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

Varsha Borde, DS – Zoning Coordinator effective May 20. Varsha acquired her Master’s degree and attended the University of Iowa. She joins the City of Cedar Rapids from the City of Newton.

Recent employee transfer

Shane O'Neill, PW – transferred to Temp Public Works Laborer effective May 23. His previous position was SE Parks Laborer.

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

Congratulations to Tim Anderson who recently passed his Water Distribution Grade II Operator’s License. Tim is currently a Water System Maintenance Repair Worker I at the Utilities Department.
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>
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</thead>
<tbody>
<tr>
<td>Aquatics Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
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<tr>
<td>Golf Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
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<tr>
<td>Intern IV-Engineering</td>
<td>Open Until Filled</td>
<td></td>
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<tr>
<td>Intern V-Engineering</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Parks Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
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<tr>
<td>Recreational Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Chief Plumbing Inspector</td>
<td>June 3</td>
<td></td>
</tr>
<tr>
<td>Civil Engineer -Traffic</td>
<td>June 10</td>
<td></td>
</tr>
<tr>
<td>Finance Business Manager</td>
<td>Until Filled</td>
<td></td>
</tr>
<tr>
<td>Housing and Healthy Homes Specialist</td>
<td>June 10</td>
<td></td>
</tr>
<tr>
<td>Housing Rehabilitation Specialist</td>
<td>June 10</td>
<td></td>
</tr>
<tr>
<td>Library Systems Support Tech</td>
<td>June 3</td>
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Employee Thank You Award

The City of Cedar Rapids takes pride in the services provided on a daily basis. Often, there are 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:

Hope Lovera – Data Report Analyst, Information Technology

“We wanted to create an e-learning online Fair Housing training and Hope helped us throughout the entire process. As we were facing a fast approaching deadline, Hope always responded quickly to our needs and was very patient with us as we made changes to the training. Hope’s time and patience was very much appreciated! Thank you, Hope for all of your hard work, patience and creativity. We couldn’t have done it without you!”

Submitted by the Civil Rights Staff

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 which can be found on CR@Work under Recognition Program and email the form to HR-OrgDev@Cedar-Rapids.org or send a hard copy to the Human Resources Department.
Formula for Life

The City offers a variety of life insurance options – from Employee Supplemental life insurance to Dependent & Spousal life insurance. To find out more information on these life insurance options go to CR@Work.

http://cratwork/EmployeeResources/Benefits/LifeIns/Pages/default.aspx

To aid you in determining your life insurance coverage needs, examine the Formula below.

\[
\text{Remaining Mortgage} \quad + \quad \text{Debt} \quad (\text{car, credit cards, loans}) \quad + \quad \text{Replacement Income} \quad (1-3 \times \text{annual income}) \quad + \quad \text{Final Expenses} \quad = \quad \text{Possible Life Insurance Coverage} \quad \$
\]

Big Brothers/Big Sisters organization is looking for volunteers to become mentors to kids in our community. The organization offers the community based program, or the Lunch Buddy program, and currently has over 100 kids on the waiting list, most of them being boys. If you’re interested in learning more about this program, please contact Joy Huber at 286-5886, or any member of the CR Care Committee.
Help us Identify Sidewalk Ramps that are not Accessible

We are working to bring our sidewalk ramps into compliance with the Americans with Disabilities Act (ADA) to create a more walkable, accessible community for all residents, regardless of age or ability. To ensure users with mobility or vision impairments can still access the sidewalk, curb ramps must meet specific standards. The public can assist in identifying ramps that are not accessible. If you see a sidewalk ramp that is not ADA compliant, please email the location and details to Sidewalks@Cedar-Rapids.org, or call 286-5802.

City Issued Credit Cards

City-issued credit cards (pcards) will be expiring June 30, 2016. Finance has received the replacement cards, and listed below are the exchange locations and times. Please bring your current pcard and your City Badge or Driver’s License when exchanging the pcard. Cardholders may pick up only their own pcard, and must show their ID, sign the exchange document and exchange the card in person. For employees who are on vacation or out of the office during their scheduled exchange time, additional exchanges will be held the week of June 20th. Those times and places will be announced later. Following the week of June 20, any remaining cards may be picked up in the Finance Department.

Please note, exchanges at Police/Joint Communications and Fire are limited to just those department employees. All other locations are open to anyone who needs to exchange their card.

Please print and post this information for employees with limited email access.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>Monday, June 6</td>
<td>10:00am – 11:30am</td>
<td>City Hall, Blairs Ferry Conference Room (lower level)</td>
</tr>
<tr>
<td>Monday, June 6</td>
<td>1:30pm – 2:30pm</td>
<td>Central Fire Station (Fire Department only)</td>
</tr>
<tr>
<td>Tuesday, June 7</td>
<td>9:00am – 11:00am</td>
<td>City Services, Manhattan Conference Room (1st floor)</td>
</tr>
<tr>
<td>Tuesday, June 7</td>
<td>3:00pm – 4:00pm</td>
<td>Library, Downtown Conference Room (2nd floor)</td>
</tr>
<tr>
<td>Wednesday, June 8</td>
<td>1:00pm – 2:00pm</td>
<td>Water Pollution Control, Admin Conference Room</td>
</tr>
<tr>
<td>Wednesday, June 8</td>
<td>3:00pm – 4:30pm</td>
<td>City Services, Manhattan Conference Room (1st floor)</td>
</tr>
<tr>
<td>Thursday, June 9</td>
<td>1:30pm – 3:00pm</td>
<td>Water, Shaver Road, North Conference Room</td>
</tr>
<tr>
<td>Friday, June 10</td>
<td>9:00am – 10:30am</td>
<td>Police &amp; Joint Communication, Briefing Room (Police/JC only)</td>
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</tbody>
</table>
Tree Planting

