Employee News

New Employees

Judy Powell, Finance – Occupational Health Nurse effective June 11. Judy joins us from the Covenant Medical Center in Waterloo, IA.

Employee Transfers & Promotions

Brent Neighbor, Parks & Recreation – promoted to Parks Superintendent effective June 11. His previous position was Parks & Rec Maintenance Supervisor.

Samuel Reicks, Public Works – transferred to Cement Finisher effective June 11. His previous position was Streets Heavy Equipment Operator.

Employment Opportunities

Here is a link to view and print all job postings.

If you have questions about any of the employment opportunities, please contact Katie Meyer, x 5138.
City Manager and Director Updates

STAR Communities
The City has attained a 4 STAR Community Rating through STAR Communities, a framework measuring community sustainability performance across more than 500 metrics. Cedar Rapids scored 458.5 points out of a possible 750, earning four out of five possible stars in its inaugural rating. The next step in this process is creating the City’s first Municipal Sustainability Plan which will integrate sustainability goals — informed by the STAR assessment and community input — across City departments. The communications team is working on a plan to announce and celebrate the 4-STAR achievement with our community.

Resilient America Roundtable Symposium
June 19
On Tuesday, June 19, the National Academies of Sciences, Engineering and Medicine’s is hosting a Resilient America Roundtable titled Moving Forward: Pathways to Building Community Resilience. The event is free and will take place at the DoubleTree Convention Complex starting at 9:00AM and ending with a reception that begins at 4:30PM. Councillmembers Tyler Olson and Scott Overland will be participating in a Keynote address from 1:30 - 2:00 p.m. titled 10 Years Rising Above: Where Do We Go From Here? moderated by Amy Reasner. A full agenda is available here: http://sites.nationalacademies.org/PGA/ResilientAmerica/PGA_186345. Registration is encouraged, and participants can register for individual sessions.

College District Open House
Since last year, City staff have been working with stakeholders to review the strengths, weaknesses, and opportunities for the area that encompasses Mount Mercy University, the Irish District, Coe College, and the Mound View Neighborhood Association – known as the College District. The third and final open house will be held on Thursday, June 21, from 5:30 p.m. to 7:00 p.m. at Mount Mercy University. Attendees will be able to review feedback from previous open houses and see recommendations for the area moving forward. Examples of improvements outlined in the plan include zoning changes, evaluation of street lighting, and infrastructure improvements. Consideration of adoption of the plan by City Council is anticipated in September of this year.

Land Development Fee Structure Update
The Development Services Division and Building Services Department are conducting stakeholder outreach to communicate proposed changes to the current fee structure associated with single family construction, commercial construction, and zoning and fire fees. Staff have currently presented at Developers Council, trade boards, and have sent direct communication to stakeholders. Open houses are also scheduled to provide another opportunity for stakeholders to ask question or get more information.

Open house schedule:
- Monday, June 18 from 9:00 a.m. to 10:30 a.m.
- Wednesday, June 20 from 12:00 p.m. to 1:30 p.m.

Open houses will be held in the Five Seasons Conference Room at the City Services Center.

Goals with the updated fee structure include streamlining the application process for developers, matching the fee structure of surrounding communities, and applying consistent calculations methods for all permits. Staff will be presenting the proposed changes at the June 26 city council meeting.

Traffic Signal Removals
The Public Works Department follows national standards in the installation or removal of traffic signals, and evaluates each intersection to determine if current traffic volumes warrant the re-installation of a new signal when it’s scheduled to be replaced. The traffic signals at Bever Ave and 19th St SE; and Old Marion Rd and F Ave NE, have reached replacement age and staff reviewed traffic volumes to determine if a signal is still warranted. The findings at both intersections indicate they will operate efficiently without the signal, both during peak commute times and also throughout the day. Signage will go up in the weeks ahead, alerting motorists to an upcoming change at the intersections. The signals will transition to red-flash before being removed, which helps transition the public to a four-way stop. The signal on Bever will be shut down mid-July; the signal on Old Marion Rd will be shut down at the end of July. Signal poles will be permanently removed and both intersections will transition to all-way stops.

ReZone Open House
The fourth and final open house for ReZone will be held on Wednesday, June 20, from 4:30 p.m. to 6:30 p.m. at the NewBo City Market. Residents can come at their convenience to learn about proposed changes to the zoning code, which staff has previewed with City Council. In addition to the open house, the draft document will be made publically available on the City’s website on July 3. Some proposed changes include adding new sections related to mobility/connectivity and sustainable development. Other changes are intended to encourage mixed-use development, improve building aesthetics, and improve the pedestrian experience. Consideration of the new zoning code by City Council is anticipated for fall of this year.
Organizational Health

For the month of June, we are looking at the fourth organizational health element - **accountability**. You have probably heard the saying, “we are only as strong as our weakest link.” When it comes to accountability, that is certainly true. Holding ourselves and our team members accountable to do our best work is important in providing the best service to our citizens. Rather than hold people accountable to perform their jobs, some organizations, leaders and employees create a “work around”. A “work around” is a way of accomplishing the work without using the designated channels or individuals. An example might be having someone complete another team member’s work rather than holding the employee accountable for his/her work. A “work around” may be avoiding a conversation with a certain person because you don’t want to upset him/her. Another example of a “work around” may be assigning two people to complete a job that only requires one person. It is important to differentiate between a “work around” and providing support for a co-worker. Sometimes co-workers can spend a little extra time training a peer to perform a job function more effectively rather than creating a “work around.”

