Employee News

New Employees

Kendra Markland, UTIL—Central Lab Water Quality Chemist effective March 11. Kendra comes to us from Stantec Consulting Services Inc. in Independence, IA.

Employee Transfers

Chris Nelson, IT—transferred to Sr. Data Report Analyst effective March 4. His previous position was Systems Analyst III.

Kim Franks, Parks & Rec—transferred to Customer Service Representative II effective March 4. Her previous position was Recreation Supervisor II.

Employee Retirements

Valerie Smith, LIBRY—retiring March 28. Valerie started with the City on July 16, 1990. Her current position is Patron Services Specialist.
City Manager and Director Updates

Fire Chief Search Update
The Civil Service Commission provided a certified list of six qualified Fire Chief candidates to the City Manager last week for consideration. From that list, it is the City Manager’s responsibility to decide which candidates to interview. Interviews will be tentatively scheduled for the end of March. We are still working to finalize the process, which will include some public forum component.

Building Code Update
The Building Services Department will be adopting the latest building trade codes, which happens every three years as part of the department’s efforts at maintaining their Insurance Service Organization rating and their Building Code Effectiveness Grading Scale. Over the course of the last year, the Building Services Department has been in the process of reviewing and preparing local amendments to the updated building trade codes, including the 2018 International Building Code, the 2018 International Residential Code, the 2018 International Mechanical Code, the 2018 International Fire Code and the 2017 National Electrical Code. To date, staff has met with building officials in neighboring jurisdictions to develop a consistent code throughout the surrounding communities. Staff from the Building Services Department and the Fire Department have already met with numerous board and industry representatives, and will be conducting outreach to the development community in the weeks ahead. Council will receive additional information and summaries of any code changes, and final code updates will be presented to City Council this spring.

Czech Village Levee Overnight Work
Construction continues on the flood control levee on the west side of the river in the Czech Village District. Starting today, March 4, (weather permitting) the contractor will be doing some deep excavation work. For safety reasons, once they open the trench for this sewer work, they will continue their operations on a 24-hour cycle for approximately 10-14 days, until the work is complete and the trench can be re-filled. Residents and businesses may notice some lights and activity during overnight hours at the construction site, and will be given a courtesy notice from the contractor and city construction team. The entire project will continue until 2020, and stretches from Bowling Street to 16th Avenue. The segment between Bowling Street and the Solid Waste Agency will be completed in the spring.

Paving for Progress Priorities
As mentioned during the Council presentation last Tuesday, Paving for Progress continues to make significant improvements to our roadway network. Our plan creates a data-driven priority list approved by Council, which takes into account roadway condition, treatment methods and cost, and residential vs. arterial needs. We recognize that Council members as well as staff receive many requests from the public for specific road repairs, and it is important that we follow a strategic prioritization plan as opposed to adding or removing streets based on public requests. We are committed to following a management plan that outlines how best to use the funds in order to make the most overall impact to our network.

Police Officer Recruitment Update
The Cedar Rapids Police Department accepted applications for the position of Police Officer from Nov 2, 2018 through Jan 19, 2019 and received 173 applications. The Police Department received a very diverse applicant pool resulting in 29 applicants being interviewed by the Civil Service Commission on February 27. These 29 applicants that were interviewed will be taking the polygraph examination at various dates scheduled through March 14. Background checks will begin after the polygraph testing is completed. The background checks are scheduled to be completed by April 19. Applicants who are offered a police officer position will report for new hire orientation on June 4. The Cedar Rapids Police Department Regional Academy begins June 10. The Police Department is hiring 16 police officers to serve the community.

(Continued)
City Manager and Director Updates  
(continued)

**Williams Boulevard & Dean Road**
The Public Works Department held a neighborhood meeting last week regarding the roundabout project on Williams Blvd and Dean Rd SW. Approximately 70 people attended and voiced feedback on the proposed project. Themes expressed by residents included concern over how to drive the roundabout, the elderly demographic of residents in the area, the desire to construct a signal instead of a roundabout, and access during construction, among others. Other residents voiced support of the project and the desire to eliminate the severe head-on and right-angle crashes that are associated with traffic signals. Staff provided a presentation of why a roundabout would serve as the safest solution to the ongoing crash history at this intersection. Elected officials from Cedar Rapids and Fairfax were in attendance, as well as a representative from the Iowa Department of Transportation. The City has received a $500,000 Traffic Safety Improvement Grant, and we are actively pursuing another $400,000 in State funding. Moving forward, staff will continue to explore funding options for the project, and will continue with resident outreach and education. The project website can be found [online](#).

