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

Jennifer Selby, PW – Project Engineer II effective May 16. Jennifer acquired her Bachelor’s degree and attended University of Illinois at Urbana-Champaign. She joins the City from Foth Infrastructure & Environment of Cedar Rapids.


Lea Matthes, JC – Dispatcher I effective May 18. Lea acquired her Associates degree and attended Kirkwood Community College. She joins the City from Four Oaks of Cedar Rapids.

Employees photos & contact info can be found on CR@Work or at the following link:
http://cratwork/Pages/EmployeeDirectory.aspx

Most offices will be closed next Monday, May 30 for Memorial Day.
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.

If you have questions about any of the opportunities, please contact Jenelle Sisneros, 286-5001.

Seasonal Positions / Internships / Partner Organization Opportunities

<table>
<thead>
<tr>
<th>Seasonal Positions</th>
<th>Status</th>
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<tbody>
<tr>
<td>Aquatics Seasonal Positions</td>
<td>Open Until Filled</td>
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<tr>
<td>Golf Seasonal Positions</td>
<td>Open Until Filled</td>
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<tr>
<td>Intern IV-Engineering</td>
<td>Open Until Filled</td>
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<tr>
<td>Intern V-Engineering</td>
<td>Open Until Filled</td>
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<tr>
<td>Parks Seasonal Positions</td>
<td>Open Until Filled</td>
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<tr>
<td>Recreational Seasonal Positions</td>
<td>Open Until Filled</td>
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<table>
<thead>
<tr>
<th>Position</th>
<th>Date</th>
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</thead>
<tbody>
<tr>
<td>Chief Plumbing Inspector</td>
<td>June 3</td>
</tr>
<tr>
<td>Finance Business Manager</td>
<td>Until Filled</td>
</tr>
<tr>
<td>Housing Rehabilitation Specialist</td>
<td>May 27</td>
</tr>
<tr>
<td>Library Systems Support Tech</td>
<td>June 3</td>
</tr>
<tr>
<td>Librarian</td>
<td>May 27</td>
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</tbody>
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Successful Bike to Work Week

Thank you to the many employees who participated in Bike to Work Week activities. Employees as well as members of the community joined in a variety of special events, including the opening ride and proclamation by Councilperson Ann Poe, Bike to Lunch with the Mayor, and Pit Stops to help share information and free t-shirts with cyclists. Volunteers from a variety of departments helped organize and promote the events, including Public Works, Utilities, Community Development, and Communications. Staff partnered with bike-friendly organizations across the community to host the week’s activities, supporting our commitment to Blue Zones. Thank you to everyone who participated!
SAVE THE DATE!

THE CITY/COUNTY DIVERSITY INITIATIVES GROUP PRESENTS

MOVIE NIGHT AT THE STADIUM

SATURDAY, JULY 16, 2016
7:30 p.m.
DOORS WILL OPEN AT 7:00 PM

Cedar Rapids Kernels Stadium
950 ROCKFORD ROAD SW • CEDAR RAPIDS, IOWA

FREE
City/County Employees and family members are invited!

FREE popcorn, lemonade, and water for all!
(LIMITED CONCESSIONS AVAILABLE FOR PURCHASE)

MUST PRESENT A TICKET FOR ENTRY
Please contact your HR Department for free tickets no later than Wednesday, July 13th
Stress Management
Presented by Mercy EAP

May 26, 2016
3:00 - 4:00 pm
City Services Center
Five Seasons
Conference Room

Online registration can be done via
PeopleSoft under Employee Self Service,
Learning & Development, Enroll in Training.

Link to Request Training Enrollment

Questions: Contact
Marilyn Fitzgerald
286-5056

RELAX & REVIVE!
Individual Wellness Challenge

Refresh your outlook with this stress-control challenge.
This challenge is based on averaging 15 minutes of relaxation or time spent practicing a stress control technique per day. By matching a total of 420 minutes during the month of June, you will be entered in for a chance for
1 of 5 $50.00 gift cards!

