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

Employee Transfers and Promotions

John Hadenfeldt, PW – promoted to Streets Heavy Equipment Operator effective Mar 6. His previous position was Streets Driver.

James Connolly, UTIL – transferred to Water Operations Supervisor effective Mar 4. His previous position was Water Plant Maintenance Manager.

Brian Heimer, UTIL – transferred to Water Plant Maintenance Manager effective Mar 4. His previous position was Water Operations Supervisor.

Amy Irons, PD – transferred to Police Property Technician effective Mar 4. Her previous position was Police Records Tech.

Retirements


Michael Sanders, UTIL – retiring Mar 31. Michael started with the City Jan 8, 1986. His current position is Water Utility Service Rep II.


Judy Lehman, FIN – retiring Apr 17. Judy started with the City Mar 9, 1992. Her current position is Purchasing Manager.

Employees photos & contact info can be found on CR@Work or at the following link:

http://cratwork/Pages/EmployeeDirectory.aspx
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.

**Here is a link to view and print all job postings**
If you have questions about any of the opportunities, please contact Jenelle Sisneros, 286-5001.

**Internal Only**

<table>
<thead>
<tr>
<th>Water Utility Service Representative I/II (Dept Only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auto Equipment Mechanic I</td>
</tr>
<tr>
<td>Library Seasonal</td>
</tr>
<tr>
<td>Parks and Grounds Maintenance Repair Worker I</td>
</tr>
</tbody>
</table>

Congratulations to **Aaron Dodds**, Housing Inspector, on receiving his Accessibility Inspector/Plans Examiner certification.

**Summer Employment**

While summer may appear to be a long way off, Parks & Rec Dept is busy getting ready. Applications for summer seasonal staff are currently being accepted. These positions can be a great first job, perfect for busy students who don’t want to work year-round, and a fun way to get employment experience. We need friendly, responsible people who want to keep busy in the summer and be part of a fantastic team.  

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 Jan Rushford in HR.*

City employees recently 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. This year the discussion includes 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.

- You are approached by a citizen who wants to know which vendor they should choose for the product or service they wish to purchase.

- A city employee is in the field performing inspection work at a business and the owner asks the employee to overlook an item and not list it on the inspection form. They tell the employee they will fix it before the next inspection.

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**Plant Some Shade® Trees Available for $30**

The City is proud to partner with MidAmerican Energy Company and the Iowa DNR-Bureau of Forestry to provide trees to Iowa residents who are customers of MidAmerican Energy.

The “Plant Some Shade” partnership allows residents to purchase 5-10 foot deciduous and ornamental trees and 3-6 foot conifer trees at a reduced rate of $30 per tree. Each household is limited to two trees and must be a resident of Iowa and a current customer of MidAmerican Energy. The trees species offered this year includes: Scarlet Oak, Tulip Tree, Blackgum, Pagoda Dogwood, Ginkgo ‘Autumn Gold’ Seedless, Star Magnolia ‘Royal Star’, White Pine and Norway Spruce.

**Order Form Information:**
Plant Some Shade Tree Order Forms are available at [http://bit.ly/2mLidRG](http://bit.ly/2mLidRG). Advance purchase is required. Submit the order form, along with $30 per tree, to the Forestry Program. Checks should be made payable to the City Treasurer.

**Tree Pick Up Information:**
All trees must be picked up Thursday, May 11, 2017 between 4:00 and 6:00 p.m. at the CSC south parking lot. Any trees reserved and paid for but not picked up on the May 11 distribution day will be considered a donation. In the event additional trees are available on distribution day, they will be released for purchase ($30 per tree) at 4p.m. on a first-come, first-served basis, or until all trees are sold.
Five Seasons Citizenship Award

We are currently accepting nominations for the Five Seasons Citizenship Awards. Five winners will receive a $1,000 donation to the charity of their choice. Please nominate any individual who meets the criteria below or forward this to others who might be involved with leaders and volunteers in the community.

Nominate a Five Seasons Citizenship Award Winner

Nominate the best person you know for the Five Seasons Citizenship award, a special recognition program supported by the City of Cedar Rapids. Each year the City Council recognizes five individuals who demonstrate exceptional support for our community, exhibit the responsibilities of strong citizenship, and develop projects or initiatives that benefit residents.

Award recipients will be recognized at Resident Appreciation Day, at the Downtown Farmers’ Market on Saturday, June 3. In addition to the $1,000 donation to the charity of their choice in Linn County, they will be formally acknowledged at a City Council meeting and be featured in upcoming edition of Our CR magazine.

Fill out a nomination form today! http://bit.ly/2znIMxFR. Nominations are due by 5:00 p.m. on Friday, April 28.
In the News!

