Employee News

New Employees

Dalton Kuehl, Public Works – Temporary Sewer Maintenance Worker effective June 3. Dalton is a recent graduate from Coe College.

Shion Thomas, Public Works – Temporary Sewer Maintenance Worker effective June 3. Shion comes to us from the City of Des Moines.

Derek Schultz, Utilities – Engineering Intern I effective June 3. Derek is a recent graduate from the University of Northern Iowa.

Employee Transfers

Amanda Kilts, Finance – transferred to Budget Analyst I effective May 28. Her previous position was Accounts Payable Specialist.

Collection for Virginia Beach Memorial

Twelve people were killed and several others injured after a shooter opened fire on Friday, May 31 at the Virginia Beach Municipal Center in Virginia. As fellow City workers, we all grieve for and along with Virginia Beach employees and the community. In order to show our connection as municipal employees and offer of our sincere condolences, we will be taking up a collection from City of Cedar Rapids employees to send to the City of Virginia Beach to use for a memorial to honor those who lost their lives. If you wish to contribute to this fund, please provide your donation to your administrative department contact by the end of the business day on Thursday, June 6.

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

Visioning Workshop for Czech Village & NewBo Action Plan - June 5
The City is seeking public input on the Czech Village/NewBo Action Plan, a comprehensive look at the strengths, weaknesses, and opportunities for these two distinct districts. The workshop will be held Wednesday, June 5, from 5:30 p.m. to 8:30 p.m. (discussion will begin at 5:30 p.m.) at the National Czech and Slovak Museum and Library. This will be a facilitated discussion to encourage feedback and comments on how residents would like to see the districts grow. The City is seeking feedback on everything from bike and pedestrian access, to how street aesthetics can be improved, to what kind of new development the public is interested in attracting.

The exercise is the first in a series of public outreach initiatives for the Czech Village and NewBo Districts. Later this summer, the public will have an opportunity to view draft goals and action steps that were developed based on public feedback received from the visioning workshop on June 5.

Iowa DNR and FEMA Outreach on Floodplain Maps
The Iowa Department of Natural Resources (DNR) and FEMA held two public meetings at the City Services Center on May 30 to explain their recent and current initiative to update the official regulatory floodplain maps. These new maps are based on better data than was used in previous floodplain models. There are a few areas within the city that will see changes, but in general the floodplain footprint is similar to the current version. City staff is planning to do further outreach to specific property owners who are affected by the changes. More information on the DNR’s initiative can be found here. A map comparison tool showing the changes can be found here. The new maps are expected to become effective in early 2021.

Active Threat Application Alertus – Citywide Test
The first test of the newly deployed Alertus application was scheduled for May 30, 2019 11:00 a.m. CDT. Due to an additional configuration needed the actual test alert was not sent out until May 30 at 11:49 a.m. CDT. This test was originated by the Parks and Recreation Department located at the City Services Center. The alert went across City desktops and cellular phones.

Here are a few reminders:
- If your PC or City-issued mobile phone did not display the alert, please open a IT ticket using the IT portal (http://itsupport) or sending an email to ITSupport@cedar-rapids.org
- All City-issued mobile phones need to have the Alertus Recipient app downloaded and configured, if you did not receive an alert on your City issued Apple or Android device please refer to the Alertus Active Threat Alert System Policy: http://cratwork/our_organization/city_facilities/facilities_security.php
- Your computer must be unlocked and active to display the alert message. If your computer is locked it will not display.
- The next Alertus Test will take place at 11:00 a.m. on August 29th 2019.

Technology Project Updates
Completed Projects in May
- 2019 Level Access ADA Assessment of Intranet
- 2019 Level Access ADA Assessment of Internet
- Active Threat Application (Alertus)
- City Intranet (CR@Work)
- Involta Data Center Move
- Library Electronic Approval of Personnel Action Form (PAF)
- Novtox Asset Management - Engineering
- OnBase Upgrade (Version 17)
- Parcel Fabric Migration

Upcoming Projects in June
- IT ADA Training
- New MDC RollOut
- Novtox Asset Management – Forestry & Sewer
- PeopleSoft Financials Upgrade
- ShoreTel Phone Upgrade – Preparation
- SQL 2008 Upgrade

Current Listing of Projects
- A list of all projects may be found on CR@Work

To request a new Technology Project
- Please submit the IT Project Form
Recognizing our City’s Informal Influencers