The goal of extra training is to help the responsible person perform the job function. The goal of a “work around” is to remove responsibility and accountability from the person who should be responsible. Holding each other accountable strengthens each link in our team which strengthens our team to strengthen our city.

Here is what we heard from one of our City leaders when he was asked, “Why is accountability important to a team?”

**Chad Peterson, Parks and Recreation** - Accountability matters because not having it means no one can be held responsible. When you accept personal responsibility, you inspire your employees to follow suit. When your team sees your passion for success, as well as your belief in your company’s values, they understand that you hold yourself and them accountable for reaching those goals.

Holding each other accountable means we avoid unnecessary “work____________.”

Unscramble the letters to answer the FAQ above. Click [here](#) to provide your response and be entered in the monthly org health drawing.

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](mailto:s.sager@cedar-rapids.org) 319-777-1699.
2018 Employee Service Awards

A Taste of Italy

Save the Date!

Thursday, September 13
11:15 a.m. - 1:00 p.m.
Ushers Ferry Lodge
More information to come!

June is National Adopt-A-Cat Month!
To celebrate, Animal Control & Care is offering adult cat adoption specials through the end of the month!

- Adult cats are $25.
- Adult black cats are only $15.
- Adult cats who have been at the shelter for 3 months or longer are FREE to senior citizens.

*Through the Cat Companions for Seniors program, cats adopted by seniors will also go home w/a new: litter box, litter scooper, litter box liners, bowls and a toy. All of this for FREE!

Adoptable animals can be found here:
www.petfinder.com/shelters/IA125.html

All animals adopted from Animal Control & Care are spayed or neutered, micro-chipped, have initial vaccinations, have been dewormed and treated for fleas/ticks. The Animal Control & Care Shelter is located on the Kirkwood College Campus at 900 76th Ave Drive SW. Shelter hours are: Mon - Sat, noon - 5pm.
Please join us for a speaker series featuring City employees highlighting programs and initiatives that impact our residents.

Open to all employees in any department.

FEATURED TOPIC

Dog Days of Summer in Public Safety

Learn more about some of our 4-legged City employees who support police officers and firefighters. Join us for a demonstration of the K9s in action. Plus, we will have a special guest from Animal Care & Control that will be joining us.

Tuesday, June 26
12:00 – 1:00 pm | City Services Center
Time Check Hall

FREE LUNCH FROM JIMMY JOHNS!

Please RSVP by June 22 to participate and reserve your lunch.

citymanager@cedar-rapids.org
DIVE A LITTLE DEEPER

How does exercise benefit brain function/cognition?

"Staying active can help more than physical fitness, it can also boost your brain power. To maintain cognitive function, the brain requires a constant supply of oxygen and other chemicals, delivered through blood vessels. Physical exercise – even simple activities such as washing dishes or vacuuming – help to circulate nutrient-rich blood efficiently throughout the body and keeps the blood vessels healthy.

Exercise increases the creation of mitochondria – the cellular structures that generate and maintain our energy – both in our muscles and in our brain, which may explain the mental edge we often experience after a workout. Studies also show that getting the heart rate up enhances neurogenesis – the ability to grow new brain cells – in adults.

Regardless of the mechanism, mounting evidence is revealing a robust relation between physical fitness and cognitive function."


An estimated 5.7 million Americans of all ages are living with Alzheimer’s disease in 2018. One in ten people age 65 and older (10 percent) has Alzheimer’s disease.

What is Alzheimer’s disease?
Alzheimer’s is a progressive disease that destroys memory and other important mental functions. It is the most common cause of dementia – a group of brain disorders that cause the loss of intellectual and social skills.

What causes Alzheimer’s disease?
The cause of Alzheimer’s is not yet fully understood, but its effect on the brain is clear. The disease damages and kills brain cells, leading to significant brain shrinkage. People with Alzheimer’s will have one of two abnormalities in brain tissue:

- **Plaques:** Clumps of proteins called beta-amyloid interfere with cell-to-cell communication and damage/destroy brain cells.
- **Tangles:** Threads of proteins called tau will twist into abnormal tangles inside brain cells, impacting nutrients and other essential materials delivered throughout the brain.

How can I prevent Alzheimer’s disease?
Research into prevention strategies is ongoing. The strongest evidence shows that you may have a lower chance of Alzheimer’s disease by reducing your risk of heart disease. Many of the same factors that increase your risk of heart disease can also impact your risk of Alzheimer’s disease and vascular dementia. Important factors include high blood pressure, high blood cholesterol, excess weight, and diabetes.

www.mayoclinic.org/diseases-conditions/alzheimers-disease

For more information, contact Health Solutions at (888) 362-5920.
BACK HALLWAY OF CITY HALL

Also available at the bake sale:
Freedom From Hunger grab bag game.
Try your luck for a chance to win a $10 gift card.
Purchase a bag of goodies for $5 and you could win one of 3 gift cards to a local coffee shop or eatery.