- Enroll now through June 20, 2016
- Track minutes June 1 - June 30, 2016
- Use the on-line tracker to log your daily minutes of relaxation

Registration:
- Go to www.mchospitalnetwork.com/EAP
- Enter username and password, click "Log In"
- Click logged in, select "Enroll in Challenges"
- Select "Wellness Challenge" under the "Get Involved" box
- Select "Hydration for Life" Challenge from available challenges listed
- Enroll in the challenge and use the tracking tab to record your minutes

Less stress! Better health!
Networking isn't an event, it's a process.

Are you interested in developing your networking skills? Want to become more confident in what can feel like an awkward situation. Ever wonder how you could develop better relationships with your connections? Networking is not just about swapping names or leads. It’s about establishing and nurturing relationships. Come for an interactive session and learn more about this important topic.

This informative session will be held May 18 from 10:00 – 11:00 am at City Services Center in the Five Seasons Conference Room. Please RSVP through People Soft: Here is a link for your convenience: Link to Request Training Enrollment or contact Amanda Felton in HR, a.felton@cedar-rapids.org or 286-5094.

Course code ENR101 0002. Only 25 seats available so sign up quickly. Can be used as 1 hour of Continuing Education Credit.

Real Colors Training

Brief History of Real Colors®: Understanding human behavior has been one of mankind's most enduring mysteries. In recent years, many have attempted to make temperament assessment instruments accessible and useful for people in all types of industries. Few have succeeded in this endeavor - that is until Real Colors®.

This fun interactive session will be held May 24 from 1:00-3:00 pm at City Services Center in the Five Season Conference Room.

- Please RSVP through People Soft: Here is a link for your convenience: Link to Request Training Enrollment or contact Amanda Felton in HR at a.felton@cedar-rapids.org
- Course code ECR101 009. Only 25 seats available so sign up quickly.

Some of the advantages and expectations for your team using the ‘Real Colors’ techniques is the enhanced ability to:

- Recognize your strengths and the strengths of others;
- Build rapport quickly with clients, customers, peers and others;
- Listen and speak to others in ways that they will understand and find valuable;
- Understand how others process information;
- Recognize the learning styles of others; and
- Modify your communication style to find the best ways to connect to others.

Please note: There is a small cost involved for the colors session. It is for the participation booklet, which you get to keep, is $10.25 per participant. HR has several on hand. No charge for facilitating - only for the material cost. Please have this small charge approved by your manager.

Your enrollment in this course indicates that you have received approval for the minimal cost of the booklet.
BLUE ZONES POWER 9
80 PERCENT RULE

STOP AT 80%
Residents living in the original Blue Zones areas share commonsense
healthy eating habits called "Power 9." Eating habits is one of them. People
who eat a variety of foods, make a wise strategy when it comes to
maintaining a healthy weight, they can form habits that involve
reducing the number of calories they consume. Studies show that
cutting back on calories can lead to better health, longevity,
and weight loss. For this reason, just tinkering with your calorie
intake offers significant health benefits, such as lower blood pressure
and cholesterol, which can reduce your risk of heart disease.

DRINK UP!
Did you know that 1 bottle of water is made up of 8 glasses of water?
The average adult should drink 6-8 glasses of water a day. These can be
water, juice, milk, or other beverages. The best water to drink is
water, as it is the most beneficial for your body. It helps
you stay hydrated and keeps you healthy.

Smart Snacking Strategies
Stock your office or your home with healthy snacks. You can keep
snacks in small portion sizes. You need to make small
changes in your eating habits. For example, make small
changes in your meals or snacks. You can start by reducing
your portion sizes.

Top 5 Ways to Eat Less

1. Drink water instead of soda.
2. Eat small meals.
3. Eat more vegetables.
4. Eat more fruits.
5. Avoid sugary drinks.

Test Your Weight Loss Wisdom
What is the one key to losing weight and keeping it off?