It’s been awesome to see the 1,000 Acre Pollinator Initiative reach a national audience. Nearly 72 million have heard the story!

- Popular Science story
- Huffington Post story
- Fox news story

In addition to the bee and butterfly habitat benefits, prairies also: Cool the air, improve soil health, decrease flash flooding, and provide more nature access to residents. For people, simply being in nature decreases stress, decreases blood pressure, and improves attention span. This is all to say: GREEN IS MORE!

By Eric Holthaus, Sustainability Coordinator, Utilities Department

SAVE THE DATE

Sustainable City Talk:
City Leaders Pursuing Sustainability

- Monday, April 24, 2017
- Downtown Library, Whipple Auditorium
- 3:00 - 4:30 p.m. City staff
- 6:00 - 7:30 p.m. Community members
- More time for Q&A

Comprehensive Zoning Update: ReZone

The City is working on a comprehensive update to its zoning code, known as ReZone Cedar Rapids. Simply put, zoning:

- Provides the rules for WHAT structures can be built and WHERE
- Outlines how buildings will be USED (e.g. housing, retail)
- Influences how structures will LOOK (e.g. landscaping, aesthetics)
- Specifies how MUCH can be built (e.g. height, bulk)

The goals of the project include the development of a code that:

- Aligns with the city’s comprehensive plan, EnvisionCR
- Is easier to use through the incorporation of charts, tables, and graphics;
- Improves predictability in terms of what gets built for both developers and the community; and
- Encourages mixed-use development and a variety of housing types, while also preserving neighborhood character.

Find out more about the project, review documents, and learn about future public meetings at www.cityofcr.org/rezone. Stay connected with us as we ReZone Cedar Rapids!

By Anne Russet, Planner III, Community Development
My job is a sustainability job: Seth Gunnerson

Planning is a Sustainability Job because the Three Pillars of Sustainability: Economic, Environmental, and Social are at the heart of effective City Planning. The American Planning Association says that “Planners help government officials, business leaders, and citizens create communities that offer better choices for where and how people work and live.”

When we do long-range plans or policy updates, we look at how decisions made now affect the City’s ability to provide services to residents now and in the future and how they work towards the City’s vision of being a vibrant urban hometown.

By Seth Gunnerson, Planner II, Community Development

Solar Ready in Cedar Rapids

Mayor Ron Corbett and City Council committed Cedar Rapids to become "solar ready" with a resolution passed at the February 14th city council session. Pursuing solar is supported by Cedar Rapids comprehensive plan, EnvisionCR, and specifically supports goals to pursue sustainability, innovation, and best practices in building design and operation.

Cedar Rapids will become “solar ready” by applying the SoSmart Framework, a national program supported by the Department of Energy. The framework helps cities identify and reduce barriers for homes and businesses that would like to pursue solar. After applying the framework (fall 2017 / winter 2018), Cedar Rapids will earn bronze, silver, or gold status.

To achieve bronze, two areas of action must be addressed: 1) Permitting and 2) Planning, Zoning, and Development. To achieve silver or gold, several other categories of actions must be addressed: Inspection; Construction Codes; Utility Engagement; Community Engagement; and Market Development and Finance. See the framework and points here: http://www.goosparc.org/program-criteria

Linn County joins Cedar Rapids in this pursuit! Linn County supervisors also committed to pursuing solar readiness using the SoSmart Framework. City and county staff will work together to identify actions we can take across our jurisdictions to make solar easy.

By Eric Holtzhaus, Sustainability Coordinator, Utilities Department

Following up: Survey results

Following our 2nd Sustainable City Talk: Local Leaders Embracing Sustainability, we surveyed attendees and learned:

- Did you like it? 75% liked it or liked it a lot
- How did you hear about it? 36% Facebook; 29% Email
- Why did you attend? 52% professional and personal interest; 26% personal interest; 22% professional interest
- Do you see value in future events like this? 93% yes
- Most enjoyable aspect of event—Content and speaker diversity
- Biggest opportunity for improvement—more time for Q&A
- Would you attend smaller, regularly scheduled events like this? 46% yes and 37% yes but only on topics that interest me.

What do you think?
Contact: sustainability@cedar-rapids.org
or call 319-286-3937
C.OUR.WEIGHTLOSS Challenge

With 8 teams and a total of 42 participants, the City of Cedar Rapids lost 292.30 pounds!

WINNING TEAMS

First Place: It's Just Water Weight - 6.59 % Lost
Second Place: LADD - 6.07 % Lost
Third Place: Beauty & The Beasts - 4.31 % Lost

INDIVIDUAL WINNER

Callie Crandall - Library

Congratulations!

