Employee News

New Employees
Alicia Mayberry, Library – Administrative Assistant I effective June 19. Alicia joins the City from The African American Museum of Iowa.


Beau Reed, CRPD – Police Records Tech effective June 19. Beau joins the City from the Iowa Medical Classification Center.

Recent Employee transfers
Chad Pence, UTIL – transferred to Water System Maintenance Repair I effective June 19. His previous position was Solid Waste & Recycling Driver I.

Aaron Dodds, BSD – transferred to Building Inspector effective June 19. His previous position was Housing Inspector.

Upcoming retirements

James Neuhaus, UTIL – retiring June 30. James started with the City Jan 27, 1986. His current position is WPC Specialist.

Employment Opportunities

Transit Driver
Plats and Zoning Specialist

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

Here is a link to view and print all job postings
City Manager and Director Update

Parks and Recreation Interim Director

Parks and Recreation Director Sven Leff recently announced he will be leaving the City of Cedar Rapids to pursue an opportunity in Truckee, California. I thank Sven for his service to the City and wish him and his family the best of luck in Truckee.

Our HR department is preparing to begin a national search to select a new Department Director. We will be using a recruitment firm to assist with this effort. I expect to announce a Director selection by this fall.

Angie Charipar, Assistant to the City Manager, will be serving as interim Director of Parks and Recreation.

The quality of our Parks and Recreation Department is critical to the overall success of our City. The department has many positive programs and initiatives in progress, and continuing forward momentum will be essential in the months ahead. I am extremely confident in the abilities of our Parks and Recreation employees and know they will continue to do excellent work every day on behalf of the City.

Thank you,
Jeff Pomeranz
City Manager

Economic Development Website

In April, the City Manager’s Office launched a new portal for economic development in Cedar Rapids. Economicdevelopmentcr.com serves as a one-stop, access point to promote information about current growth opportunities in the City.

Since its initial launch this spring, Economicdevelopmentcr.com has had a positive impact on the performance of economic development efforts Citywide. Web analytics serve as a valuable source of market intelligence. Website information has helped to identify specific business attraction prospects, provide insight into business retention, and proactively increase the visibility of Cedar Rapids as a place to do business nationwide.

Additionally, in June, Economic Development Services began testing a number of online marketing strategies to further increase website traffic to the website. Initial results have been strongly positive with new traffic to the website far in excess of initial goals. The value of positioning Cedar Rapids as a location for investment supports growth of the City tax base, an increasing number of higher-wage/higher-skill jobs, and helps to cultivate high quality of life.

City Council Strategic Goals

The City Council Goals are reviewed and set annually by the Mayor and City Council. The Council Goals are aligned with EnvisionCR, the Comprehensive Plan for Cedar Rapids and are focused on strategic components of each of those Elements identified by the Mayor and City Council during this session. The 2016 City Council Goals can be viewed on the City’s website at the following link: http://www.cedar-rapids.org/local_government/city_council/mayor_and_city_council/city_council_goals.php. The EnvisionCR document can be viewed, along with a description of the relationship between the City Council Goals and EnvisionCR can be found on page 11 of the document at the following link: http://www.cedar-rapids.org/local_government/departments_a_f/community_development/plans/envisioncr_Comprehensive_Plan.php

Remembering When Program Workshop Selection

The Fire Department’s “Remembering When” program was one of twelve teams throughout the country selected to attend the National Fire Protection Association (NFPA) Remembering When Next Steps Workshop from August 7-9, 2017. The conference is designed to help active teams deliver a more impactful program. It will include strategies to identify high risk audiences, build stockholder relationships, overcome obstacles to the program, as well as maintain momentum. The conference is put on by NFPA and will be held in Quincy, Massachusetts. By being selected, the Cedar Rapids Fire Department will be able to send two employees assigned to the Public Education Division and a member of the Cedar Rapids community representing Aging Services. The entire cost of the workshop and transportation is being covered by a NFPA stipend. The “Remembering When” program provides fire safety and fall prevention strategies for older adults. The program includes in-home visits that help older adults identify safety hazards and make sure that they have working smoke alarms.

City News

If you are interested in learning more about City news, programs, and projects, sign up for text or email alerts using CR News Now, or visit the “City News” section of our website at www.cedar-rapids.org/newslist. Also be sure to follow the City of Cedar Rapids on Facebook, Twitter and Instagram.
Ethics Corner

Ethics Corner is a new addition to the Employee Connection newsletter. Each month, a member of the City’s leadership team will provide a perspective on ethical issues facing their area of the City. If you have topics you would like to see covered, please send those to Amanda Felton or Lisa Kerker in HR.

