Employee News

Employee Transfers Promotion

Karen Downs, Public Works – transferred to Real Estate Disposition Coordinator effective May 6. Her previous position was Right of Way Agent II.

Matthew Wirth, Public Works – has been promoted to Streets Driver effective May 1. His previous position was Public Works Laborer.

Employee Retirements

Janelle Evans, Police Department – is retiring May 18. Janelle started with the City Nov 12, 2001. Her current position is Police Records Technician. (no photo)

Gary Long, Utilities – is retiring May 11. Gary started with the City Jan 7, 2002. His current position is Water Plant Equipment Mechanic

Congratulations

Aaron Dodds, Building Services Department – Building Inspector - passed his Commercial Mechanical Inspector examination with the International Code Council.

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

Disaster Assistance to Davenport
We have been closely watching flooding occurring in the City of Davenport, and many City staff have reached out to their counterparts to offer assistance and personal support. Corri Spiegel, City Administrator, confirmed what the media has said, that the Hesco barriers have been in place for an unprecedented length of time with high water up against them, which likely caused the failure.

The City of Davenport has also formally requested Incident Management Team (IMT) assistance through Emergency Management. Public Works staff will be assisting as needed as well as Utilities staff at their wastewater treatment plant.

We are planning to add messaging to our communications about Hesco failures the next time we need to put them in place, as we know community members will be concerned as a result of what happened in Davenport.

Bike Share Kick-off | Ribbon Cutting May 13
The City of Cedar Rapids will host a special kick-off event celebrating the arrival of the first bike share program. Council is invited to attend a special ribbon cutting on Monday, May 13, 5:30 p.m. in Greene Square to help kick-off the program. Cedar Rapids’ bike share program will include a fleet of 150 e-bikes, with 90 bike rack stations in the downtown and surrounding districts. During the event on May 13, residents can preview and test drive approximately 45 bikes with special Bike to Work Week decals. The full fleet of custom green e-bikes will arrive later this summer. Approximately 20 stations will be operational by May 13. A promotional poster for the kick-off event is attached.

Wage Review Update
The Human Resources Department has successfully submitted to Segal Waters consultant all the Job Description Questionnaires for non-bargaining employees. Segal Waters will now read and review all the questionnaires, returning June 3 – 4 for any necessary follow-up or clarifications with employees. They will also continue their work surveying public sector peer employers as well as reviewing market data in the private sector. This study and analysis will continue throughout the duration of the summer. If you have any questions on the Wage Review process, please email WageReview@cedar-rapids.org, or check the FAQ page on CR@Work.

City Launching New CR@Work Soon
When you log onto your computer on Monday, May 13, you will notice something different about the City’s intranet site. That’s right! The newly designed and organized CR@Work is almost complete. We plan to switch to the new site on Friday, May 10 at 5:00 pm, with the goal of having it up and running for all employees when you arrive at work on Monday.

The new site will feature:
- Updated design and navigation
- Easy to view announcements
- A categorized document library
- Easy access to submit Clean Up CR issues
- A “Staff Picks” section to recommend books, podcasts, restaurants and more
- Improved search capabilities
- And much more!

Employees throughout the city have been working for months to add content to the new and improved site. We will continue to add and build upon the site as we learn more about what information is most important to employees and how you are using the site. If you can’t find the information you need after doing a search of the site, please contact the appropriate department to let them know so the information can be added.

The intranet redesign project has been an enormous undertaking, and a perfect example of collaboration and teamwork between multiple city departments and employees. We hope you enjoy the new CR@Work.

Comprehensive Housing Market Analysis
Since the flood of 2008, the City has commissioned an annual Comprehensive Housing Market Analysis to ensure resources are focused appropriately and do not oversaturate segments of the housing market. Maxfield Research & Consulting was awarded the contract when it was rebid this year. A presentation will be made at an upcoming City Council meeting regarding this study, current City programs to address the need, and an update on the activities of the Affordable Housing Commission.

The 2019 Comprehensive Housing market analysis is now posted on the City’s website, click here to view the full document. An executive summary is provided at the beginning of the document for easy reference. Here are some of the key takeaways that address frequently asked questions:

1. Continued demand for market-rate units in the downtown.
2. Demonstrated need for new entry-level single family homes.
3. Specific gaps in senior housing options.