**First & First West Update**
On Tuesday, February 26, the Steering Committee for the First & First West project interviewed David Flaherty (CEO and Principal) and Austin Carmony (Vice President of Development & Principal) of Flaherty & Collins. The company conveyed extensive experience with large development, particularly urban rental housing with commercial on the first floor. The Steering Committee responded positively to the quality of the developments. There was a lot of discussion about the need for a community-focused destination or entertainment component. Flaherty & Collins indicated a willingness to engage or partner with entities who specialize in destination or entertainment, and staff will reiterate the expectation that the destination or entertainment component is required and not a second phase of development. Staff will also convey the community’s strong interest that a component of the project be something that engages and brings the community together.

Staff is also reaching out to regional destination or entertainment developments to help define the types of entertainment venues the City is likely to attract based on current and projected demographics.

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**2019 Wage Review**  
(Class and Compensation Study for Non-Bargaining Employees)
The City’s Human Resources and Finance Departments are undertaking a review of position descriptions for our non-bargaining employees. The purpose of the study is to clarify and finalize the City’s compensation philosophy. This includes reviewing current position descriptions to ensure they most accurately reflect the work our non-bargaining employees do. While positions, job descriptions, and job duties may change as a result of the review, individuals currently serving in positions will not have a pay decrease as a result of the study. This study will help determine if our pay structure is appropriate and competitive, making us more effective at talent management practices such as recruitment, development and performance appraisals.

**Staying Informed**
Moving forward, there will be opportunity to learn more about this process through Employee Info Sessions, which are being scheduled for the week of March 25. Learn more about the study on [CR@Work](#), or email questions to [WageReview@cedar-rapids.org](mailto:WageReview@cedar-rapids.org).
Employee Recognition: Values in Action
Have you ever wondered why you feel energized after talking with some people and deflated after talking with others? In this session we will discuss “Bucket Dipping” and how you can leverage this concept to positively impact your peers and work environment. An overview of the City’s Values in Action Recognition Program will be shared. Facilitated by Sue Sager, Organizational Development Manager. PeopleSoft Code: CMO502 Session: 0001

Tuesday, March 19
11:00am-12:00pm
Five Seasons, CSC

Wednesday, March 20
2:00pm-3:00pm
Training Room City Hall

Navigating Workplace Change
As we serve our community, we are surrounded by change on a daily basis. This session will provide a change management framework based on Williams Bridges book, Managing Transitions. We will discuss methods to adapt to our circumstances and discuss tools on building our resiliency. Facilitated by Sue Sager, Organizational Development Manager. PeopleSoft Code: CMO535 Session: 0001

Tuesday, March 26
11:00am-12:00pm
Five Seasons, CSC

Thursday, March 28
1:00pm-2:00pm
Training Room City Hall

Register through PeopleSoft:

DIRECTIONS ON HOW TO ENROLL IN A COURSE:

- Log-in to PeopleSoft http://galena/psp/HRPROD/?cmd=login&languageCd=ENG
- Click on “Self-Service” ➔ “Learning & Development” ➔ “Request Training Enrollment” ➔ “Search by Course number”
- Enter in course number: See above
- Click “Search”
- View all available sessions and click on the session you would like to attend and click “continue”

For more information contact Sue Sager at organizationalhealth@cedar-rapids.org or 319-286-5267.
Employee Years of Service
Please congratulate the following employees on their years of service with the City.

