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

Gary Bute, Utilities – Customer Service Rep II effective June 20. Gary acquired his Bachelor’s degree and attended the University of Northern Iowa. He joins the City from Alliant Energy in Cedar Rapids.

Jacqueline Correa, Utilities – Customer Service Rep II effective June 20. Jacqueline acquired her Bachelor’s degree and attended the University of Iowa. She joins the City from Medivev in Coralville.

Jason Fagle, Utilities – Solid Waste & Recycling Supervisor effective June 20. Jason acquired his Associate’s degree and attended Kirkwood Community College. He joins the City from the Cedar Rapids / Linn County Solid Waste Agency in Marion.

Please congratulate the following employee on his recent transfer.

Randall Stallman, PW – transferred to Traffic Signal Tech I effective June 22. His previous position was Water Maintenance Repair Worker I.

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
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.

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### Employment Opportunities

<table>
<thead>
<tr>
<th>Position</th>
<th>Status</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>Administrative Assistant II - Finance</td>
<td>June 7</td>
<td></td>
</tr>
<tr>
<td>Finance Business Manager</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Housing and Healthy Homes Specialist</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Housing Rehabilitation Specialist</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Right of Way Agent I (City Only)</td>
<td>July 1</td>
<td></td>
</tr>
<tr>
<td>Water Plant Maintenance Manager</td>
<td>July 22</td>
<td></td>
</tr>
<tr>
<td>WPC Electrician I</td>
<td>July 8</td>
<td></td>
</tr>
</tbody>
</table>

#### 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>
</tr>
<tr>
<td>Golf Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Parks Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Recreational Seasonal Positions</td>
<td>Open Until Filled</td>
<td></td>
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<tr>
<td>Temporary Public Works Laborer</td>
<td>Open Until Filled</td>
<td></td>
</tr>
<tr>
<td>Temporary Sewer Maintenance Worker</td>
<td>Open Until Filled</td>
<td></td>
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</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.
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 recipients of the “Thank You Award” are:
- **Josh Baker**, Traffic Signal Technician - Traffic Engineering Department
- **Mary Oehler**, Traffic Engineering Project Administrator - Traffic Engineering Department
- **Brad DeBrower**, Transit Operations Manager – Transit Department

Since 1982, the Memorial Salute of Flags has proudly collected and flown the flags of deceased military veterans on Memorial Day, the 4th of July, and Veteran’s Day in downtown Cedar Rapids. This Cedar Rapids tradition provides a meaningful tribute to our veterans and encourages a sense of community patriotism. Last Memorial Day, staff from Traffic Engineering assisted these volunteers to help install more than 100 flags on the 1st, 2nd, and 3rd Avenue Bridges. The Transit Department also contributed a lift to help aid in the installation of the flags. A volunteer with the Memorial Salute of Flags wrote a thank-you letter and said, “Please thank Josh and crew for their great work with the Memorial Flag Salute Display.” Thank you to everyone who contributed to this annual tradition to help honor the sacrifice of those who have served.

Submitted by Matt Myers, Traffic Engineering Manager – Traffic Engineering 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 tested 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
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
Blue Zones Night at the Kernels

Thanks to all who attended or volunteered at the Kernels game last Thursday, June 23. It was a great evening. The Mayor threw out the first pitch and we gave out 1,000 Blue Zones Project water bottles.

2016 Grand Place Award to WPC

Construction in underway on a new lining project at the ash lagoon at the Water Pollution Control Facility (WPC). Roy Hesemann captured this photo of an 800 cubic yard concrete pour. Last month WPC, along with HDR Engineering, also received the 2016 Grand Place Award For Engineering Excellence in the Special Projects Category for the Cedar Rapids WPC Flood Protection project. This is a very prestigious award from the American Council of Engineering Companies of Iowa and commemorates the work and effort involved to design and construct a structure that will protect the plant from future flooding.
GROUP DISCOUNTED TICKETS

City of Cedar Rapids Employees has teamed up with the U.S. Cellular Center to provide employees & families with amazing discounts to a variety of entertainment! To purchase discounted tickets, just use the password below on any of the events that apply! This password can be used through any Ticketmaster outlet (additional convenience fees will apply) such as ticketmaster.com or charge-by-phone 800-745-3000. Also available at the U.S. Cellular Center box office.

