Employee Connection

May 7, 2018

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Employee News

New Employees

Chad Stonebraker, Finance – Safety & Compliance Technician – effective April 30. Chad joins us from Charter Steel in Saukville, Wisconsin.

Derek Wardenburg, Public Works – Public Works Laborer effective April 30. Chad joins us from Fareway in Cedar Rapids.

Promotions

Mark Freeze, IT – promoted from Database Analyst to Data Architect.

John Cover, PW – promoted to Traffic Signal Technician II effective March 17. His previous position was Traffic Signal Technician I. Belated congratulations.

Scott Foens, IT – has assumed the new role of IT Project Manager.

Hope Lovera, IT – Sr. Data Report Analyst, is now the primary support contact for Tyler Tech/EnerGov Land Systems Management.

Retirements


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.
CR@ Work Revamp Update
An internal project team comprised of individuals from the City Clerk’s Office, Communications, Finance, Human Resources and IT have been working on updating the City’s internal intranet. Various groups will be asked to provide input on “look and feel” design as well as functional navigation and features with the Directors providing final approval and oversight. Intranet content editors have been identified and will be communicated with to ensure that content that needs to be moved from the current to the new intranet happens. The project team has targeted 8/1/18 as the launch for the new intranet. Content editors will have at least two months to move content. However, there are approximately 400 pages and over 1,400 documents currently on the intranet so now is the time to start cleaning up what we know we do not need before new content will need to be transferred by our content editors. We will provide regular updates as the project progresses.

Quaker Floodwall Staging Area
In order to facilitate construction of the Quaker Oats flood wall this summer, the contractor will temporarily utilize the site of the former Coopers Mill Hotel to help store and stage equipment and other necessary operations while they work.

Healthy Cedar Rapids
Wellmark has featured Cedar Rapids’ commitment to community well-being in their most recent Blue online magazine. The article highlights Cedar Rapids’ work around Complete Streets, healthy food access, and walkability. Read the entire story here: https://www.wellmark.com/blue/healthy-living/committed-to-community-improvement

Update to Zoning and Land Development Fee Structure
The Development Services Division and Building Services Department are working to update the fee structure associated with single family construction, commercial construction, and zoning. The current fee structure is outdated, uses assorted methodology, and is time consuming and complex for both developers and city staff. We will provide more information about the new structure in the coming weeks.

Downtown Redevelopment Projects
The City has two remaining properties in prominent locations in the downtown – Paramount Lot at the corner of 1st St. & 3rd Ave. SE and Casino Site at the corner of 1st St. & 1st Ave. SW/NW. Each has significant potential to be transformative, building on the momentum of recent investments. We anticipate local developers will be interested in both, so we are completing the Request for Proposal process on the Paramount Lot before initiating the other. This also gives us an opportunity to conduct a community visioning initiative on the Casino Site.

Paramount Lot
The Development Committee reviewed the draft Request for Proposal at the April 17, 2018 and recommended approval. Key objectives for the project include maximizing the site, being inviting at pedestrian level, shared parking, and preference for housing. Additional amenities that are desired are activating the rooftop space and a grocery store. Following is the proposed timeline:

- May 8: Resolution Setting a Public Hearing (consent agenda)
- May 22: Public Hearing & Resolution inviting proposals
- May: Informational Meeting (following City Council meeting)
- July 27: 11:00 a.m. - Proposal Deadline
- August: Stakeholder panel selects proposal
- August: City Council consideration of recommended proposal

Casino Site
- May 15: Staff will begin discussion of community visioning process
- June 19: Proposed plan for a Community Visioning Initiative
- July: City Council consideration of a Community Visioning Initiative
- Aug./Sept: Kick-off the Community Visioning Initiative

Van Meter Project
On Tuesday’s Council agenda is a Resolution of Support for economic development incentives for a warehouse expansion project proposed by Van Meter Inc. at their facility at 915 32nd Ave SW. Van Meter is applying for State incentives under the High Quality Jobs program and qualifies under the City’s Local Match – Economic Development Program.