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeffrey</td>
<td>Sedlacek</td>
<td>35</td>
</tr>
<tr>
<td>John</td>
<td>Ernst</td>
<td>30</td>
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<tr>
<td>Lori</td>
<td>Farmer</td>
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<td>Cynthia</td>
<td>Potter</td>
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<tr>
<td>Heidi</td>
<td>Stiffler</td>
<td>20</td>
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<td>Carol</td>
<td>Morgan</td>
<td>10</td>
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<tr>
<td>Diana</td>
<td>McLaughlin</td>
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<tr>
<td>Grant</td>
<td>Dancey</td>
<td>10</td>
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<tr>
<td>Jeremy</td>
<td>Blok</td>
<td>5</td>
</tr>
<tr>
<td>James</td>
<td>Gugeler</td>
<td>5</td>
</tr>
<tr>
<td>James</td>
<td>Kreutner</td>
<td>5</td>
</tr>
<tr>
<td>Ricky</td>
<td>Aswegian</td>
<td>5</td>
</tr>
<tr>
<td>David</td>
<td>Schmidt</td>
<td>5</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>First Name</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Erica</td>
<td>Bascom</td>
<td>5</td>
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<tr>
<td>Andrew</td>
<td>Kunde</td>
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</tr>
<tr>
<td>Jeffrey</td>
<td>Randall</td>
<td>1</td>
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<tr>
<td>Thad</td>
<td>Harper</td>
<td>1</td>
</tr>
<tr>
<td>Jordan</td>
<td>Cannon</td>
<td>1</td>
</tr>
<tr>
<td>Michael</td>
<td>Musil</td>
<td>1</td>
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<tr>
<td>No Photo</td>
<td>Heather</td>
<td>1</td>
</tr>
<tr>
<td>Michael</td>
<td>Scaffinger</td>
<td>1</td>
</tr>
<tr>
<td>Clayton</td>
<td>Visek</td>
<td>1</td>
</tr>
</tbody>
</table>
Employee Speaker Series

Featuring City employees highlighting programs and initiatives that impact our residents. Open to all employees in any department.

Featured Topic

Housing & Neighborhoods

Did you know that many residents (even you!) might be eligible for cash on home improvement projects, depending on where they live (not how much they earn)? Join us March 20 and learn more about the housing programs and opportunities available for residents. You’ll get answers on how our housing has changed since 2008, the new program we offer to help revitalize neighborhoods, and what’s to come for Neighborhood Associations.

Wednesday, March 20 | 12:00 – 1:00 pm
City Hall Lower Level Training Room
RSVP by March 18

Free Lunch from Jimmy Johns!

Please RSVP to participate and reserve your lunch.
RSVP by emailing citymanager@cedar-rapids.org
One of the most important elements to good nutrition many people don’t account for is…

**TIMING!**

**What do we mean by ‘Timing’?**

- The time of day and how many hours a day you ingest food.
- Timing may seem insignificant, but it can actually play a major role in the health of your body.
- When we teach our bodies to run on sugar as fuel, we strap ourselves into this roller-coaster ride of highs and lows.
- What’s the best way to get off the ride?

**Become fat-adaptive.**

**What is Fat-Adaptive?**

- Being fat-adaptive is when our body burns fat for fuel.
- A key factor in becoming fat-adapted is utilizing meal timing, or intermittent fasting, to reply on your own natural flow of hormones.
- For example, Human Growth Hormone (HGH). When your body begins to naturally create HGH you will see benefits such as a decrease in excess body fat storage, stronger bones, and a more controlled blood sugar.
- The more time you can allow your body to rest and rejuvenate at night, the more likely your body is to produce HGH.
- **Aim to fast for 10-12 hours.** Typical guideline:
  - Eat 8AM-6PM
  - Fast 6PM-10PM
  - Sleep 10PM-6AM

**IMPORTANT TO NOTE**

- *Stop eating at least 3 hours before sleeping.*
- During your selected ‘eating window’, make sure you are still consuming your nutritional daily intake.
- Consultant with your Health Coach or Primary Care Provider on how to best incorporate this practice into your lifestyle.

How to Sync Apple and Google Fitness Devices to Health Solutions Wellness Portal

Synchronize Apple Health with Activity Challenges

I do not see Apple Health in the platform list of connected devices and apps. Is it possible to share my step data from this app with the challenge trackers?

Yes, Apple Health connects to the Wellness Portal through the Nokia Health Mate app. Start by downloading the Nokia Health Mate from the Apple Store and follow the steps below:

1. Open the Nokia Health Mate app and create an account.
2. Navigate to the Profile tab and scroll down to the Apps section.
3. Select the Apple Health icon to share data.
4. Allow data sharing by selecting Turn All Categories On or allowing Health Mate to read step data.
5. In the Wellness Portal, select Fitness Device in the top right drop-down menu and connect with Nokia.
6. Sign in with the account information you entered in step 3.

