Employee Connections

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

Derek Turner, PW – Sewer Maintenance Worker effective Mar 2. Derek joins the City from Carpet King Carpet One in Marion, Iowa.

Transfers and Promotions

Hannah Buettner, Library – promoted to Patron Services Specialist effective Feb 27. Her previous position was Library Shelver.

Retirements

Mark Ultis, WPC – retiring March 10. Mark started with the City June 24, 1982. His current position is Utilities Lab Services Manager.

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

http://cratwork/Pages/EmployeeDirectory.aspx

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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.

<table>
<thead>
<tr>
<th>Internal Only</th>
<th>Environmental Specialist I – Storm water</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Chief Electrical Inspector (Department Only)</td>
<td>Special Projects Engineer (Part-time)</td>
</tr>
</tbody>
</table>

Summer Employment

While summer may appear to be a long way off, the 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.

Employee Service Awards

Congratulate the following employees on their service anniversary for the month of February.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richard Keller</td>
<td>Bldg Mtn Wkr II</td>
<td>30 yrs</td>
</tr>
<tr>
<td>Gail Loskill</td>
<td>Parks &amp; Rec Comm Coordinator</td>
<td>25 yrs</td>
</tr>
<tr>
<td>Jon Neuwohner</td>
<td>Lab Serv Water Quality Analyst</td>
<td>25 yrs</td>
</tr>
<tr>
<td>Joseph Werling</td>
<td>Urban Forester II</td>
<td>20 yrs</td>
</tr>
<tr>
<td>Victoria Rehnstrom</td>
<td>Police Records Tech</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Erika Kubly</td>
<td>Housing Redevelopment Analyst</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Alyssa Williams</td>
<td>Housing &amp; Healthy Homes Specialist</td>
<td>1 yr</td>
</tr>
<tr>
<td>Maheaba Baloch</td>
<td>Administrative Assistant I</td>
<td>1 yr</td>
</tr>
<tr>
<td>Katherine Neely</td>
<td>Administrative Assistant I</td>
<td>1 yr</td>
</tr>
</tbody>
</table>

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.
SVEN LEFF  Director, Parks and Recreation Department

As Parks & Recreation Director I lead an awesome team of 75 full-time regular professionals that make our city fun! We operate the pools, golf courses, Northwest Recreation Center, Ushers Ferry, and Old MacDonald’s Farm. We also maintain the largest park system in the state, miles of trail, the Amphitheatre, dozens of public partnerships, and the Forestry Division manages over 40,000 street trees. My job is more office work than “field” work, but I am intentional about seeing our team working in their own setting on the projects that matter most to them.

Why did you choose to work for the City?
Professional job opportunity, optimistic future with a vision, help rebuild and advance the City and the Parks & Recreation Department. Very good park & aquatic facilities.

Thinking back to when you first started working for the City, was there anything that set you apart from the team you were joining? What did others do to make you feel welcome?
I was new to the entire state, not just to Cedar Rapids. Most of the employees were long-tenured and Iowa natives. That set me apart. To make me feel welcome, the staff spent time introducing me to their teams and just building relationships while working on the issues they needed help with.

If you didn’t work for the City or in your current career/trade, what would be your dream job?
Owning and operating my own athletics academy with both indoor & outdoor facilities.

Describe the last time you experienced something new.
Lately it has been watching my oldest daughter move into high school and getting used to new music, new social events, new friends, new social media, new language, and new issues.

Where were you born? Where did you grow up?
I was born in San Jose, California and was mostly raised in that area. There were a few school years spent in Minnesota, but I graduated from Live Oak High School in Morgan Hill, CA. My parents and sister still live in the Bay Area. I have also lived in Colorado and Nevada, and went to graduate school in Oregon.

What is your favorite or most unique family tradition?
We watch Elf to kick off the Thanksgiving & Christmas Holiday season as a family. We quote the movie all season and laugh together all year. You can’t ever have enough family or enough laughter.
Navigating life's twists and turns can be difficult. Even more so when faced with a disability that makes everyday activities a challenge.

Our upcoming ADA training will review details of the American with Disabilities Act, and spotlight “invisible” disabilities. Awareness of how invisible disabilities might present themselves is important to help us provide good customer service, make life more manageable for those with disabilities, and meet Title II ADA obligations.

All training will be held the week of March 6-10 at the Downtown Library - Whipple Auditorium. Training is mandatory for all employees who interact with the public so please mark your calendar and work with your department contact to register for a session today.

Downtown Library - Whipple Auditorium
Parking coupon code: 121616

<table>
<thead>
<tr>
<th>Date</th>
<th>Morning Sessions</th>
<th>Afternoon / Evening Sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>MONDAY, MARCH 6</td>
<td>No morning session</td>
<td>12-4 pm (afternoon session)</td>
</tr>
<tr>
<td>TUESDAY, MARCH 7</td>
<td>8 am -12 pm</td>
<td>4-8 pm (evening session)</td>
</tr>
<tr>
<td>WEDNESDAY, MARCH 8</td>
<td>7:45-11:45 am</td>
<td>12:15-4:15 pm (afternoon session)</td>
</tr>
<tr>
<td>THURSDAY, MARCH 9</td>
<td>8 am -12 pm</td>
<td>4-8 pm (evening session)</td>
</tr>
<tr>
<td>FRIDAY, MARCH 10</td>
<td>7:45-11:45 am</td>
<td>No afternoon or evening session</td>
</tr>
</tbody>
</table>

Please use PeopleSoft code ADA102 to register.
How to Make an APP!