Project Highlights:
- $4.7 million total investment
- Construction of a 42,000 sq. ft. addition to existing building
- Creation of 21 new jobs
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. They are consistent in supporting the team and the decisions of the team. Alignment of city and department goals, clarity in team discussions and buy-in to team decisions are the three elements that contribute to commitment within a team.

One of the most obvious signs that a team is missing commitment is a lack of ownership. When we have commitment and own a team decision, we speak about the decision as "our" decision. When we are not committed and don’t own the decision, we speak about it as “their” decision. Passing along team decisions without owning the decision can create confusion, division and ultimately undermined the team. Committing to team decisions and paying attention to how we are delivering messages will help us strengthen our team to strengthen our city.

Here is what some of our city leaders said when asked, “How do you know when team members are committed to each other?”

**June Schumacher: Parks and Recreation**: I know a team is committed to each other when an environment of collaboration is established. When team members take the time to get input and opinions from each other on issues, it shows that they are committed to doing what’s best for the project or department - this includes management. It isn't about coming up with solutions by yourself so you can get the credit. It is about getting input from all levels to make the best decisions. All input is valued. The bottom line is still TRUST. If you don’t trust each other to begin with, you won’t be committed to a collaborative environment to get a job done.

**Brent Long: Police Department**: I can tell a committed team by the way they treat each other as they have mutual trust and respect. A committed team creates an atmosphere of acceptance by recognizing the diversity of experience, knowledge, and talent of each member. I believe a key component to this is a team that is open and vulnerable with each other and members are not afraid to make mistakes.

**WORD SCRAMBLE:** Letters: EIONRPHSW
One sign that a team member is committed to the team is _________ of decisions.
Unscramble the letters to answer the FAQ above.
Click [here](#) to provide your response and be entered in the monthly org health drawing.

The winners of the April Organizational Health Word Scramble are:
Caroline Pauli: Public Works
Mandee Beardsley: Public Works
Phillip Platz: City Manager’s Office

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.
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
Congratulations to the following employees on their years of service - April 2018

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ruth Fuessley</td>
<td>Zoning Officer</td>
<td>30 yrs</td>
</tr>
<tr>
<td>Timothy Miller</td>
<td>Bldg Inspector</td>
<td>25 yrs</td>
</tr>
<tr>
<td>David Lesmeister</td>
<td>Mechanical Inspector</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Jonathan O'Neill</td>
<td>WPC Mtnc-Rpr Wkr I</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Timothy Odell</td>
<td>Coll Sys Mtnc Wkr III</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Gregory Hosier</td>
<td>Timekeeper</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Daniel Thompson</td>
<td>SW/Rec Driv/Coll II</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Benjamin Bailey</td>
<td>SW/Rec Driv/Coll II</td>
<td>10 yrs</td>
</tr>
<tr>
<td>Monica Kohl</td>
<td>Police Records Tech</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Zachary Kray</td>
<td>Streets Driver</td>
<td>5 yrs</td>
</tr>
<tr>
<td>Jeremy Holtz</td>
<td>Water Meter Reader</td>
<td>5 yrs</td>
</tr>
<tr>
<td>John Jackson</td>
<td>Garage Supervisor</td>
<td>1 yr</td>
</tr>
<tr>
<td>Mara Horn</td>
<td>Custodian</td>
<td>1 yr</td>
</tr>
<tr>
<td>Benjamin Seaba</td>
<td>Computer Info Sys Analyst I</td>
<td>1 yr</td>
</tr>
<tr>
<td>Brenna Fall</td>
<td>CIP Program Manager</td>
<td>1 yr</td>
</tr>
<tr>
<td>Frederick Clark</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
</tr>
<tr>
<td>Kathleen Foley</td>
<td>Finance Business Manager</td>
<td>1 yr</td>
</tr>
</tbody>
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City Services Center
Food Truck Frenzy

Please join us at the CSC for lunch or an afternoon snack! Trucks/vendors will be ready to serve at the scheduled time. They will stay until they run out of food, or run out of customers (which ever happens first!).
In case of rain, trucks/vendors are invited to serve in the Large Vehicle Bay.
If you have questions, please contact Jourdan at jjiruska@cedar-rapids.org

