Employee Connection

May 14, 2018

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Employee News

New Employees
Lauren Freeman, Community Development – Program Coordinator effective May 7. Lauren joins us from the City of Albion, Michigan.
Robert Szczesniak, PW - Sewer Maintenance Worker effective May 7. Robert joins us from CarePro in Cedar Rapids.
Christopher Casciato, Transit – Transit Driver effective May 7. Christopher joins us from TriMet in Portland, Oregon.
Christen Lisinski, Eastern Iowa Airport – Airport Guest Services effective May 9.

Promotions
Matthew Strope, Utilities – transferred to Solid Waste and Recycling Driver I effective May 5. His previous position was Solid Waste and Recycling Laborer/ Extra Driver.

Retirements
Bonnie Pisarik, HR – is retiring May 18. Bonnie started with the City Oct 9, 2000. Her current position is Benefits Program Manager.

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

Jones Golf Course Flooding

Jones Golf Course experienced some flooding beginning on Tuesday, May 8. When the water level of the Cedar River reached 10’, the course began to flood on the back nine holes. These holes were closed while play continued on the front nine holes. Following the river’s crest at 11.36’ on Wednesday, the water on the course receded. The water did not include run off from upstream farm fields and was clean. This allowed the course to be fully functional and all 18 holes to be open to patrons on May 11.

2018 Hy-Vee Cup

On May 4, several members of the City team participated in the 2018 Hy-Vee Cup meal packaging event at the DoubleTree Convention Complex. This fun event is part of the Cedar Rapids Hunger Fight and sponsored by Meals from the Heartland and Hy-Vee. Proceeds from the event will help feed those in need in Cedar Rapids and surrounding communities.

EMPLOYEE SPEAKER SERIES

FEATURED EVENT

City Manager’s Employee 1-Bag Challenge

Please join us as we take the Employee Speaker Series on a spring-cleaning fieldtrip! City Manager Jeff Pomeranz has challenged all Cedar Rapids residents to pick up one bag of litter each year — let’s see how many City employees can join us!

TWO SESSIONS:

- Tuesday, May 15 | Noon - 1:30 p.m.
  Meet at the Daniels Park Splash Pad Pavilion
  940 Oakland Road NE, Cedar Rapids

- Tuesday, May 29 | Noon - 1:30 p.m.
  Meet at McGrath AmphiTheatre
  475 1st Street SW, Cedar Rapids

FREE LUNCH FROM JIMMY JOHNS for those who RSVP.

Please RSVP to either session by Thursday, May 10.
RSVP by emailing citymanager@cedar-rapids.org
For the month of May, we will focus on the third organizational health building block – commitment. Commitment within a team means that members are dedicated to one another and the team. Alignment of city and department goals is an important part of commitment. When goals and priorities are misaligned or nonexistent, there is confusion and division.

Similar to rowing a boat together, we will make more progress toward our goals when we are all rowing in unison, headed in the same direction. Rowing in unison allows us to reach our destination more quickly and without expending unproductive energy spinning in circles. Our director team has developed the following focus for us.

**Our city vision is:** Cedar Rapids, is a vibrant urban hometown- a beacon for people and businesses invested in building a greater community now and for the next generation

**Our city mission is:** Strengthen our team to strengthen our city

**Our city core values are:**
- We Serve Enthusiastically: We have a people-first attitude, We take initiative, We go the extra mile
- We Find a Way: We are problem solvers, We listen and learn, We explore creative alternatives
- We Team Up: We are open and approachable, We value relationships, We assume the best in others

Table tents and posters are placed throughout the city to help reinforce and remind us of our common goals. Our leadership training is based on our organizational health model and our common goals. Our badge inserts serve as a constant reminder to align our daily activities with the city goals.

Here is what some of our city leaders said when asked, “How does alignment of goals help teams generate commitment?”

**Steve Hershner, Utilities** - “By focusing on our core, shared values like ‘we team up’, our multi-departmental teams are reminded of the need to develop joint commitment on projects. When we work together and identify outcomes that benefit all, cross-functional goals begin to align that help all of us ‘find a way’ together.”

**Jourdan Jiruska, Public Works** - “First, an alignment of goals helps teams to pinpoint and define what it is that they are collectively trying to achieve. Then, it also provides an opportunity for team members to recognize and commit to the tasks within their skill set that would help the team to reach their goals.”

**WORD SCRAMBLE:**

Commitment will be achieved by proper goal _____________.

Letters: IEAMNNNGTL

Unscramble the letters to answer the FAQ above. Click [here](#) to provide your response and be entered in the monthly org health drawing.

For more information about the organizational health initiative at the City of Cedar Rapids contact: Sue Sager, Organizational Development Manager, [s.sager@cedar-rapids.org](mailto:s.sager@cedar-rapids.org) 319-777-1699.
Citizen Appreciation

Teresa White, P & R, received the following email last week and asked that we share it in the newsletter. Mark Jacobs and his crew have taken excellent care of Ushers Ferry for several years. We had several AmeriCorps and youth volunteers help clean up the sticks and leaves a few weeks ago and then Marks crew did the final job. It is nice to give credit to the people who help keep us looking so good.