On May 23, fourteen City employees graduated from the Informal Influencer Leadership Development Program. Informal Influencer provides City employees an opportunity to learn more about the City’s Organizational Health philosophy and collaborate with City employees from other departments. Topics and presenters included:

- Sandi Fowler, Deputy City Manager on Leveraging Influence
- Mike Duffy, Streets Operations Manager on Five Dysfunctions of a Team
- Laura Faircloth, Police Sergeant on Myers-Briggs Type Indicator
- Sue Sager, Organizational Development Manager on Ideal Team Player

Participants included: Pam Ammeter, Adam Lindenlaub: Community Development
Lyn Wedemeier: Development Services
Jessica Bys, Stephanie Hawk: Finance
Tara Carrera-Bauer, Nancy Geiger: Library
Kathy Holmes, Nick Kariya: Public Works
Robert Boyer: Police
Holly Ruble, Brandon Schmall, Kelly Seery, Jared Barthelman: Utilities

You can learn more about Informal Influencer Leadership Development program at [http://cratwork/our_organization/leadership_programs.php](http://cratwork/our_organization/leadership_programs.php)
Cedar Rapids Fire Department - Open House

Celebrating 150 years!

When:       June 15, 2019
Time:       10:00 am - 2:00 pm
Where:       713-First Avenue SE
Parking:     Street
Cost:        FREE

Activities: Tours, safety information, refreshments and Sparky will be here too.
             Limited edition 150th Swag will be on sale such as t-shirts, sweatshirts,
             pint glasses.

This is a Farmer’s Market day so plan to join us before or after your market visit!
Questions? Call 319.286.5200
LET'S HEAR THE ISSUE:
The first documented instance of work-related noise impacting worker health was observed among coppersmiths experiencing high rates of hearing loss in 1731. Since that time there have been incredible advancements in technology, more effective information sharing methods established, and regulatory guidelines implemented - yet exposure to occupational noise remains a significant issue. The CDC estimates that 22 million workers are exposed to potentially damaging noise at work each year.

Exposure to excessive noise for extended periods of time can harm a worker's well-being in many ways. While the most well known impact is hearing loss, many workers experience tinnitus, increased stress, and disturbances of speech communication.

Additionally, excessive occupational noise is also linked to an increased likelihood of workplace accidents. Noise can make it harder for workers to hear and correctly understand audio signals, it can mask the sound of approaching danger or warning signals (e.g. vehicle reversing signals), is distracting, and impacts the worker's cognitive load which increases the likelihood of errors.

HEARING LOSS - WHAT DOES THE DATA SAY?

In a 2007 national health interview survey, US workers never exposed to occupational noise reported:
- Difficulty hearing: 7%
- Tinnitus: 5%
- Both conditions: 2%

US workers who had been exposed to occupational noise reported:
- Difficulty hearing: 23%
- Tinnitus: 15%
- Both conditions: 9%

REGULATORY IMPACT:

In 1981, OSHA implemented requirements for employers to implement a hearing conservation program for workers who are exposed to a time weighted average noise level of 85dBA or higher over an 8 hour work shift.

LEARN MORE IN COMING WEEKS!
Recognition Stories

Tait Cummins Sports Complex—Community Involvement
Engaging community members in sports complex improvements

Customer Language Translation
Serving customers through removing communication barriers.

Mike O’Neill, Parks & Recreation

Titof Aquice, Information Technology

Recognize a co-worker at
http://cratwork/EmployeeResources/orghealth/Pages/Index.aspx
or organizationalhealth@cedar-rapids.org
VALUES IN ACTION
Recognition Program

CITY CORE VALUES: We serve enthusiastically • We find a way • We team up

Prairie Grass Burn: Mark Jacobs, Glenn Shultz, Tyler Wildeboer, Chad Peterson, Corey DePauw, Zach Hughes, Jeremy Kuda, Tim Brown, Todd Drake, Nick Miller, Mick Whitman, Dan Hass, Bryan Johnson, Jason Aarhus, Marc Michael, Jake Bawek, Ted Weiland, Brandon Elvidge, Matt McDowell: Parks and Recreation, Fire, Police

Taylor School Repairs: Matt Halblom, Jeff Evans, Tyler Evans, Chad Pence, Ryan Rasmussen, Tim Anderson: Utilities

Litter Retrieval Contest on I-380: Cliff Shannon, Randy Hulseberg, Mike Readnour, Chris Riha, Dan Thompson, Dien Tran, Mark Novak, Sidney Murray, Jordan Misener, Yvonne Lisinski, Tod Heldreth, Ron Bettmeng, Calob Ward, Nathan Roming, Chris Watts, Tom Turner, Wade Avis, Josh Leman, Corey Rains, Bill Yirkowski: Utilities