With the help of Alliant, TreesForever, cub scout and girl scout volunteers, Tree Keepers, and City employees, 100 trees were planted at the NW Water Plant on Saturday May 21st. Alliant and TreesForever provided $6,600 in financial assistance as well as an educational demonstration. The trees will provide increased air quality, stormwater retention, and energy benefits. Thank you to the City employees who volunteered their time and thank you to the Water Department maintenance staff.

The City of Cedar Rapids was excited to attend Rockwell’s first annual “trade show” for their almost 140 summer interns. Rockwell shares the City’s interest in attracting and retaining young professionals in the Cedar Rapids area, and invited students to engage in learning about all of the exciting events and attractions the city has to offer. The City decided to focus on the bike lanes, trails and information on downtown street conversions, all of which were of great interest to these millennials who will soon be living in our city. Our team consisted of John Witt, Assistant Traffic Engineer, Public Works, Emily Muhlbach, Development Services Communications Coordinator, and Seth Gunnerson, Planner, Community Development. A great example of an interdepartmental team working together!

Trade Show
Zero Waste Signs for City Services Center

On July 1, new compost bins and new signage for refuse bins will be introduced to City Services Center. A variety of signs will be used depending on bin size and location. Drafts are below.

We want your feedback: Do the signs make sense? How could they be better? What questions do you have? Did you learn anything?

This project will enable staff to recycle and compost on a whole new level and help to rethink and reduce your production of waste. This is the beginning of our pursuit of zero waste and an example of sustainability at work.

Please provide comments here (pictures of signs included): http://goo.gl/forms/tBMloopbL3Keq2e33

Thank you for your participation and for leading by example.
**Fair Housing Training**

The Civil Rights Commission is pleased to announce the launch of its free eLearning Fair Housing Training. In late 2015, the Commission began working with Hope Lovera in the IT Department to develop an eLearning training to provide quick and easy access to fair housing education. Housing providers can use this online portal to meet training requirements as part of settlement or conciliation agreements with the Civil Rights Commission in lieu of an on-site training. The new training format also expands public outreach to additional audiences. The training requires Adobe Flash Player and can be accessed through the Commission’s website at [www.cedar-rapids.org/civilrights](http://www.cedar-rapids.org/civilrights). The training may not be compatible with mobile devices.

Topics covered in the eLearning training include:

- Protected classes covered under the local civil rights housing law;
- Activities that are prohibited under fair housing laws;
- The definition of disability within the context of the federal fair housing act;
- The difference between a “reasonable accommodation” and a “reasonable modification”;
- Tips for addressing reasonable accommodation and reasonable modification requests; and
- Service and companion animals and how they differ from pets.

Training participants have the opportunity to receive a certificate that can be printed upon successfully passing an online quiz at the end of the training. A survey is also included to allow citizens to provide feedback to the Commission for consideration for future updates. The Commission will continue to offer in-person training upon request to meet community needs.

For more information about the eLearning Fair Housing Training or other Commission trainings and programs, please contact the Commission.
2016 Community Cultural Events and Celebrations

Community members of various backgrounds have organized a variety of multicultural activities for the Greater Cedar Rapids Community for this summer and fall.

Many events are designed to provide cross-cultural engagement opportunities through performing artists, musicians, and visual artists. Several of the events are free, and details can be found on the internet. We are proud to share a wide variety of multicultural events with City employees. Please consider attending any of the events listed below:

### June 2016

**June 4**  
CR Pride Fest  
Belle's Basix  
3916 1st Avenue NE  
Cedar Rapids, Iowa  
12:00 PM - 6:00 PM

**June 4**  
Tanager Place Summer Fest  
Rockwell Sports Complex  
Cedar Rapids, IA  
4:30 PM - 6:30 PM

**June 11**  
Asian Culture Festival  
McGrath Amphitheater  
475 1st Street SW  
Cedar Rapids, Iowa  
2:00 PM - 10:00 PM

**June 18**  
Juneteenth  
Viola Gibson Park  
14th Avenue & 10th Street SE  
Cedar Rapids, Iowa  
11:00 AM - 4:00 PM

### July 2016

**July 23**  
ADA Celebration  
Veteran's Memorial Stadium  
8th Avenue & Rockford Road SW  
Cedar Rapids, Iowa  
4:30 PM - 10:00 PM

### September 2016

**September 9**  
Five Seasons Stand Down  
Veteran's Memorial Stadium  
8th Avenue & Rockford Road SW  
Cedar Rapids, Iowa  
TBD

**September 18**  
Festival Latino  
May's Island  
2nd Avenue Bridge  
Cedar Rapids, Iowa  
2:00 PM - 7:00 PM

Department Directors: If you are interested in having a booth at one or more of these events please contact Jenelle Sisneros at J.Sisneros@cedar-rapids.org or Bernie Walther b.walther@cedar-rapids.org for additional details.