomas acquired his Bachelor's degree from Upper Iowa University. He joins the City from Thomas A Duff Construction in Volga, IA.

**Tyler Adams, PW** – Public Works Laborer effective June 27. Tyler attended Riverland Community College in Minnesota. He joins the City from WinAir Heating and Air Conditioning in Longmont, CO.

**Joshua Lehman, Utilities** – Solid Waste & Recycling Laborer Extra Driver effective June 27. Joshua attended Kirkwood Community College and joins the City from Cedar Rapids/Linn County Solid Waste Agency in Marion, IA.

**Ryan Scott, PW** – Public Works Laborer effective June 27. Ryan attended Kirkwood Community College and joins the City from Knutson Construction in Iowa City.

Employee promotions and transfers.

**Pat McDonald, Finance** – promoted to Facilities Systems Administrator effective June 27. His previous position was Mechanical & Building Repair Supervisor.

**Derek McCusker, Utilities** – promoted to WPC Repair/Overhaul Maintenance Supervisor effective June 27th. His previous position was WPC Instrument Technician.

**Haley Roe** – PD – has transferred to Criminal Intelligence Analyst effective June 27th. Her previous position was Geospatial Data Specialist III with PW.

Full List of retiring Employees on page 2.

Employees photos & contact info can be found on CR@Work or at the following link:

http://cratwork/Pages/EmployeeDirectory.aspx
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>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Golf Seasonal Positions</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Parks Seasonal Positions</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Recreational Seasonal Positions</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Finance Business Manager</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Facilities Maintenance Supervisor</td>
<td>July 15</td>
</tr>
<tr>
<td>Housing and Healthy Homes Specialist</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Housing Rehabilitation Specialist</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Water Plant Maintenance Manager</td>
<td>July 22</td>
</tr>
<tr>
<td>Water Plant Maintenance Repair Worker I</td>
<td>July 29</td>
</tr>
<tr>
<td>Water Plant Operator I</td>
<td>Aug 5</td>
</tr>
<tr>
<td>Water System Maint. Repair Worker (Grade 29) DIVISION ONLY</td>
<td>July 8</td>
</tr>
<tr>
<td>WPC Electrician I</td>
<td>July 8</td>
</tr>
</tbody>
</table>

City Employees Retiring

The following employees will be retiring this summer.

- **Mike Hammond, Transit** – June 30. Mike started with the City April 7, 1978. His current position is a Transit Driver.
- **Dixie Icenbice, Library** – June 30. Dixie started with the City April 17, 1975. Her current position is Library Substance Abuse Specialist.
- **Vicky Grover, Finance** – July 15. Vicky started with the City Oct 28, 1986. Her current position is Administrative Assistant II.
- **J.L. Hoke, PW** – July 29. J.L. started with the City March 9, 1994. His current position is Collection System Maintenance Worker IV.
- **Michael Little, Utilities** – July 29. Mike started with the City Aug 8, 1988. His current position is Water Plant Maintenance Manager.
- **Tania Aboud, JC** – July 31. Tania started with the City July 27, 1981. Her current position is Dispatcher II.
- **Patricia Pfiffner, DS** – August 15. Pat started with the City Aug 15, 1996. Her current position is Administrative Assistant I.
Sustainability at Work
Small changes we can make every day to make a difference.

Zero Waste in City Services Center
Reduce, reuse, recycle, and compost. We’re making that easier in order to extend the life of material resources and avoid the landfill. Industry standards say that, if we divert 90% of material from the landfill, we’ve achieved zero waste.

On Friday, we installed Zero Waste Hubs, each hub containing compost, recycle, and landfill bins.
Sustainability at Work

On Thursday, we’re installing Tiny Trashes. This will be a new responsibility for CSC occupants at desks. You will be responsible for emptying your desk-side Tiny Trash and recycling into nearby Zero Waste Hubs. This is the best practice in office waste reduction. Improve your recycle and compost practices, and you’ll only use Tiny Trash a tiny amount.

New Idling Policy for City Vehicles
An estimated $86,000 and 35,000 gallons of fuel are wasted due to unnecessary idling in city vehicles. A new idling policy makes one addition to the 2009 policy. This is for all city vehicles and addresses idling that is not mission-critical (idling done for safety or operational purposes is okay).

- Turn off vehicles if idling is to exceed one minute (in original 2009 policy).
- Warm up or cool down vehicles for no more than 5 minutes (new addition).

Here are some interesting facts related to idling:
- It takes 10 seconds worth of fuel to start a vehicle.
- Starting an engine 10 times per day on average or less should not cause excessive wear on a vehicle.
- For diesel engines, 1 hour of idling equals 25 miles of wear. For gasoline vehicles, 1 hour of idling equals 33 miles of wear.
- Four sets of LED lights ran on a Public Works truck with battery power only and the engine started after six hours without a problem.
- 38% of air pollution in Linn County is from vehicles. Emissions from idling are 20x dirtier than when driving 30mph. Emissions include benzene and carbon monoxide and pose the highest risk to the young and elderly.

We’re raising the bar with small, simple changes. This is Sustainability at Work.
Employee Thank You Awards

The City of Cedar Rapids takes pride in the services provided on a daily basis. There are often employees who go “above and beyond” in any particular situation in order to help out a citizen or fellow employee. In other instances, the employee will go out of their way to do what is right without even thinking about what is expected. They simply do it because they can! These types of actions greatly impact our community and work environment and we want to make sure to recognize our fellow employees for their efforts. We urge you to take the time to thank a fellow employee so that these acts of kindness do not go unnoticed.