1. Eat less
2. Exercise
3. Eat more

TOP 5 WAYS TO EAT LESS

1. Drink water instead of soda.
2. Eat small meals.
3. Eat more vegetables.
4. Eat more fruits.
5. Avoid sugary drinks.

Q&A: Ask the Expert

Q: How many calories do I need to consume every day to maintain a healthy weight? What is the

A: It depends on how much activity you get each day, how much you burn calories, and the percentage

of body fat. Your body mass index, or BMI, is a way to determine if you are at a healthy weight. BMI

is calculated based on your height to weight ratio. As you lose weight, your BMI decreases, which

means your health improves. Your goal should be to lose weight gradually and maintain a healthy

body fat percentage. Consult with a healthcare professional to determine a healthy weight for you.

Learn more about Power 9 Principles at bluezonesproject.com

Natalie J. Khawaja, Ph.D., is a researcher and author of the Blue Zones Project.
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Health Coaching

*How can this program complement my relationship with my medical provider?*

This is a valuable program that is not meant to replace your medical provider but provide you with education, resources and support to help you achieve your personal health and wellness goals and help you stay on track between your medical provider visits. We want to keep your provider informed so he/she has the most current information regarding your healthy and wellness and any progress you've made to incorporate into any treatment decisions.

*Why did I qualify for health coaching?*

Health Solutions follows certain criteria to determine eligibility in the monthly coaching programs. To be eligible for ongoing monthly coaching, you must either have: 1. A high physical assessment measurement and/or lab result; 2. Metabolic syndrome or 3. BMI 35+. Contact your health coach to discuss your specific criteria.

Health Solutions follows the Standards of Care, reviews them annually and incorporates any changes within the eligibility criteria. Below are the following national guidelines:

- Hypertension: JNC (Joint National Committee) VIII
- Lipids: NCEP (National Cholesterol Education Panel) ATP III to determine initial eligibility
- ACC/AHA Guideline on the Treatment of Cholesterol to Reduce Artherosclerotic Cardiovascular Risk in Adults
- Diabetes: 2015 Standards of Care by the ADA (American Diabetes Association)
- Heart failure: American College of Cardiology Foundation/American Heart Association Task Force on Practice Guidelines
- Arthritis: 2012 Recommendations for the use of non-pharmacologic and pharmacologic therapies in osteoarthritis of the hand, hip, and knee (American College of Rheumatology)
- Back pain: Adult Acute and Sub-acute Low Back Pain by ICSI (Institute for Clinical Symptoms Improvement)
- Depression: DSM-IV (Diagnostic and Statistical Manual of Mental Disorders)
- COPD: GOLD (Global Initiative for Chronic Obstructive Lung Disease)
- Asthma: Diagnosis and management of asthma by ICSI (Institute for Clinical Symptoms and Improvement)

*I have never been in coaching but now I am?*

After each health screening we re-evaluate your results. You could be eligible based on 1. your results have changed or 2. the standards of care have changed and we use the most updated guidelines

*If my coach isn’t a good fit... can I work with someone else?*

Yes, Health Solutions has many coaches available. If you would like to try and work with another coach, please contact Tisha Lammers, City of Cedar Rapids Account Manager, at tishalammers@hsi-rx.com or 319-362-2409.

*How long does health coaching last?*

Health Solutions believes in rewarding participants for improving their health and wellness. You will have the opportunity to graduate from your current coaching level after each annual screening.
Why did I receive a no show letter in the mail? OR Why did I receive a notice that I am dismissed from the program?
Your health coach will schedule your next month’s coaching appointment with you during your current session. If you miss your appointment and have not called your coach to cancel and reschedule and you do not attempt to contact your coach at all you will receive a no show. If you have 3 no shows, you will be dismissed from the coaching program. You may also be dismissed from the program for not following through with your coach’s instruction or failing to make reasonable attempts to meet your monthly goals. You may contact your health coach to discuss.

If I am dismissed what does that mean? Can I get reinstated?
You may contact your Health Solutions health coach to discuss getting reinstated. This may affect your ongoing ability to receive the reduced health insurance premium.