Please log into your Health Mate app daily to synchronize your step data from Apple Health. Once you refresh the Health Mate app, the updated data will automatically upload into the activity challenge. (Note: Nokia used to be known as Withings)

Synchronize Google Fit with Activity Challenges

I do not see Google Fit in the platform list of connected devices and apps. Is it possible to share my step data from this app with the challenge trackers?

Yes, Google Fit connects to the Wellness Portal through the Nokia Health Mate app. Start by downloading the Nokia Health Mate from the Apple Store and follow the steps below:

1. Open the Nokia Health Mate app and create an account.
2. Navigate to the Profile tab and scroll down to the Apps section.
3. Select the Google Fit icon to share data.
4. You will be prompted to allow data sharing between the two apps. Please switch from Deactivate to Activate.
5. In the Wellness Portal, select Fitness Device in the drop-down menu (top right) and connect with Nokia.
6. Sign in with the account information you entered in step 1.

Please log into your Health Mate app daily to synchronize your step data from Google Fit. Once you refresh the Health Mate app, the updated data will automatically upload into the activity challenge. (Note: Nokia used to be known as Withings)
See the changes the FDA has approved on food labels.

Eating large amounts of this contributes to developing conditions like high blood pressure, heart diseases, some cancers, diabetes. Limiting consumption of these can contribute to a healthier diet.

Food labels can help you increase nutrients you want to eat more of.

Getting enough nutrients, for example, Calcium, can reduce risk of conditions like osteoporosis.

(FDA, 2018)

See additional information on the following page.
Nutritional Labels, How to Make Informed Choices

Daily Percent Value is one of the components of a food label that is essential in understanding how much of the nutrients are in the food we eat daily, understanding those numbers can help you achieve a healthier lifestyle.

“The %Daily Value column doesn’t add up vertically to 100%. Instead each nutrient is based on 100% of the daily requirements for that nutrient (based on a 2,000 calorie diet). Also when you look at the %DV on a food label, if it is listed as less than 5% -- it is considered to have a low quantity of this nutrient and conversely 20% or more is considered high.

Therefore, you ask yourself, “How much should I consume of each of these nutrients according to the standard 2,000-calorie diet and how can I compare that to the Percent Daily Value on a label?”

Well look no further, below is an example of the key nutrients based on a 2,000-calorie diet:

<table>
<thead>
<tr>
<th>Nutrient</th>
<th>Daily Value (DV)</th>
<th>Percent Daily Values (%DV)</th>
<th>Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Fat</td>
<td>65g</td>
<td>100%</td>
<td>Less than</td>
</tr>
<tr>
<td>Saturated Fat</td>
<td>20g</td>
<td>100%</td>
<td>Less than</td>
</tr>
<tr>
<td>Cholesterol</td>
<td>300mg</td>
<td>100%</td>
<td>Less than</td>
</tr>
<tr>
<td>Sodium</td>
<td>2400mg</td>
<td>100%</td>
<td>Less than</td>
</tr>
<tr>
<td>Total Carbohydrate</td>
<td>300g</td>
<td>100%</td>
<td>At least</td>
</tr>
<tr>
<td>Dietary Fiber</td>
<td>25g</td>
<td>100%</td>
<td>At least</td>
</tr>
</tbody>
</table>

This information can sometimes be found the footnote of the food label which tells you %DV is based on a 2,000 Calorie Diet sometime a comparison can be found for a 2,500 calorie diet.

While the food label can be a useful tool in determining what nutrients to decrease or increase as well as what the serving size is to a food, the last component to look for is the ingredient list.

It is not an understatement to say that the longer the list of ingredients the more probability it is that your food is “high processed food”. The list of ingredients is also a good place to find hidden nutrients that you may be interested in reducing, for example added sugars that are listed as; high fructose corn syrup, sucrose, sucralose, dextrose. These are all names for sugar.

The bottom line is that the more you understand a food label and make food decisions based on these labels – the more in charge you become of how much fats, sodium and sugars you take in. You can be empowered you become to find choices that are higher in dietary fibers, vitamins and minerals that will allow you to live a healthier lifestyle.