PASSWORD: CITYCR

Cedar Rapids Titans
Save the Date July 9th Possible Play off Game
SAVE UP TO $2
No Discounts on $49 Party Zone or $35 seats
Your Price: $22, $16, $10, $9, $7
Regular Price: $24, $18, $12, $10, $8
Ages 2 & Under Free on Lap

Gaither Vocal Band
Saturday, September 17 @ 6:00 pm
SAVE $5
No Discounts on $69 or $39 seats
Your Price: $24
Regular Price: $29.00 Groups receive one Free ticket with every ten tickets sold at $39 & $24 rate (Excludes the $69 seating)
Ages 2 & Under Free on Lap

Monster Jam
Saturday, October 29 @ 7:30 pm
Sunday, October 30 @ 2 pm
SAVE $4
No Discounts on Day of Show—Must be in Advance
Your Price: $19, $14
Regular Price: $23, $18
Children (2-12): $13 excluding $48 or $33 seats

Wannheim Steamroller Christmas by Chip Davis
Saturday, November 19th @ 8:00 pm
SAVE UP TO $5
No Discounts on $73 seats
Your Price: $73, $54, $45, $31.50
Regular Price: $73, $60, $50, $35
All Ages Must Have a Ticket

Box Office Hours: Monday thru Friday 10:00am—6:00 pm

OCTONAUTS and The DEEP SEA VOLCANO ADVENTURE *LIVE
Wednesday, Oct 26 @ 6:00 pm
Use Code CAPTAIN for 10% Off
Your Price: $53.55, $44.55, $35.55
Regular Price: $59.50, $49.50, $39.50
$3.00 processing fee per ticket
$3.00 order processing per order
All Ages Must Have a Ticket
Cedar Rapids — A Blue Zones Project® Success

With tremendous focus on Blue Zones Project’s six sectors that impact community well-being, Cedar Rapids, Iowa, has gone above and beyond to make the healthy choice the easy choice for its citizens.

Blue Zones Community Policy®
Cedar Rapids residents passed a 10-year local-option sales tax projected to generate $180 million in street projects.

- **FRESH REVOLUTION** planted and harvested 20 acres of land and distributed 30,000 pounds of food to local food pantries, a $52,000 value.
- **TRAIL MILEAGE** has increased 28% from 25 miles in 2009 to 32 miles in 2015.
- Cedar Rapids implements **IOWA'S FIRST PROTECTED GREEN BIKE LANE.**
- **325 COMMUNITY PLOTS** are planted on city-owned land in a total of 3 gardens.

- **CONCRETE CONNECTIONS** brought together 46 local organizations to paint two miles of sidewalks, encouraging residents to explore the street on foot or bicycle.

Blue Zones Schools®
Focusing on a **HEALTHIER SCHOOL ENVIRONMENT** contributed to a 45% decrease in office referrals at GRANT ELEMENTARY SCHOOL.

- 18 schools planted gardens that incorporate **NUTRITION EDUCATION** into the curriculum.
- 12 schools began a **WALKING SCHOOL BUS** allowing more than 700 students to move naturally on their way to school.

Blue Zones Worksites®
**TOYOTA FINANCIAL SERVICES** increased the number of employees exercising 30 minutes per day by 18.9%, and employees who reported no exercise decreased by 42.5%.

- **MIDWEST METAL PRODUCTS** saw paid medical claims drop from $7,348 to $5,207 per covered member.

Blue Zones Restaurant®
**36 LOCALLY OWNED RESTAURANTS** became Blue Zones Restaurants, making the healthy choice the easy choice.

- Fresh fruit and vegetable sales at **COFFEE SMITHS** increased by 11% in the past year.

Blue Zones Grocery Stores®
**PRODUCE SALES** increased 25% from 2009 to 2014.

- Sales of **BLUE ZONES FOODS AT HY-VEE** increased 43% from 2014 to 2015.

Individual Engagement
- 1,160 people attended one of 65 Blue Zones Project **PLANT-BASED COOKING CLASSES**

- More than 21,650 citizens signed the **BLUE ZONES® PERSONAL PLEDGE.**

- 1,500 people joined a **WALKING MOAL,** making friendships while moving naturally.

- People attended a **PURPOSE WORKSHOP,** providing the opportunity to reflect on their gifts, passions and values.

**“MEET ME AT THE MARKET”** brings cooking classes, Walking Moals, and yoga classes to 250 people per week over 20 weeks each summer.