What if I am not eligible for monthly coaching? What other programs or services are available for me?
You can take advantage of the following ongoing programs and services provided to City of Cedar Rapids employees by Health Solutions:
Participate in the Wellness Calendar and points program
Participate in wellness challenges and/or events
Attend onsite educational seminars
Access Health Solutions online health and wellness resources
Provide your input through surveys and/or participating in focus groups
Become a City of Cedar Rapids Wellness Ambassador

What are the credentials of Health Solutions’ health coaches?
Our personal health coaches are credible sources of information. Coaches are educated and credentialed and supported by a team of pharmacists and medical providers with a high degree of training.

HIPAA/Privacy
Will Health Solutions share my results with our insurance company or my employer?
Your personal health information will never be shared with any other third party. HIPAA is a federally mandated law that protects your personal health information from being used without your written consent. Health Solutions online health and wellness tools are HIPAA compliant and certified.

Personal health information—including screening and health form results, claims data, and measurements discussed in health coaching—are securely stored in your personal health record, accessible to you through Health Solutions’ HIPAA-compliant portal. You and your health coach will be communicating via the portal’s secure email. This will ensure your personal health information is kept confidential and private.

From the initial contact with Health Solutions, LLC, all participants are ensured complete confidentiality of all identifying and personal health information. Information and/or concerns discussed during health coaching sessions are held in total confidence and never shared with any other third party, other than your medical provider with your concern. All HIPAA guidelines are followed.

How does the City of Cedar Rapids measure the success of the wellness program?
Health Solutions provides aggregate results to the City of Cedar Rapids after each health screening that provides annual trends, coaching progress and cultural initiative participation. All information is aggregate only and de-identified.

Questions or Comments: Contact Health Solutions at 362-2409
City of Cedar Rapids employee has teamed up with the U.S. Cellular Center to provide employees & families with amazing discounts to a variety of entertainment! To purchase discounted tickets, just use the password below on any of the events that apply! This password can be used through any Ticketmaster outlet (additional convenience fees will apply) such as Ticketmaster.com or charge-by-phone 800-745-3000. Also available at the U.S. Cellular Center Box Office.

**PASSWORD: CITYCR**

**Cedar Rapids Titans**  
Sat. 5/7 – Sat. 5/11 – Sat. 6/11  
SAVE UP TO $2  
No Discounts on $45 Party Zone or $55 seats  
Your Price: $22, $16, $10, $9, $7  
Regular Price: $24, $18, $12, $10, $8  
Ages 2 & Under Free on Lap

**Monster Jam**  
Saturday, October 29 @ 7:30 pm  
Sunday, October 30 @ 2 pm  
SAVE $4  
No Discounts on $48 or $53 seats  
Your Price: $19, $14  
Regular Price: $23, $18  
Children (2-12): $13 excluding $48 or $53 seats  
No Discounts on Day of Show – Must be in Advance

**Mannheim Steamroller Christmas by Chip Davis**  
Saturday, November 19th @ 8:00 pm  
SAVE UP TO $5  
No Discounts on $73 seats  
Your Price: $73, $54, $45, $31.50  
Regular Price: $73, $56, $50, $35  
All Ages Must Have a Ticket

To purchase discounted tickets, just use the password below on any of the events that apply!  
This password can be used online at ParamountTheatreCR.com (additional convenience fees will apply) or charge-by-phone 319-366-8203. Also available at the Paramount Box Office.

**OCTONAUTS and The DEEP SEA VOLCANO ADVENTURE *LIVE***  
Wednesday, Oct 26 @ 6:00 pm  
Use Code CAPTAIN for 10% OFF  
Your Price: $53.55, $44.55, $35.55  
Regular Price: $59.50, $49.50, $39.50  
$3.00 processing fee per ticket  
$3.00 order processing fee  
All Ages Must Have a Ticket

**Box Office Hours:** Monday thru Friday 10:00 am—6:00 pm