City employees participated in an annual citywide training “The Culture of Ethics”. Some of you will remember that this topic was our first citywide training topic back in 2007. The 2016/2017 topic discussion included the need to make healthy ethical discussions an important part of creating an ethical culture in our organization. Regular conversation with co-workers and leaders about ethical issues is one way to encourage growth in ethical behavior and it will help us gain clarity on how we evaluate ethical issues. It is exciting to think that one of the outcomes will be better decisions made at all levels of the organization.

At your next team meeting bring up current ethical issues that your area faces or get started by discussing the couple of issues listed below. Share ideas about how different perspectives can change how the issue is seen by others, and let the group talk through how each of you might resolve the issue in an ethical way.

Human Resources receives many questions regarding tricky ethical issues. It is important to remember when evaluating these situations that we must consider appearances and perception, not necessarily whether the action violates some “rule.” For example, is it OK to accept a meal as a part of a training session given by one of our vendors? Why or why not? What perception could be generated by accepting a free meal from a vendor? How can we handle this as an employee?

Another question that has come up relates to discounted tickets to US Cellular events. Why is OK for the City to publicize that to our employees but we can’t accept a discount on another vendor’s products or services? This question required several questions be answered before a decision could be made, such as:

- Are other large employers or groups offered this discount
  *Yes, therefore it is something that other employees are offered, not just City employees.*

- What are the requirements on the City as an employer in order to get the discount (such as, guarantee a certain number of tickets sold to City employees)?
  *There is no financial risk to the City or requirement to do anything other than publicize the events.*

- How does this program ultimately benefit the City organization and therefore the citizens of Cedar Rapids as opposed to just benefiting the employees?
  *The City owns the US Cellular center. When it is self-sustaining and profitable, there is less tax burden on citizens, therefore, ticket sales overall benefit the City and Citizens.*

The thought process outlined above explains the reasoning behind allowing the discounted ticket program. As with all ethical issues, some may disagree or feel other factors carry more weight than those listed above.

Discuss these or other ethical issues with your staff during your regular meetings. Conversation on these matters helps us all flex our ethical muscles!
A Benefit Enhancement Coming Your Way

Effective July 1, 2017, the Base Life Insurance coverage for benefit eligible employees will increase from \$25,000 to \$50,000!

Base Life Insurance is a City paid benefit, meaning it is no cost to the employee. Madison National Life Insurance Company will continue to provide both our life insurance and Long-Term Disability benefits.

Through the bidding process, the City was able to negotiate a premium reduction and at the same time double the face value of Base Life Insurance coverage. The City was also able to negotiate lower Long-Term Disability (LTD) premiums. Premiums for Supplemental Life, Spousal Life and Child Life will remain the same.

Uncertain about how much life insurance coverage you may need? Check out the Formula for Life worksheet on the Life Insurance page on CR@Work. This formula can aid you in determining your life insurance coverage needs. That is where Supplemental Life Insurance comes in. It can help with the replacement income needs for you and your family.

If you haven’t done so recently, we encourage you to take a moment and review your life insurance beneficiaries. If updates need to be made, contact your Benefits team of Molly Bagby, m.bagby@cedar-rapids.org, and Bonnie Pisarik, b.pisarik@cedar-rapids.org in the Human Resources Department.

Purchasing Contract Spotlight

Janitorial Supplies

The City has a contract with FlexPac for janitorial supplies that covers all of your janitorial needs including cleaning supplies and equipment, can liners, and paper products. Following a competitive RFP process, FlexPac was selected as the City’s janitorial supplies vendor in 2016.

There is a list of frequently used products on CR@Work under Purchasing Contracts (Facilities Management category). Even if you don’t see what you need on the list, FlexPac will be happy to help you with any of your janitorial needs. FlexPac delivers to City facilities once a week on Tuesdays with no freight charges or delivery fees. If you have an urgent need between deliveries they may be able to accommodate but no guarantee. You can also check with Chuck Goss (x5863) to see if he has what you need on hand at the City Services Center.

Health is an important consideration when determining what janitorial products to use. Environmentally preferred products are indicated on the price list, and a separate document posted on CR@Work describes what different certifications mean and how they address water, air, skin, lung health, and also minimize waste. By choosing products that are healthy for us, we can all work to raise the bar in our City’s sustainability efforts.

If a product you have tried is not effective, or the product you need is not on the City’s item list, you should always contact FlexPac for an alternative before going elsewhere for your purchase. Contract information and the contact person for FlexPac are listed below. You may also contact Rebecca Johnson in the Purchasing Services Division at 286-5062 or r.johnson2@cedar-rapids.org with any questions you may have.