More info on food portions coming soon!

https://www.fda.gov/food/labelingnutrition/ucm274593.htm#overview
https://simplerootswellness.com/
Wellness Program Information Sessions

Attend an information session to learn about exciting program enhancements and receive support for accessing the portal and scheduling your screening.

**NEW FOR 2019**

- Spouse incentive increased to $200 (*previously $50*)
- Post-Screening consultations (*now called Understand Your Health Risk Assessment Sessions*) can be completed online or in a group presentation vs individual appointment

<table>
<thead>
<tr>
<th>Day</th>
<th>Location</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mon, March 4</td>
<td><strong>CSC (City Services Center): Time Check Hall</strong></td>
<td>3:00pm</td>
</tr>
<tr>
<td>Tues, March 5</td>
<td><strong>City Hall: Training Room (Basement)</strong></td>
<td>8:30am</td>
</tr>
<tr>
<td>Tues, March 12</td>
<td><strong>CSC (City Services Center): Time Check Hall</strong></td>
<td>7:15am</td>
</tr>
<tr>
<td>Tues, March 12</td>
<td><strong>City Hall: Training Room (Basement)</strong></td>
<td>3:00pm</td>
</tr>
<tr>
<td>Wed, March 13</td>
<td><strong>CSC (City Services Center): Time Check Hall</strong></td>
<td>7:15am</td>
</tr>
<tr>
<td>Tues, March 19</td>
<td><strong>Police Department: Roll Call/Community Room First Floor</strong></td>
<td>8:00am</td>
</tr>
<tr>
<td>Tues, March 19</td>
<td><strong>Police Department: Roll Call/Community Room First Floor</strong></td>
<td>4:00pm</td>
</tr>
</tbody>
</table>

*First 30 minutes will be a formal presentation followed by 30 minutes for answering questions and scheduling for screenings.*
City of Cedar Rapids
Wellness Program Incentive Requirements

Program Offerings

<table>
<thead>
<tr>
<th>Eligible Population</th>
<th>Incentive</th>
<th>Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefit Eligible Employees</td>
<td>2020 Health Plan with Wellness Rate – SAVE $$$$ Discounted health plan premiums are available when you participate in the Wellness Program</td>
<td>Complete the annual risk analysis steps Engage in coaching, if invited</td>
</tr>
<tr>
<td>Covered Spouses</td>
<td>$200 Cash Card Mailed to the spouse after completed requirements</td>
<td>Complete the annual risk analysis steps</td>
</tr>
</tbody>
</table>

Program Requirement Details

Annual Risk Analysis
1. Online Health Risk Assessment – Due 4/30/2019
2. Health Screening – Due 4/30/2019
   a. From the wellness portal, participants can select one of the following screening options:
      i. Screening Event at a City of Cedar Rapids or Health Solutions Location
      ii. Health Form from a Medical Provider
      iii. Lab Corp Location
      iv. Weland Labs Location (Weland only completes lab draws, biometrics must be submitted separately)
3. Understand Your Health Risk Assessment – Due 5/31/2019
   a. Attend a seminar onsite or view a video on your wellness portal to understand your results and the resources available to help you maintain or improve your well-being

Required Coaching Programs
1. High Risk Participants with uncontrolled chronic condition or critical clinical values, based on national standards
   a. Engage in monthly coaching sessions which may include follow up with a medical provider as directed. Care Team includes a Health Coach and Clinical Pharmacist.
2. Moderate Risk Participants identified with high clinical values, based on national standards or Metabolic Syndrome
   a. Engage in monthly coaching sessions or Health Transition University (if eligible). Options will be reviewed in detail at your Understand Your Health Risk Assessment session. Care Team includes a Health Coach.

Additional Resources
All employees and covered spouses are invited to participate in ongoing programs offered from the City of Cedar Rapids Wellness Ambassadors. Earn prizes for participating in events each quarter. Learn more by completing your Understand Your Health Risk Assessment session!

Alternatives for completing the incentive requirements are available upon request. Visit the Resources section on your Health Solutions wellness portal to learn more.

Health Solutions Customer Care
888-362-5920 or info@hsi-rx.com