To all our participants for taking part in another successful wellness program event, and for making healthy lifestyle choices a part of your daily life. You are an inspiration!
Greetings for 2017:

A healthy lifestyle is your personal choice. The City of Cedar Rapids continues to partner with Health Solutions to provide a comprehensive wellness program that supports you in achieving your own personal health and wellness goals. Participation in the program allows you to...

- Save money on your monthly health insurance premiums. For example, the twelve month savings on a family plan in calendar year 2017 as a wellness participant ranges from $200 - $1000
- Learn more about your health based on your personal wellness report reviewed in depth with a trained health educator
- Work one-on-one with a health coach at your work location on work time
- Create a Care Team focused on you and your medical care provider to achieve your health goals
- Address your high risk areas that can help you to feel better and live longer

In addition to savings to the overall health plan, the wellness program impacts your bottom line as well. Not only are the health screening and risk assessment free, but you can save money throughout the year by being in better health.

Help us achieve the 2017 wellness goal of 75% of employee and spousal participation. Don’t forget...Spouses earn a $50.00 gift card for participating.

To receive the 2018 Health Insurance Premium with Wellness, employees must complete the following steps:

1) Complete the Health Risk Assessment Questionnaire
2) Schedule & complete an on-site Health Screening (or submit a Health Form)
3) Complete your follow-up Consultation
4) If eligible, engage in one-on-one Health Coaching

To Register:

Visit www.myhealthywithhsi.com/CityCR and follow the directions below to register your account:

- Click on ‘Register’ in the New Users box
- Read the Terms and Conditions and click ‘Accept’
- In the New Users Registration box, complete the following information:
  - Company: CityCR
  - Employee Member ID: Employee ID number
  - Spouse Member ID: Employee IDYYYYMMDD
  - Enter the rest of your profile information
- Click ‘Register’
- Set Password
- Click ‘Sign In’

Instructions on next page.
Now that you have registered, follow these steps ...

1. Complete the online Health Risk Assessment Questionnaire using the following steps: (Paper copies available upon request)
   - From the Home Screen, click on ‘Start’ in the Assessments box
   - Complete all questions in each category, clicking the ‘Next’ button to move forward
   - Once all questions are complete, click the ‘Submit’ button in the lower right corner

2. Schedule your Onsite Health Screening. Deadline: April 28, 2017
   - In the Health Screening box, click ‘Schedule an Appointment’
   - Select the appropriate site from the drop-down menu
   - Choose an available screening date shown in white on the calendar
   - Click ‘Book It’ next to the screening time you prefer
   - Click ‘Finalize Appointment’
   - You can now exit out of the scheduling window

   Fasting is required: Nothing to eat or drink, other than water, for 10-12 hours prior to your screening appointment. Drink plenty of water. Take any medications that do NOT need to be taken with food.

   This concludes the program enrollment steps.

3. Complete your follow-up consultation with a Health Solutions health educator to review your results. Deadline: May 31, 2017

   If attending an onsite health screening, your consultation will be scheduled during the registration process. If you choose to submit a Health Form, you will be contacted by Health Solutions to schedule your consultation. This appointment, with one of our highly qualified health educators, is to review your results and is a great opportunity to ask questions and get information about any number of health related topics.

4. If recommended, you will then move into personalized health coaching as the final phase of our program. Whether you qualify for coaching based on a clinical health risk or you’re in need of the guidance and support to make lifestyle changes, a health coach is a committed partner in getting you to your best. Health coaching appointments will be scheduled at the time of your consultation. Every step in this process is allowed on work time.
Health Solutions Screening Schedule

Below you will find the screening dates for the 2017 Wellness Program. The deadline to complete an onsite screening or submit a health form is **April 28, 2017**.

There are four steps to receive the 2018 Health Insurance Premium with Wellness:

1. Complete the Health Risk Assessment Questionnaire
2. Schedule & complete an on-site Health Screening (or submit a Health Form)
3. Complete your follow-up Consultation
4. If eligible, engage in one-on-one Health Coaching

To begin visit: [http://www.myhealthylivingbc.com/citycr](http://www.myhealthylivingbc.com/citycr)

*see the enrollment letter mailed to your home address for instructions on registering on the wellness portal and completing steps 1 & 2 above.*