“We sincerely want to pass along our appreciation for the wonderful conditions of the grounds at Usher’s Ferry this past weekend for our son’s wedding. I know with the late spring it must have been a challenge to get all of this done in time for the wedding. But it looked perfect. The grass was well manicured, all sticks and debris was removed, and the buildings were all nicely staged for the day. We had over 70 family guests from Omaha for the event, and it was a pleasure to show off our town and the great amenities we have to offer. You all left a great impression of the parks department and our wonderful city. Please pass along a thank you to all the men and women who worked to make this happen. It made for a memorable day for our family that they helped make extra special.”
We need your help!

We are still in need of mowers and maintenance staff for parks and golf courses. Staff is needed through October for varying days of the week. These positions are perfect for people who are retired. If you know of anyone who may be interested, please have them apply online at http://bit.ly/2rCYaJW.

Special Olympics

Drop off your 5 cent deposit beverage cans at the Can Shed, 4121 16th Ave SW, through June 30 and help Cedar Rapids Parks and Recreation Special Olympics teams. Your contributions will go towards purchasing team shirts and paying for transportation to competitions. Just specify that your donation benefit Special Olympics.

Skip the waiting room – Visit a Doctor from your phone!

Did you know you can visit a doctor on your smartphone, tablet or computer? With Wellmark’s Doctor on Demand, employees and your family members can connect face-to-face with a board certified doctor 24 hours a day, 7 days a week, 365 days a year.

Treatment is available for:
• Cold and flu
• Bronchitis and sinus infections
• Urinary tract infections
• Sore throats
• Allergies
• Fever
• Headache
• Pink eye
• Skin conditions
• Mental health issues

The average cost for a televisit is $49, versus $180 for urgent care and $1010 for an ER visit. Wellmark estimated 2426 office visits and 42 ER visits by city employees and family members last year could have been done through the Doctors on Demand service, saving money for both you and the City.

Getting started is easy:
1. Download the Doctor on Demand app or visit DoctoronDemand.com.
2. Have your Wellmark member ID card ready.
3. Create an account or sign in.
Know the Symptoms
Strokes don’t have an age requirement. It can happen to anyone at any time. When it comes to spotting a stroke and getting help, faster is better. That’s because prompt treatment could be the difference between life and death.

You must act F.A.S.T.

- **Face drooping**
  Ask the person to smile. Is it uneven or lopsided?

- **Arm weakness**
  Ask the person to raise both arms. Does one drift downward?

- **Speech difficulty**
  Ask the person to repeat a simple sentence. Did they correctly repeat the words?

- **Time to call 911!**
  Call 9-1-1 and say, “I think this is a stroke.” Then note when the first symptoms appear.

Get help F.A.S.T.
Time lost is brain lost.

www.strokeassociation.org/STROKEORG

We admit we’re obsessed with ending stroke. Why? Because up to 80 percent of strokes may be preventable.

How to Fight a Stroke

Keep blood pressure management top of mind.

**Stroke is the leading cause of death and severe, long-term disability.** Most people who’ve had a stroke also had high blood pressure.

High blood pressure, the force of the blood flowing through your vessels, damages arteries throughout the body, creating conditions where they can **burst or clog** more easily. Weakened arteries in the brain put you at a much higher risk for stroke – which is why managing high blood pressure is critical reducing your chance of having a stroke.

What happens when you have a stroke?

A stroke occurs when a blood vessel to the brain is either **blocked by a clot or bursts.** When this happens, part of the brain is no longer getting the blood and oxygen needed, so it starts to die. Your brain controls movement and thoughts; imagine what occurs when your brain is slowly dying – it threatens your ability to think, speak, move and function.

Know your numbers.

Your best protection is knowledge, management and prevention. High blood pressure (HBP or hypertension) is when your blood pressure is consistently too high. Nearly half of American adults have HBP — many don’t even know they have it!

<table>
<thead>
<tr>
<th>Blood Pressure Category</th>
<th>Systolic mmHg (upper number)</th>
<th>Diastolic mmHg (lower number)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Normal</td>
<td>Less than 120</td>
<td>Less than 80</td>
</tr>
<tr>
<td>Elevated</td>
<td>120-129</td>
<td>Less than 80</td>
</tr>
<tr>
<td>Hypertension Stage 1</td>
<td>130-139 or</td>
<td>80-89</td>
</tr>
<tr>
<td>Hypertension Stage 2</td>
<td>140 or higher or</td>
<td>90 or higher</td>
</tr>
<tr>
<td>Hypertensive Crisis (consult your doctor immediately)</td>
<td>Higher than 180 and/or Higher than 120</td>
<td></td>
</tr>
</tbody>
</table>

www.strokeassociation.org/STROKEORG

For more information, contact Health Solutions at (888) 362-5920
MEMORIAL DAY — SERVICE
at the ALL-VETERANS MEMORIAL PARK
MAY 28, 2018  10:00 am

SPONSORED BY the METRO AREA VETERANS COUNCIL
John Powers, President
Howard Purdy, Vice President
Cheryl King, Secretary

With special thanks to the Veterans Memorial Commission

Please bring a non-perishable contribution
for the Veterans Food Bank