New Employees

Kasey Miller, Finance – Accounts Payable Specialist effective July 8. Kasey comes to us from the Muscatine County Assessor Office.


Employee Retirements

Thomas Carpenter, Utilities – retiring July 19. Thomas started with the City on June 6, 2005. His current position is Water Pollution Control Specialist.

Contacting IT for Support Requests

The Information Technology Department uses the IT Service Desk for a single point of contact for all technology service and repair requests. Employees must submit technology requests via the IT Service Desk versus calling an IT Team Member directly. When requests are submitted directly to the IT Service Desk, they will be monitored and tracked for proper priority of issues. The centralization of all requests assists IT in reviewing metrics, analyzing trends and addressing areas which need improvement.

Employees may contact the IT Service Desk by using the Service Desk Portal at http://itsupport, emailing itsupport@cedar-rapids.org, calling 286-5500 or by walking in.
City Manager and Director Updates

Cedar Rapids Construction Permit Valuation
We are happy to share that the total reported valuation of all building permits for fiscal year 2019 was $320 million. This number reflects a growing number of public and private projects taking shape throughout our entire community, including residential, educational, industrial, retail and commercial. The top 20 projects represent work on both public and private development, ranging in size from $4.6 million to $13.4 million. This is the third highest reported valuation in the last 18 years, and illustrates the strong construction growth and interest in our community.

Police Recruits Introduced at Council Meeting
15 police officer recruits that comprise the members of the 47th Basic Cedar Rapids Regional Police Academy will be introduced at the July 9 City Council meeting. The recruits will be in their sixth week of the 18-week Police Academy at the time of the Council introductions.

The Academy has 10 Cedar Rapids police recruits that were hired as the result of the reactivation of the Automated Traffic Enforcement system. One of the most frequently asked questions about the ATE program concerns where the money from traffic cameras citations is dedicated. Revenue received from the ATE program is dedicated to public safety and, specifically, hiring these 10 police officers.

As the number of citizen calls for service continues to increase, it is critically important that the Police Department has the resources with these additional 10 officers to proactively address neighborhood issues, deter crime, and meet the need for police services in our community.

Cedar Rapids Named 15th Best Run City
Cedar Rapids was recently named the 15th best run city in America and 23rd for quality of City services by WalletHub. The ranking is based on several factors that determine a city’s overall operating efficiency. Cedar Rapids got high marks for strong economy, financial stability, health, and safety among the 150 cities studied. The Gazette story covering the accomplishment can be read here, and the KCRG story is available here.

Story Walk in Cherry Hill Park
The Parks and Recreation Department will open a story walk in Cherry Hill Park on Tuesday, July 9, from 4:00 to 5:00 p.m. The story walk encourages children to be physically active and read. Twenty sign holders have been placed along a pathway in the park with pages of the story spaced so children must walk to read the entire story. A new story will be placed in the story walk every two months from May to September. The project was made possible through funds provided by the Alliant Energy and Healthy Hometown grants, in partnership with the City of Cedar Rapids and Cedar Rapids Public Library.

The first story featured is Prince and Pirate, by local author Charlotte Gunnufson, about two pet fish with whale-size personalities. Children’s activities at the opening event will include crafts, snacks and games connected to the story, and an opportunity to meet the author.

ADA Web Editor Training
As part of ADA compliance, anyone that creates content on the City’s intranet or internet sites are required to attend Web Editor ADA Training annually. The 2019 ADA Training is scheduled for July.

Below is the date and times of the required training being held in the City Hall Training Room. Web Editors are required to attend one of the sessions listed below:

- Tuesday, July 16 2-3 PM
- Thursday, July 18 1-2 PM
- Monday, July 22 9-10 AM

Below is the Course Outline:
1. Review www.cedar-rapids.org ADA audit findings.
2. Review CR@Work ADA audit findings.
3. Demonstration: How to improve the City’s ADA compliance.
4. Introduction to the new WCAG 2.1 standard.

Outlook Calendar invitations will be sent to each web editor this week.

If you have any questions or are unable to attend the trainings listed above, please contact the IT ServiceDesk at 286-5500.
Employee Anniversaries for May