<table>
<thead>
<tr>
<th>Screening Date</th>
<th>Day</th>
<th>Screening Time</th>
<th>City Site</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 14, 2017</td>
<td>Tuesday</td>
<td>7:00 – 10:00am</td>
<td>Water Dept.</td>
<td>Stephen Cook Conf. Room</td>
</tr>
<tr>
<td>March 15, 2017</td>
<td>Wednesday</td>
<td>7:00 – 8:30am</td>
<td>Airport</td>
<td>Commissions Room</td>
</tr>
<tr>
<td>March 16, 2017</td>
<td>Thursday</td>
<td>8:00 – 10:00am</td>
<td>Main Library</td>
<td>Booms A</td>
</tr>
<tr>
<td>March 20, 2017</td>
<td>Monday</td>
<td>6:30 – 9:30 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>March 23, 2017</td>
<td>Thursday</td>
<td>6:30 – 9:30 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>March 24, 2017</td>
<td>Friday</td>
<td>6:30 – 9:30 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>March 27, 2017</td>
<td>Monday</td>
<td>6:30 – 9:30 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>March 28, 2017</td>
<td>Tuesday</td>
<td>6:00 – 9:30am 7:00 – 8:00pm</td>
<td>Police</td>
<td>Barta Classroom</td>
</tr>
<tr>
<td>March 29, 2017</td>
<td>Wednesday</td>
<td>6:00 – 9:30am 4:00 – 5:00pm</td>
<td>Police</td>
<td>Barta Classroom</td>
</tr>
<tr>
<td>March 30, 2017</td>
<td>Thursday</td>
<td>6:30 – 9:30 am</td>
<td>Police</td>
<td>Barta Classroom</td>
</tr>
<tr>
<td>March 31, 2017</td>
<td>Friday</td>
<td>8:30 – 11:00am</td>
<td>Transit Admin Dept.</td>
<td>Main Conference Room</td>
</tr>
<tr>
<td>April 3, 2017</td>
<td>Monday</td>
<td>6:30 – 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 4, 2017</td>
<td>Tuesday</td>
<td>6:30 – 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 5, 2017</td>
<td>Wednesday</td>
<td>6:30 – 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 7, 2017</td>
<td>Friday</td>
<td>6:30 – 10:00 am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 8, 2017</td>
<td>Saturday</td>
<td>8:00 – 10:00am</td>
<td>Health Solutions Office</td>
<td></td>
</tr>
</tbody>
</table>

If you need assistance with portal registration or navigation, contact Health Solutions at 319-362-2409 or 888-362-5920.
How to register for the 2017 Activity Incentive Program!

Starting **February 1, 2017** employees and spouses covered on the health plan will be able to register for the 2017 Wellness Program and begin tracking their physical activity!

**Earn multiple chances to WIN $$!**

**Start moving!** In Quarter 1, you’ll start tracking your steps (which will be prorated with the February start date). Quarter 1 will establish your baseline for the remainder of 2017.

For each successive quarter, if you maintain your average daily steps, your name will be entered one time into a drawing for one of four $25 gift cards. If you advance to the next level in the following quarter (i.e. Quarter 1 = 5,000 steps average, Quarter 2 = 7500 steps average), your name will be entered **twice** into the drawing, increasing your chances to win! The goal is to keep moving AND improving your level of physical activity.

**Activate your account.** You may now register in the 2017 Health Solutions web portal and sync your device, **if you participated in 2016, your device will already be synced.** If you are a new participant to this challenge, follow the instructions below to sync your NEW device.

**Register as early as possible to sync your device!** Your data will only be automatically uploaded from the day you register, forward. You will have to manually log any back data.

*See below on how to add additional days/activities

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**To register on the Wellness Portal:**
- Visit [www.myhealthywithhsi.com/CITYCR](http://www.myhealthywithhsi.com/CITYCR)
- Click on Register in the New Users box
- Read the Terms and Conditions. Click Accept.
- In the New Users Registration box, complete the following:
  - Company: CityCR
  - Employee Member ID: **Employee ID number**
  - Spouse Member ID: **Employee ID followed by spouse’s DOB**
  - Enter the rest of your profile information
- Click Register
- Set Password
- Click Sign In

**To sync your NEW device:**
- Visit [www.myhealthywithhsi.com/CITYCR](http://www.myhealthywithhsi.com/CITYCR)
- Enter **member ID and password**
- Once logged in, select **Fitness Devices** under the Menu in the upper right corner
- Select the activity tracker you wish to sync and click **Connect**
- Enter your log-in information for the particular tracker and follow instructions to sync.

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If you have any questions regarding accessing your Health Solutions web portal, contact Anji Antinonek at angelaantinonek@hsr-rx.com or Ashley Stockney at ashleystockney@hsr-rx.com or call 319-362-2409.
3rd Annual
Fair Housing
Poem & Poster
Contest

2017 Theme:
“Fair Housing for
All: Won’t You Be
My Neighbor”
Open to grades K-12!

Roses are red,
violets are blue,
March 31, 2017
is when submissions
are due!

$Monetary Award$ towards College Savings Iowa 529 Plan!
For more information, contact Civil Rights at
civilrights@cedar-rapids.org or (319) 286-5036.