In an effort to address affordable housing concerns, Maxfield analyzed how inclusionary zoning policies would impact the City’s current housing market conditions. Based on the data, rental rates have not reached a level that would support required or inclusionary affordable units in housing developments. This market data will be tracked annually, allowing us to explore policies proactively and provide recommendations to City Council for consideration when appropriate.
The City of Cedar Rapids is pleased to announce that the Cedar Rapids Police Department has been awarded full advanced accreditation by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). A delegation from the City and Police Department, including City Manager Jeff Pomeranz, Mayor Brad Hart, Police Chief Wayne Jerman, Accreditation Manager Sherri Hawkins, and Accreditation Officer Michael Hass, made a formal presentation at a CALEA Commission hearing on Saturday, May 4 in Huntsville, Alabama.

The Cedar Rapids Police Department joins 698 law enforcement agencies that have earned accreditation. There are 18,000 law enforcement agencies in the United States.

CALEA Accreditation is a voluntary process. By being involved in the accreditation process, participating public service agencies have demonstrated a commitment to professionalism. CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence. CALEA Compliance Service members reviewed 484 agency standards and conducted 56 interviews as part of a site-based assessment review with police employees, City employees, and members of the public to confirm standards adherence, effectiveness measures, process management, and intended outcomes.

City Manager Jeff Pomeranz said, “I am extremely proud that the Police Department achieved their accreditation goals. The Cedar Rapids Police Department is a leader in regional law enforcement activities and accreditation demonstrates a commitment to professionalism. Accreditation is more than just a designation or an award that a law enforcement agency receives. It enhances the service capabilities and effectiveness of our Police Department. Professional review and accreditation promotes community trust and establishes a platform for ensuring that our City’s police services enhance the quality of life for both citizens and visitors to our community.”

The rigorous review process required the Police Department to meet standards in the areas of crime prevention and control capabilities; management procedures; and service delivery. The commission also reviewed Cedar Rapids Police Department policies and procedures to make sure they are fair and nondiscriminatory. The department will be audited annually, with re-accreditation every four years.

Chief Wayne Jerman said, “Achieving accreditation demonstrates that the Cedar Rapids Police Department operates professionally and meets the expectations of the community. Accreditation also reaffirms that the Police Department aspires to provide the highest quality services to the public. The assessors were particularly impressed with the support of the community and leadership in the City of Cedar Rapids. I am very pleased that the Police Department received advanced accredited status without any conditions. The assessors told us that the Cedar Rapids Police Department has some of the best-trained and equipped police officers among several agencies that they had visited. This is a testament to the support of the community."

CALEA is a joint effort of the International Association of Chiefs of Police, National Organization of Black Law Enforcement Executives, National Sheriff’s Association and the Police Executive Research Forum. CALEA’s accreditation program aims to improve the delivery of public safety services, primarily by maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence.

Working towards, achieving, and maintaining accreditation raises the profile of the Police Department in the community and emphasizes the Police Department’s dedication to excellence to our citizens and businesses. It furthers the City of Cedar Rapids department-wide culture of continuous improvement and provides independent verification and validation of our City’s operations.

Pictured left-to-right between two CALEA Commissioners are Mayor Brad Hart, City Manager Jeff Pomeranz, Police Chief Wayne Jerman, Accreditation Manager Sherri Hawkins, and Accreditation Officer Michael Hass.
Featuring City employees highlighting programs and initiatives that impact our residents. Open to all employees in any department.

**FEATURED TOPIC**

**Golf Basics**

- **Tuesday, May 14**
  12:00 – 1:00 pm
  Ellis Golf Course

- **Wednesday, May 15**
  12:00 – 1:00 pm
  Ellis Golf Course

**RSVP BY MAY 10**
Limit of 20 per session

Take a break from your desk and enjoy this Speakers Series event, outside at the Ellis Golf Course Driving Range. Cedar Rapids Golf Professionals, Dave Roe and Mark McMahon, will show you the basics including how to grip and swing. Hit balls on the range while they provide you with tips. You'll also learn how you can participate in the Corridor Corporate Games this summer as part of the City of Cedar Rapids team.

**Please RSVP to participate and reserve your FREE lunch.**
RSVP by emailing citymanager@cedar-rapids.org

**SAVE THE DATE**
FOR THE NEXT EMPLOYEE SPEAKER SERIES!

**Take the City Manager’s 1-Bag Challenge!**
Thursday, June 13 & Thursday, June 27
I’m Glad You Asked!

How do we measure success in organizational health?

One way Patrick Lencioni defines healthy organizations is that they have minimal politics. “Politics” often refers to the way local, state or countries are governed. So what exactly is “organizational politics”? The business dictionary defines it as “the pursuit of individual agendas and self-interest in an organization without regard to their effect on the organization’s effort to achieve its goals.” That is quite a mouthful. Let’s break it down.