Donald Troester  
Lib Materials Processor  
35

Shane Barske  
Water Plant Equipment Mechanic  
30

Kelly Jacobs  
GIS Project Specialist II  
30

Lucio Isaac  
Streets Driver  
25

Thomas Tharp  
Civil Engineering Construction Inspector  
25

Shawn Hartz  
Streets Heavy Equipment Operator  
20

Christopher Maher  
Traffic Control Maintenance Worker II  
10

Stacy Mason  
Fire Specialist  
10

Chad Mittan  
Accounts Receivable Program Manager  
10

Curtis Heinle  
Transit Service Worker Supervisor  
5

Bridget McMenomy  
License Specialist  
5

Jonathan Mouw  
Utilities Engineer II  
5

Brent Neighbor  
Parks Superintendent  
5

Gretchen Barske  
Benefits Manager  
1

Sylvia Bochner  
Planner I  
1

Christopher Casciato  
Transit Driver  
1

Caroline Davis  
Lab Service Water Quality Analyst  
1

Lauren Freeman  
CD Program Coordinator  
1

Ethan Hromidko  
Public Works Laborer  
1

Emily James  
Safety Coordinator  
1

Zachery McFadden  
HVAC Specialist  
1

Justin Schroeder  
Utilities Lab Supervisor  
1

Robert Szczesniak  
Sewer Maintenance Worker  
1
I’m Glad You Asked!

I keep hearing people talk about the MBTI. What is that?

The Myers-Briggs Type Indicator (MBTI) is a personality assessment that provides insight into our natural way of interacting with the world. It assesses how we interact with others and how we receive and process information. Karl Jung developed the personality theory in the early 1900s. Later, Katherine Briggs and her daughter Isabel Briggs Myers developed it into a practical assessment. Based on the answers to the self-assessment, the MBTI provides a four-letter code for each individual. This code can be used to understand aspects of your personality. This can be very helpful in enhancing teamwork and communication. Each year millions of MBTI assessments are taken throughout the world in at work, school and community groups.

Once you learn the theory, you can identify ways you are similar and different from your co-workers. This will allow you to be intentional and clear in your communication with team members. This can create clarity and minimize misunderstandings in your everyday interactions. Over the next four weeks, we will look at the four dimensions of the MBTI and how to best communicate with those who are different from you. These four dimensions include:

- **Introvert and Extrovert**: The way we naturally direct and receive energy.
- **Thinking and Feeling**: The way we naturally take in information.
- **Sensing and Intuition**: The way we naturally come to conclusions.
- **Judging and Sensing**: The way we naturally approach the outside world.

You can take a free MBTI at

[https://www.16personalities.com/esfj-personality](https://www.16personalities.com/esfj-personality)
VALUES IN ACTION
Recognition Program

TEAMING UP
Nuisance Property Response

- Denise King-Filip, Dennis Seeman: Building Services
- Tobey Harrison, Vicky Syverson: Police
- Mark Jones, Trevor Foss: Utilities
- Vance McKinnon, Marv Trimble: Fire

SERVING ENTHUSIASTICALLY

- Brian McLeod: Public Works
- Sheryl Daves: Police

TWIN PINES DRIVING RANGE

Creatively resolving drainage issues to restore public use.

Glenn Shultz: Parks & Recreation

Recognize a co-worker at
http://cratwork/EmployeeResources/orghealth/Pages/Index.aspx
or organizationalhealth@cedar-rapids.org
Featuring City employees highlighting programs and initiatives that impact our residents. Open to all employees in any department.

**FEATURED EVENT**

**Economic Development:**
The Program and Strategy Behind Growing Cedar Rapids

Learn more about the City's economic development initiatives and some of the tools in place to help attract quality development projects. You'll leave this session with a greater understanding of how and why retailers choose to come to Cedar Rapids, the marketing tools in place to give retailers the information they need to decide to come to Cedar Rapids, and the incentives in place to help support private development, such as TIF.

**Tuesday, July 16 | Noon - 1:00 p.m.**
Lower Level Training Room, City Hall

RSVP by Friday, July 12

Please RSVP to participate and reserve your FREE lunch.
RSVP by emailing citymanager@cedar-rapids.org
Customer Service Tools and Resources

Earlier this year, a customer service focus group convened to gather information to increase the knowledge base that is available to assist in our customer service efforts. A few resources have been created or modified to assist citizens in searching for services or seeking answers to their questions. These tools also equip employees with valuable information to effectively serve our citizens.

**FAQ**

One of the tools the group developed is a comprehensive Frequently Asked Questions (FAQ) page for citizens and employees to consult. The FAQ is organized by category, not necessarily by department, with the goal of making it more intuitive for citizens to search for the answer to their particular questions. The FAQ can be accessed through a quick link on the main page of the City website.

**City Services Directory**

Another existing resource is the City Services Directory that can also be accessed through a quick link on the main page of the City website. The Services Directory lists city departments and services along with contact information. The directory features a search option and can be sorted alphabetically by department or by service.

**Upcoming projects – Citizen Request Management Portal and Mobile App revisions**

In addition to these resources, we are currently working on a citizen request management portal that citizens will be able to access from our website or mobile app to report concerns or make inquiries. The request management system will operate from the Elements software which also houses our asset management system. We are also currently revising our mobile app. More information will be shared on both of these resources as they are developed.