Safety
Fleet/Facilities
Safety Committee
Mark Troendle
Chris Schulte
Zach Rogers
Ben Bisaillon
Joy Huber
Pat McDonald
Mike LeClere

Innovation
Library Tag System
Carol Harris
Michelle Prostine

January - March 2019
- 8 departments submitted recognition
- 24 submissions
- 57 employees recognized

April 2019
- 9 departments submitted recognition
- 17 submissions
- 67 employees recognized

Continue to grow submissions from all departments

Recognize a co worker at http://cratwork/EmployeeResources/orghealth/Pages/Index.aspx or organizationalhealth@cedar-rapids.org
SPRING IS IN THE AIR!

Your Wellness Ambassadors are highlighting Ways to Get Moving in the months ahead.

<table>
<thead>
<tr>
<th>MAY</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Strong to the Core Challenge</td>
<td>May-June via your wellness portal</td>
</tr>
<tr>
<td>Meet Me at the Market*</td>
<td>May 2, 9, 16, 23 &amp; 30</td>
</tr>
<tr>
<td>Bike to Work Week*</td>
<td>May 11-17</td>
</tr>
<tr>
<td>Corridor Corporate Games**</td>
<td>All month long!</td>
</tr>
<tr>
<td>1-Bag Challenge // Employee Speaker Series*</td>
<td>June 13 &amp; 27, Location TBD</td>
</tr>
<tr>
<td>Meet Me at the Market*</td>
<td>June 6, 13, 20 &amp; 27</td>
</tr>
<tr>
<td>Corridor Corporate Games**</td>
<td>All month long!</td>
</tr>
<tr>
<td>Meet Me at the Market*</td>
<td>July 4, 11, 18, 25</td>
</tr>
</tbody>
</table>

*Denotes event may be logged for Wellness Points as a Community-Based Fitness Event in the Wellness Portal.

**Denotes event may be logged for 25 Wellness Points as Corridor Corporate Games in the Wellness Portal.

Strong to the Core Challenge (Worth 25 Wellness Points)
Sign in to your Wellness Portal to enroll. This 8-week challenge provides guidance in developing strong core muscles to improve balance, flexibility, and back health. From press-ups to wall-sits, exercises work the back, abdomen, and pelvis areas. Participants can follow along or go at their own pace. Each week includes an instructional exercise video and education.

Meet Me at the Market
A social walk, run, bike, dance and yoga event every Thursday. May through the first week of September at NewBo City Market! Learn more at MeetMeCR.org You can wellness points for attending this Community-Based Fitness Event.

Bike to Work Week
Join cyclists from across the community for a week-long celebration of special events! Find a schedule of events at CityofCR.com/BikeCR. There is a competition to see which employer can send the most employees to the Wednesday, May 15 Bike to Lunch event. Earn wellness points for attending this Community-Based Fitness Event!

City Manager’s 1-Bag Challenge
City Manager Jeff Pomeranz challenges every citizen to collect at least one bag of litter each year to help CleanUpCR. Take this challenge, and lunch is on us at the June Employee Speaker Series events! Use the #trashtag and #1BagChallenge hashtags to share photos of your cleanup and earn wellness points for attending this Community-Based Fitness Event!

Corridor Corporate Games
The City of Cedar Rapids is competing in the 2019 Corridor Corporate Games (CCG), a company-based competition that offers 25 sports and events during June and July throughout the Cedar Rapids/Iowa City area. The purpose of the CCG is to promote physical activity and employee wellness, as well as cultivate and instill company pride. Pick a sport or event you want to participate in or volunteer to help with, then register at corridorcorporategames.org. Click the dashboard button at the top right corner to set up your account and use the company code CCGCITYCR when registering. Our Corporate Games Managers will be in contact with you with more details.
Cedar Rapids Wellness Program

The deadline for completing a health screening and the online Health Risk Assessment questionnaire was Friday, May 31. Remember to view your results and complete the final step to be eligible for your incentive.