<table>
<thead>
<tr>
<th>JANITORIAL SUPPLY PROGRAM, CONTRACT #PUR0915-052</th>
</tr>
</thead>
<tbody>
<tr>
<td>VENDOR: FLEXPAC</td>
</tr>
<tr>
<td>VENDOR CONTACT: KELLY ADAMSON @ (309) 371-9359 or <a href="mailto:kadamson@flexp.com">kadamson@flexp.com</a></td>
</tr>
<tr>
<td>CONTRACT TERM: 05/01/2017 through 4/30/2018</td>
</tr>
<tr>
<td>CONTRACT ADMINISTRATOR: REBECCA JOHNSON @ 286-5062</td>
</tr>
</tbody>
</table>
Blue Zones Potluck Moai’s

It’s that time of year again! Time for picnic’s and potlucks and we want to encourage you to get together with your co-workers for some Blue Zones fun! Leading up to our Annual Health Fair and the Blue Zones Healthy Recipe Cook-off Challenge in September, we’re inviting you to gather your co-workers and use the Blue Zones guide below for your next office potluck! Send your photos to angelaantkowiak@hsi-rx.com and share with us how YOU are inspiring others to eat healthy using Blue Zones principles.

Blue Zones Nutrition Principles:
We distilled more than 150 dietary surveys of the world's longest-lived people to discover the secrets of a longevity diet. These 10 simple guidelines reflect how the world's longest-lived people ate for most of their lives. By adopting some of the healthy eating principles into your daily life, you too can Live Longer, Better®.

95/5 RULE - Eat plants. 90-95 percent of your food should be fruits, vegetables, grains, greens and beans. Use olive oil to sauté and spices to flavor vegetables. Feel free to eat a cup (cooked) of whole grains daily.

Retreat From Meat - Though some “Blue Zones” areas consumed meat, we don’t know if they lived longer because of it or in spite of it. We don’t recommend eating meat as part of a Blue Zones® Diet but realize that small portions may be okay for your health.

Take or Leave Fish - In “Blue Zones” areas, people eat fish up to three times weekly. But, modern-day fish has become so contaminated with pesticides and other chemicals that we don’t recommend it as part of a Blue Zones Diet.

Diminish Dairy - Cow’s milk does not figure prominently into the Blue Zones Diet so we recommend you avoid it. If cheese is a must, try ice-cube sized portions of sheep (pecorino) or goat (feta) cheese to flavor foods. If you eat eggs, limit to 3/week.

Daily Dose of Beans - Eat a cup of beans daily spread out across breakfast, lunch or dinner. All beans count, including tofu. They contain high-quality protein and fiber. If you buy canned beans, avoid added salt, sugar and chemicals.

Slash Sugar - Consume only 28 grams (7 teaspoons) of added sugar daily. Reserve cookies, cakes and candies for special occasions. Read labels and avoid foods with more than 8 grams of sugar. Make honey your go-to sweetener.

(Continued on following page)
**Snack on Nuts** - Eat a handful of nuts daily: almonds, pistachios, walnuts, hazelnuts, sunflower seeds, pumpkin seeds, Brazil nuts and peanuts. Try different nuts so you don’t tire of them. Avoid sugar-coated nuts.

**Sour on Bread** - Eat only 100 percent whole grain breads or authentic sourdough bread made from live cultures. Limit bread to two slices daily. Choose whole grain corn tortillas over flour tortillas. Avoid white breads and wraps.

**Go Wholly Whole** - Try to eat only whole foods or foods processed with fewer than five ingredients. If it’s manufactured in a plant, avoid it. If it comes from a plant, eat it.

**Drink Mostly Water** - Drink six glasses of water daily. Feel free to drink unsweetened teas and coffee. Enjoy Wine at 5 with friends or with “Blue Zones”-inspired meals. Avoid all sugar-sweetened and diet sodas.

---

Do you love to eat fresh seasonal produce or wish that your family would do so?

Come learn about Community Supported Agriculture (CSA) from Local Harvest CSA owner Carmen Black, and discover how you can get a share of it!*

- Wednesday, July 19 at 4:15 p.m. at the main library in the second floor conference room
- Tuesday, July 25 at 3:30 in the Five Seasons Conference Room at the City Services Center

*One ‘Wellness Hour’ may be used for this event. Time away from your normal work schedule must be approved by your supervisor.

For questions please contact Judy Goldberg, ext 5123