Grow Solar Linn County

The Linn County Solar Group Buy is back! The program runs from July – October 31. If you’ve ever been interested in going solar, prices are even better now than they were in 2017, when our successful group buy saw over 100 homeowners install.

The program works by aggregating solar installations to achieve lower prices (aka buying in bulk). The starting price for solar in this program is 15% lower than if you went on the journey alone. As more homeowners install through the program, it becomes cheaper for everyone.

The best way to learn about the program is by attending an educational Solar Power Hour. The next one is Wednesday from 6:30-7:30pm at the Downtown Library’s Whipple Auditorium. At the event, you’ll get a presentation on the basics of solar and how the group buy works, and questions can be asked to a Utility rep or the selected Solar installer for the program. If you remain interested, you can schedule a free site assessment and get a free quote.

There are more Solar Power Hours scheduled through the program. A list of all Solar Power Hours and program details can be found at [www.growsolar.org/linncounty](http://www.growsolar.org/linncounty).

The Midwest Renewable Energy Association manages the program. Partnering organizations include the following jurisdictions and non-profits: Cedar Rapids, Marion, Mount Vernon, Center Point, Linn County, Indian Creek Nature Center, and The Nature Conservancy in Iowa.

![Grow Solar Linn County logo](image)
Corridor Corporate Games

Make plans to participate in the Cycling Tour Ride in Cedar Rapids and Hiawatha on Saturday, July 13. Start between 11:00 a.m. to 1:00 p.m. at the Red Pavilion in Hiawatha’s Guthridge Park and ride to the Lion Bridge Brewing Company in Cedar Rapids. The ride is approximately seven miles each way. Participation is unlimited, you just need to register so the City of Cedar Rapids earns points. Find the ride map and more details at https://www.corridorcorporategames.org/CyclingCRH.

Register now for these upcoming July events.

- Disc Golf - Wednesday, July 24, at Altmeier Farm Disc Golf Course, Coralville. The deadline to register is July 10
- Ultimate Frisbee - Saturday, July 27, at Tuma Soccer Complex. The deadline to register is July 10.

Find more information at corridorcorporategames.org. Email Jesse Hahn or Grant Weber with questions.

Congratulations to Grant Weber for winning the Corridor Corporate Games free throw contest for his age division and placing 2nd in the 3 point contest.
CONTROLS FIRST - THEN PPE

In previous newsletters in this series, we established that if noise exposure is too great, engineering and administrative controls must be established to lessen the exposure. If after implementing these controls the noise still exceeds safe permissible exposure limits, hearing protectors must be provided to employees.

WHAT KIND OF HEARING PROTECTORS SHOULD I WEAR?

There are two types of hearing protectors: plugs & muff

**Earplugs:**
- Fit in the outer ear canal
- To be effective, they must fit snugly to block the ear canal with an airtight seal
- Available in different shapes & sizes, and can be custom fitted to the wearer’s ear canal

**Earmuffs:**
- Fit over the outer ear
- Held in place by an adjustable headband or direct connection to a hard hat
- To be effective, must fit firmly around entire ear
- May not fit properly over glasses or long hair

While all hearing protectors fall into these two categories, there are several options within each. These include: disposable earplugs, reusable earplugs, hearing bands and electronic earmuffs

SELECTION CRITERIA

- Focus on the three C’s: Comfort, Convenience, Compatibility
- Consider the Noise Reduction Rating (NRR) - the greater the decibels of noise exposure, the greater NRR you should choose
- Subtract the NRR from the decibel level the worker is exposed to; ensure the result is less than 85db
City of Cedar Rapids Wellness Program

ENROLL IN HEALTH COACHING TODAY!

Employees on the City of Cedar Rapids health plan that qualify for health coaching must participate to be eligible for the Wellness Plan incentive starting January 1, 2020.

Participants can verify if they are invited into coaching by viewing the Program Requirements section of the wellness portal (www.myhealthywithhsi.com/citycr). See the “Eligible for Coaching” example below. In addition, coaching participants have received email reminders and a call from Health Solutions to help with enrollment.

There is never a cost for you to use these resources. Additionally, this program is strictly confidential and no individual information is shared with the City of Cedar Rapids. View your wellness portal for information on coaching program qualifications, guidelines and alternatives.

REMINDER: Coaching is available for all participants (employees and covered spouses) regardless of risk stratification.

Schedule your first appointment by calling Health Solutions at 362-2409 (office hours: M-F, 9am-4pm), or email info@hsi-rx.com with your building location and any scheduling preferences you may have.

Cedar Rapids Bike Share. Get ready to roll.

For more information visit: https://www.veoride.com/cedar-rapids/

Receive a $5 credit by using the coupon code 5SEASONS