This month’s recipient of the “Thank You Award” is:

Jordan Misener, Solid Waste & Recycling Driver – Utilities Department

I just wanted to say thank you to the Yard Waste Gentleman who helped myself and my 7 year old daughter this morning. I did not catch his name, he was on our route this morning, however he was a bigger gentleman with a little bit of a Mohawk. We had a baby bat trying to crawl across our hot driveway and I asked the gentleman if he could help. He kindly said not to touch it because they are known to carry diseases. He took some paper and scooped him up then nicely placed him under a tree in a safer place and away from our home. I just wanted to say this man didn't have to help us yet he stepped up because it was important to us to save the little guy. You don't find this kindness every day in today's world! I know it was hot and he was very busy, a True Green truck was in his way (which they often are, I think someone needs to tell them to stay clear of solid waste containers on days they are picked up, just throwing that in! so he had to get out and move our Yardy...wasn't a house fire, just a little bat, however to my daughter it was just as important to save it's life! It awesome to see someone go out of their way to help no matter the size of the deed!

Submitted by Mat Fowler, Solid Waste & Recycling Supervisor – Utilities Department

The Thank You Program is meant to recognize employees of all levels for their extra efforts. (Frontline Employees up to Department Directors)

To submit a Thank You, please fill out the form below which can be found on CR@Work under Recognition Program. You can email the form to HR-OrgDev@Cedar-Rapids.org or send a hard copy to the Human Resources Department.
Mental Health- There’s an App for That

Americans are spending more and more time on their smart phones and especially apps. It seems there is an app for just about everything—making a diner reservation, paying your bills, socializing with friends and family, playing games, and watching TV. An average adult spends 5.6 hours per day on digital media; of which 51% was spent using an app. Recently the Journal of Employee Assistance published a list of the Top Ten Apps for mental health as recommended by counselors.

- Quit That!-This app assists in helping users kick a bad habit such as smoking, drinking alcohol or coffee. It allows users to track multiple habits and can be linked to other devices.
- Calm- Need to relax? This app offers 7 different guided meditation sessions right on your smart phone. Sessions offered last from 2 to 30 minutes long.
- Headspace- Ever heard of mindfulness? This app will help teach you mindfulness techniques in just 10 minutes a day. An added plus this app is currently undergoing clinical trials to prove its effectiveness.
- Pacifica- Based on Cognitive Behavioral Therapy this app features a mood tracker to help users manage stress and anxiety.
- My Mood Tracker- Offers users a way to track their mood, emotions, and anything that can affect their mood. It offers a playful design to help users understand what causes changes in emotions and helps them get on a path to feeling better.
- Divorceworks offers help to families going through a difficult time. It can help users to understand the grieving process and offers tips to help children as well.
- Mint- Finances can be stressful. Mint offers users the ability to track bills, payments, set up a budget and plan for future expenses.
- Relax Melodies-Having trouble sleeping? Users can select sounds and melodies to assist in falling asleep.
- Lose It is currently being testing for effectiveness in helping users lose weight. Users can track calories, food, and exercise.
- Whil- This app can help users manage anxiety, sleep better, sharpen focus, improve performance all through the use of mindfulness.

REMEMBER- Apps and technology are great and can be helpful but they will never take the place of being seen by a professional counselor. If you or a family member is struggling, Mercy EAP is here to help and has licensed professional counselors at eight locations to assist you and your family. Appointments can be scheduled by calling 398-6694.

For more information on mental health go to [www.mercycare.org/EAP](http://www.mercycare.org/EAP)
Quarter 2 Activity Incentive Program is ending soon!
Quarter 2 runs April 1, 2016 – June 30, 2016

Tracking data for Quarter 2: Employees and spouses must track all their data for April 1 – June 30th by July 8, 2016. If your data is being automatically synced you will not need to do anything. All data will be automatically loaded. Only if you are manually reporting some activities it needs to be entered by July 8th.

It’s not too late to earn up to $100 this year!

<table>
<thead>
<tr>
<th>Average Steps Daily</th>
<th>Quarterly 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>341 Miles</td>
<td>$20.00</td>
</tr>
<tr>
<td>≥ 10,000</td>
<td>455 Miles</td>
<td>$25.00</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”

If you have any questions regarding this challenge please contact: Riley Barth at 440-0787 Rileybarth@hsi-rx.com
Save The Date

2016 ANNUAL
CITY OF CEDAR RAPIDS / LINN COUNTY EMPLOYEES
HEALTH & SAFETY
FAIR

Health and Wellness Vendors
Free Lunch
Door Prizes
Recycling Center

Safety Vendors
Benefit Vendors (Wellmark, Delta Dental, Deferred Compensation, etc.)
Locally Grown Organic Food Vendors

THURSDAY, SEPTEMBER 15

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

This event is eligible for wellness hours (up to a max. of 6 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 | x5056

Sponsored by the Linn County Health Awareness Team, Linn County Safety Committee and the City of Cedar Rapids Wellness Ambassadors.
Save The Date

SAVE THE DATE!

THE CITY/COUNTY DIVERSITY INITIATIVES GROUP
PRESENTS

MOVIE NIGHT AT THE STADIUM

SATURDAY, JULY 16, 2016
7:30 p.m.
DOORS WILL OPEN AT 7:00 PM
Cedar Rapids Kernels Stadium
950 ROCKFORD ROAD SW • CEDAR RAPIDS, IOWA

FREE
City/County Employees and family members are invited!
FREE popcorn, lemonade, and water for all!
(LIMITED CONCESSIONS AVAILABLE FOR PURCHASE)

MUST PRESENT A TICKET FOR ENTRY
Please contact your HR Department for free tickets no later than Wednesday, July 13th