- Do we know what our organizational goals are? Answering “yes” is a sign of organizational health. The quick answer is “strengthen our team to strengthen our city.”
- Are team members focused on meeting organizational goals? Answering “yes” is a sign of organizational health.
- Are we achieving our organizational goals? Answering “yes” is a sign of organizational health.
- Are team members pursuing a personal agenda that negatively impacts organizational goals? Answering “no” is a sign of organizational health?

Here’s a 48 second video from Patrick Lencioni about healthy organizations and organizational politics.

https://www.youtube.com/watch?v=uw3_z1omSMo

What do you think? How can you tell that our city organization is getting healthier? Email your response to organizationalhealth@cedar-rapids.org
Employee Training OPPORTUNITIES

ORGANIZATIONAL HEALTH TRAININGS

Employee Engagement

What is employee engagement and why is it important? Employee engagement is the extent to which employees feel passionate about their jobs and put their best effort into their work. Learn about three factors that promote employee engagement from Patrick Lencioni’s book The Truth about Employee Engagement. Presenters: Justin Schroeder, WPC, Sue Sager, CMO

TUESDAY, MAY 21
11:00 – noon
City Hall Training Room
PeopleSoft Code: CMO503

WEDNESDAY, MAY 22
11:00 – noon
CSC – Five Seasons
PeopleSoft Code: CMO503

Informal Influencer Nominated by department director

How can you make a positive impact on your team members and the city organizational culture? This program combines several Organizational Health programs including: Ideal Team Player, 5 Dysfunctions of a Team, Myers-Briggs Type Indicator and Leveraging Your Sphere of Influence.

May 2 & 23 8:00—noon

ENROLL THROUGH PEOPLESOFT:

1. Log-in to PeopleSoft (access through CR@Work)
2. Click on “Self-Service” > “Learning & Development” > “Request Training Enrollment” > “Search by Course number”
3. Enter in course number: See above
4. Click “Search”
5. View all available sessions and click on the session you would like to attend and click “continue”
LEADING CAUSE OF DEATH IN CONSTRUCTION

Each year in the U.S. more than 310 construction workers are killed and more than 10,350 are seriously injured by falls from heights.¹,²

KNOW YOUR RISK LEVEL

Whether you are working at heights at home or at work, falls can happen in a split second and leave you with life-altering or worse, life ending results.

While the majority of fatal falls from scaffolds (86%), roofs (81%) and ladders (57%) occur in construction, falls know no industry limits. A 2014 report published by the Bureau of Labor Statistics stated that 261,930 private industry and state and local government workers missed one or more days of work due to injuries from falls on the same level or to lower levels; 798 workers died from such falls.

STAND-DOWN TO PREVENT FALLS

THE 6TH ANNUAL NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS WILL TAKE PLACE THE WEEK OF MAY 6-10, 2019. THE STAND-DOWN WAS CONCEIVED BY OSHA IN 2014 AS PART OF THE NATIONAL FALLS CAMPAIGN TO RAISE AWARENESS SURROUNDING THE SEVERITY OF FALL HAZARDS IN CONSTRUCTION AND THE IMPORTANCE OF PREVENTING THEM. IT'S AN OPPORTUNITY FOR EMPLOYERS TO PAUSE WORK AND HAVE A CONVERSATION WITH WORKERS ABOUT FALL HAZARDS, PROTECTIVE METHODS, AND THE COMPANY'S SAFETY POLICIES, GOALS AND EXPECTATIONS.

FOR MORE INFORMATION, TIPS ON HOW TO WORK SAFELY AT HEIGHTS, AND TO PARTICIPATE IN THE NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS IN CONSTRUCTION, VISIT: STOPCONSTRUCTIONFAILS.COM

CEDAR RAPIDS SAFETY
Safety by Choice // Not by Accident
Spring is in the air!

Your Wellness Ambassadors are highlighting Ways to Get Moving in the months ahead

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<thead>
<tr>
<th>May</th>
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<tbody>
<tr>
<td>May 2, 9, 16, 23 &amp; 30</td>
<td>Meet Me at the Market*</td>
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<td>May 11–17</td>
<td>Bike to Work Week*</td>
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<th>June</th>
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<tr>
<td>All month long!</td>
<td>Corridor Corporate Games**</td>
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<td>June 13 &amp; 27, Location TBD</td>
<td>1-Bag Challenge // Employee Speaker Series*</td>
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<tr>
<td>June 6, 13, 20 &amp; 27</td>
<td>Meet Me at the Market*</td>
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<th>July</th>
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<td>Corridor Corporate Games**</td>
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<tr>
<td>July 4, 11, 18, 25</td>
<td>Meet Me at the Market*</td>
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*Denotes event may be logged for Wellness Points as a Community-Based Fitness Event in the Wellness Portal.
**Denotes event may be logged for 25 Wellness Points as Corridor Corporate Games in the Wellness Portal.