Your Wellness Portal is now MOBILE FRIENDLY!

Save the login page on your phone’s home screen following the steps below, and next time you log in, it will feel like an APP!

APPLE:
1. Launch the Safari browser on Apple’s iOS and navigate to www.myhealthymwhsri.com/citycr
2. Tap the Share button (➡️) on the browser’s toolbar—it’s on the bar at the top of the screen on an iPad, and on the bar at the bottom of the screen on an iPhone or iPod Touch.
3. Tap the Add to Home Screen Icon in the Share menu.
4. You’ll be prompted to name the shortcut before tapping the Add button.

The shortcut can be dragged around and placed anywhere, including in app folders — just like a normal app icon. When you tap the icon, it will load the website in a normal tab inside the Safari browser app. (Other browsers, like Chrome for iOS, don’t offer this feature. Due to the limitations in Apple’s iOS, only Apple’s own Safari browser is allowed to do this.)

ANDROID:
1. Launch Chrome for Android and navigate to www.myhealthymwhsri.com/citycr
2. Tap the menu button and tap Add to Home screen.
3. You’ll be able to enter a name for the shortcut and then Chrome will add it to your home screen.

The icon will appear on your home screen like any other app shortcut or widget, so you can drag it around and put it wherever you like. Chrome for Android loads the website as a “web app” when you tap the icon, so it will get its own entry in the app switcher and won’t have any browser interface getting in the way. (Other popular Android browsers also offer this feature. For example, Firefox for Android can do this if you tap the menu button, tap the Page option, and tap Add to Home Screen.)

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: EmployeeIDYYYYMMDD
  - 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.

If you need assistance with portal registration or navigation, contact Health Solutions at 319-362-2409 or 888-362-8920.
# Health Solutions Screening Schedule

Below you will find the screening dates for the 2017 Wellness Program. The deadline to complete an on-site 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.myhealthywithhsi.com/citycr](http://www.myhealthywithhsi.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 1, 2017</td>
<td>Wednesday</td>
<td>7:00 – 10:00am</td>
<td>City Hall</td>
<td>East Post &amp; West Post Rooms</td>
</tr>
<tr>
<td>March 2, 2017</td>
<td>Thursday</td>
<td>7:00 – 10:00am</td>
<td>City Hall</td>
<td>East Post &amp; West Post Rooms</td>
</tr>
<tr>
<td>March 3, 2017</td>
<td>Friday</td>
<td>7:00 – 10:30am</td>
<td>City Hall</td>
<td>East Post &amp; West Post Rooms</td>
</tr>
<tr>
<td>March 7, 2017</td>
<td>Tuesday</td>
<td>6:30 – 10:00 am</td>
<td>WPC</td>
<td>Main</td>
</tr>
<tr>
<td>March 8, 2017</td>
<td>Wednesday</td>
<td>7:00 – 10:00am</td>
<td>Water Dept.</td>
<td>Stephen Cook Conf. Room</td>
</tr>
<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>Beams 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</td>
<td>Police</td>
<td>Barta Classroom</td>
</tr>
<tr>
<td>March 29, 2017</td>
<td>Wednesday</td>
<td>6:00 – 9:30am</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 – 10:00am</td>
<td>CSC</td>
<td>5 Seasons Room</td>
</tr>
<tr>
<td>April 7, 2017</td>
<td>Friday</td>
<td>6:30 – 10:00am</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>

**Location Address**

- **City Hall**: 101 First St SE 52401
- **City Services Center (CSC)**: 500 15th Ave SW 52404
- **Health Solutions Office**: 151 5th St SE Suite 500 52401
- **Police Department**: 505 1st St SW 52404
- **Transit Administration Building**: 427 8th St NW 52405

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

<table>
<thead>
<tr>
<th>Milestones: Average Steps Daily</th>
<th>Quarterly Goal: 2,000 steps = 1 mile</th>
<th>Drawing chances earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,000</td>
<td>Qtr 1: Establish Baseline Milestone</td>
<td>N/A</td>
</tr>
<tr>
<td>7,500</td>
<td>Qtr 2-4: If same as Qtr 1</td>
<td>1 chance</td>
</tr>
<tr>
<td>10,000</td>
<td>Qtr 2-4: if advanced to next milestone</td>
<td>2 chances</td>
</tr>
<tr>
<td>12,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To register on the Wellness Portal:
- Visit www.myhealthwithhsi.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.myhealthwithsi.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.

If you have any questions regarding accessing your Health Solutions web portal, contact Anji Antkowak at angelaantkowak@hrs-rx.com or Ashley Stockney at ashleystockney@hrs-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.