Steps to Complete

Understand Your Health Risk Assessment – Due 7/1/2019

- View the videos on the wellness portal to understand your results and the resources available to help you maintain or improve your well-being. See below for a screenshot of the portal to find the video link.
  - Access your wellness portal at www.myhealthywithhsi.com/citycr
  - Employees Member ID: Employee ID Number
  - Spouses Member ID: Employee ID + Spouse date of birth in the format –YYYYMMDD Example: Employee ID = 12345; Spouse DOB = April 25, 1979; ID = 1234519790425
  - View the “Understand Your Health Risk Assessment Video” Tile
  - Select “More” to find the online video links
  - After you watch the videos, select “Record” to document your completion

If you would prefer to review your results with a health coach or if you are ready to enroll in the coaching program, contact Health Solutions directly at 888-362-5920 or by email at: info@hsi-rx.com
Corridor Corporate Games

Corridor Corporate Games will be underway soon. We have filled the blood drive on May 28 and have men’s and coed bowling teams competing on June 4 and 5. We are looking for more employees who want to have fun and compete against corridor companies and cities. The events that we are filling next are listed below. If you are interested, go to corridorcorporategames.org and register. Make sure you indicate which events you would like to participate in.
Email g.weber@cedar-rapids.org or j.hahn@cedar-rapids.org with any questions.

We are off to a great start!

The blood drive on May 28, the first Corridor Corporate Challenge event, drew a record number of City employee donors. With 43 registered donors, we smashed both the goal and record from previous blood drives. Not only will the blood help 168 patients, but 16 people donated for the very first time. The Mississippi Valley Regional Blood Center was thrilled with the participation. Great job City of Cedar Rapids employees!

Teams of men and coed bowlers will participate in the bowling challenge on Tuesday, June 4 at the Cedar Rapids Bowling Center. Come cheer them on starting at 5:30 p.m. and running for approximately two hours.

The Burst Your Thirst Challenge begins next week. The City of Cedar Rapids has at least 30 individuals participating in this web-based competition tracking water consumption and minutes of physical activity. Each team member records data in an online dashboard throughout the six-week challenge. It’s not too late to participate, contact Grant Weber at g.weber@cedar-rapids.org or Jesse Hahn at j.hahn@cedar-rapids.org if you would like to be part of the fun.

Coming up next!

Registration deadlines are quickly approaching for the following events. If you are interested, or know a co-worker who has talent in one of the activities below, please help us get teams together to represent the City of Cedar Rapids.

**Cycling Tour:** This Saturday, June 8, check in at Big Grove Brewery in Iowa City between 11:00 a.m. and 1:00 p.m., and ride to Backpocket Brewing in Coralville. There is no limit on the number of riders we can have on this ride that is approximately six miles each way. You must register for the City of Cedar Rapids to receive credit for your participation.

**Tug of War:** Show your strength in this competition on June 25 at the Coralville Dam West Overlook Day Use Area Beach. We can enter one team in this competition with a combined 2,000 lb. weight limit. A minimum of three women must compete. Weigh in starts at 5:30 p.m. Register by Wednesday, June 12.

If you are more of a sidelines personality, we also get points for volunteers! Help with bowling, June 4 at 8:30 p.m., 3 on 3 basketball, June 11 and 12 at 8:00 p.m., or Ultimate Frisbee, July 27 at 8:30 a.m. You also need to register to have your participation counted.

Registering is critical, so hop on and do it today. Go to corridorcorporategames.org and use code CCGCITYCR.
City of Cedar Rapids Night
Friday, July 26th
6:35 PM (Gates open at 5:30 PM)

Buy Tickets Online and Enter Promo Code: citycr

Select Section 114 When Ordering

First 1000 fans receive a black and gold Kernels cap!

$4.00 Off Regular Ticket Price!

Celebrate Iowa Hawkeye Night!

Cedar Rapids Kernels
PARTY AT THE PARK

Club Tickets are $8.00

Order Online at the Link Below or by Calling the Kernels Ticket Office. Deadline to order is Thursday, July 25th.

Ticket Ordering Information Below:


Kernels Ticket Office: (319) 896-7560.
Mention City of Cedar Rapids Night and Request Section 114.

No Outside Food or Beverage. No Refunds or Exchanges.
EMPLOYEE OPEN HOUSE

Flood Control Initiatives

New projects are coming online soon as part of the City’s Flood Control System. Take a few minutes out of your day and see the plans underway for flood gates, archways, and levees. These open houses will give you the opportunity to see project renderings and descriptions before we roll them out to the public. Get your questions answered about the system and what projects will be starting soon.

Monday, June 10
11:30 - 12:30
City Services Center
Five Seasons Conference Room

Tuesday, June 11
11:30 - 12:30
City Hall, Lower Level Training Room

ALL EMPLOYEES WELCOME
Open house format, come anytime at your convenience to either open house.