Meet Me at the Market
A social walk, run, bike, dance and yoga event every Thursday, May through the first week of September, at NewBo City Market! Learn more at MeetMeCR.org You can earn wellness points for attending this Community-Based Fitness Event.

Bike to Work Week
Join cyclists from across the community for a week-long celebration of special events! Find a schedule of events at CityofCR.com/BikeCR There is a competition to see which employer can send the most employees to the Wednesday, May 15 Bike to Lunch event. Earn wellness points for attending this Community-Based Fitness Event!

City Manager’s 1-Bag Challenge
City Manager Jeff Pomeranz challenges every citizen to collect at least one bag of litter each year to help CleanUpCR. Take this challenge, and lunch is on us at the June Employee Speaker Series events! Use the #trashtag and #1BagChallenge hashtags to share photos of your cleanup and earn wellness points for attending this Community-Based Fitness Event!

- Continued on following page -
Corridor Corporate Games

The City of Cedar Rapids is competing in the 2019 Corridor Corporate Games (CCG), a company-based competition that offers 25 sports and events during June and July throughout the Cedar Rapids/Iowa City area. The purpose of the CCG is to promote physical activity and employee wellness, as well as cultivate and instill company pride.

Pick a sport or event you want to participate in or volunteer to help with, then register at corridorcorporategames.org. Click the dashboard button at the top right corner to set up your account and use the company code CCGCITYCR when registering. Our Corporate Games Managers will be in contact with you with more details.

Strong To The Core

Be sure to join our STRONG TO THE CORE Challenge, worth 25 Wellness Points! Here’s how:

1) SIGN IN
2) LOCATE & ENROLL
3) ENGAGE

*** ACT NOW! ENROLLMENT DEADLINE IS JUNE 30! ***
MAY 2019

Wellness Newsletter

MENTAL HEALTH MONTH

If you have a mental health condition, you're not alone. 20% of American adults experience some form of mental illness in any given year. Whether you're struggling to maintain positive thoughts, or are dealing with something more serious, it's important to make your mental health a priority.

Know the Warning Signs

- Excessively feeling worried, fearful, sad or low
- Extreme mood changes, including uncontrollable “highs” or feelings of euphoria
- Avoiding friends or social activities
- Prolonged or strong feelings of irritability or anger
- Changes in sleeping habits, increased hunger or lack of appetite
- Inability to carry out daily activities or handle daily problems or stress
- Abuse of substances such as alcohol or drugs
- Inability to perceive changes in one’s feelings, behavior, or personality
- Difficulty understanding or relating to other people
- Difficulty perceiving reality (delusions or hallucinations)
- An intense fear of weight gain or concern with appearance
- Thinking about suicide

First and foremost, we recommend speaking with a professional about your mental health and what you’re experiencing. In addition, here are some other potentially beneficial things to try:

Taking Care of Your Body:

1. Get Active – Studies show that exercise can reduce anxiety and depression as well improve mood, self-esteem and cognitive function.
2. Eat Healthy – Studies have shown that people who consume nutrient-dense diets tend to be happier. This includes: fruits, vegetables, whole grains, fat-free milk products, lean meats, poultry, fish, eggs, beans and nuts.
3. Get a Good Night's Sleep – It’s important when living with a mental health condition to get at least 7 hours of sleep a night.

Faith & Spirituality

1. Meditation – Many studies have found that 10-20 minutes of meditation twice a day can cause that ‘relaxation response’ which leads to decreased metabolism, heart rate, breathing rate, and slower, calmer brain waves.
2. Togetherness & A Sense of Understanding – For some, religion offers support for mental health through group gatherings. It also offers ways to understand our experiences, turning to explanations that can bring comfort to people dealing with mental illnesses.
3. Helping Others – Recent research suggests that we experience direct health benefits when we volunteer to help others.

Getting Help: If you're experiencing more than one of the warning signs, and if the steps you've taken aren't working, it may be time to share with a mental health professional. He or she may help pinpoint specific events that trigger you and help you create an action plan. Start by contacting your primary care provider or local psychiatrist.

www.nami.org
Calling all Competitors!

The City of Cedar Rapids is competing in the 2019 Corridor Corporate Games (CCG), a company based competition that offers 25 sports and events during June and July throughout the Cedar Rapids/Iowa City area. The purpose of the CCG is to promote physical activity and employee wellness, as well as cultivate and instill company pride.

We will be competing in Division 1 against other area companies and government organizations including Iowa City and Linn County. We earn points by participating, placing in events and volunteering. There are many ways you can help us win!

At the conclusion of the Games, the coveted Corporate Cup will be awarded to the winner of each division! Below is a list of the sports and events that will be offered:

### 2019 Sport/Event Opportunities

<table>
<thead>
<tr>
<th>Bags**</th>
<th>Basketball - 3 on 3**</th>
<th>Basketball Shooting</th>
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<tr>
<td>Blood Donation Challenge</td>
<td>Bocce**</td>
<td>Bowling**</td>
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<tr>
<td>Burst Your Thirst Challenge</td>
<td>Cycling Tour Ride</td>
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<td>Disc Golf**</td>
<td>Dodgeball**</td>
<td>Fitness Walk</td>
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<td>Golf</td>
<td>4 Person Best Shot**</td>
<td>Kickball**</td>
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<tr>
<td>Mud Volleyball**</td>
<td>Nature Walk</td>
<td>Road Race</td>
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<td>Sand Volleyball**</td>
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<td>Tug of War**</td>
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<td>Yoga</td>
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<td>Zumba</td>
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** These sports have limited entries for companies. Declaring your interest does not guarantee you will compete in this sport or event.

Pick a sport or event you want to participate in or volunteer to help with, then register at [https://www.corridorcorporategames.org/](https://www.corridorcorporategames.org/) Click the dashboard button at the top right corner to set up your account and use the company code CCGCITYCR when registering. Our Corporate Games Managers will be in contact with you with more details.

**Important Notes:**

- **Registration is required:** Only employees that register (link above) will be eligible to participate.
- “Limited” versus “unlimited” participation: As stated in the asterisks (***) above, team sports have limited entries. All sports/events without the asterisks (**) have no participation limits.
- **Participation is free:** All team sports and events are FREE to participants (exception: golf is free if the team chooses to walk the course or there is an optional $16 cart fee.)
What sport will you participate in? Disc golf, tug of war, fitness walk, yoga or any of the others listed on the calendar below? We need your help to compete in Corridor Corporate Games against other teams throughout the Cedar Rapids/Iowa City area.

Pick a sport or event you want to participate in or volunteer to help with, then register at: https://www.corridorcorporategames.org/ Click the dashboard button at the top right corner to set up your account and use the company code CCGCITYCR when registering. Our Corporate Games Managers will be in contact with you with more details.

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### 2019 SCHEDULE

#### June 2019

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**1 on 3 Basketball Division 1 Women, Division 2 Women, Division 3 Men, Men**

**Bocce**

**Burst Your Thirst Begins**

**Cycling Tour Ride – Iowa City**

**Dodgeball**

**Even**

**Saga Division 3**

**Saga Division 1**

**Saga Division 2**

**Sunrise Yoga**

**Tug of War**

**Track & Field**

**Zumba**

**Road Race Packet Pickup**

**Road Race**

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#### July 2019

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**Basketball Shooting**

**Mud Volleyball**

**Disc Golf Division 2 Division 3**

**Saga Division 1**

**Golf Division 3 – 100 PM**

**Fitness Walk**

---
SAVE THE DATE!

CRFD is celebrating our 150th Anniversary this year!
Help us celebrate by coming to the
Cedar Rapids Fire Department OPEN HOUSE:

When:       June 15, 2019
Where:      713-First Avenue SE
Time:       11:00 am – 2:00 pm
Parking:    Any lot or on the street
Cost:       FREE
Swag:       Limited edition 150th Anniversary items for sale
            such as T-shirts, sweatshirts, pint glasses

Activities: There will be safety information (rumor has it both
            Safety Dogs, McGruff and Sparky, will be there), tours and
            refreshments available.

*It’s Farmers’ Market Day so plan to join us before or after the market.*

Questions? Call 319.286.5200

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Please save the date for the Especially For You® Race Against Breast Cancer

Sunday, October 6, 2019
Mercy’s Hall-Perrine Cancer Center, Cedar Rapids, IA

Online registration is open!

Please click here to register online as a participant on the City of Cedar Rapids team

Contact Dawn Kolosik at x5577 or d.kolosik@cedar-rapids.org with questions about this year’s race.