<table>
<thead>
<tr>
<th>Date</th>
<th>Truck/Service</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weds, 4/25</td>
<td>O’s Grill</td>
<td>11 am</td>
</tr>
<tr>
<td>Tues, 5/8</td>
<td>CANCELLED</td>
<td>11 am</td>
</tr>
<tr>
<td>Tues, 6/5</td>
<td>The Box Lunch</td>
<td>11 am</td>
</tr>
<tr>
<td>Tues, 6/12</td>
<td>Little Jimmy Ices</td>
<td>2 pm</td>
</tr>
<tr>
<td>Tues, 6/19</td>
<td>Moy’s Food Truck</td>
<td>11 am</td>
</tr>
<tr>
<td>Tues 7/10</td>
<td>One More Bite</td>
<td>11 am</td>
</tr>
<tr>
<td>Tues, 7/17</td>
<td>Kona Ice</td>
<td>2 pm</td>
</tr>
<tr>
<td>Tues, 7/24</td>
<td>ZZnt</td>
<td>11 am</td>
</tr>
<tr>
<td>Tues, 8/7</td>
<td>The Street Food Fighter</td>
<td>11 am</td>
</tr>
<tr>
<td>Thurs, 8/23</td>
<td>The Road Rooster</td>
<td>11 am</td>
</tr>
</tbody>
</table>
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.

Thank you all for the donations for the Waypoint May basket Campaign! Your generosity is greatly appreciated!
CR Care Committee!
MAY 2018

Wellness Newsletter
American Stroke Awareness Month

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 all 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</td>
<td>80-89</td>
</tr>
<tr>
<td>Hypertension Stage 2</td>
<td>140 or higher</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
**Bike to Work Week Activities May 14 – 18**

In celebration of National Bike Month, residents are invited to participate in a variety of bike friendly activities throughout the month of May designed to encourage cycling, enhance bike safety education, and continue growing a bike-friendly culture. In particular, Bike to Work Week May 14 – 18 will offer a variety of events focused on bike education, healthy incentives to get people active and moving, and opportunity to gather with community members who share a love for biking.

### BIKE TO WORK WEEK SCHEDULE

#### Monday, May 14
**Mayor’s Bike Ride and Proclamation | 7 a.m.**
Red’s Public House (112 2nd St SE)  
$5 Breakfast burritos and free coffee for cyclists!

**Bike to the Ballpark | 6:35 p.m.**
Residents are encouraged to bike to Veteran’s Memorial Stadium and cheer on the Cedar Rapids Kernels as they take on the Quad Cities!

#### Tuesday, May 15
**Pit Stop | 4–6 p.m.**
Stop by for educational material, snacks, and give-aways!
Two locations:
- 1st Avenue at the trail (across from the Double Tree) Hosted by Hall Bicycle Company
- Cedar River Trail at McCloud Place NE - Hosted by New Pioneer Co-op and Northtowne Cycling and Fitness

#### Wednesday, May 16
**Bike to Lunch | 11:30 a.m.**
NewBo City Market (1100 3rd St SE)

**Ride of Silence | 6 p.m.**
Marion Square Park (1107 7th Ave, Marion) Join cyclists worldwide in a silent ride in honor of those who have been injured or killed while cycling on public roadways.

**Pit Stop | 7–9 a.m.**
1st Avenue at the 4th Street trail (across from the Doubletree) Hosted by Wells Fargo

#### Thursday, May 17
**Pit Stop | 7–9 a.m.**
Rockwell Collins (corner of F Ave & Collins Rd) Hosted by Rockwell Collins and Northtowne Cycling and Fitness

**Pit Stop | 4–6 p.m.**
NewBo City Market (1100 3rd St SE) Hosted by Goldfinch

**Meet Me at the Market | 6 p.m.**
NewBo City Market (1100 3rd St SE)

**Bike Safety Night at the Kernels | 6:35 p.m. — Doors open at 5:30 p.m.**
The first 200 kids to stop by the bike helmet booth can get a FREE helmet!

#### Friday, May 18
**Handlebar Happy Hour & Wrap-up Party | 6 p.m.**
Lion Bridge Brewing (59 16th Ave SW) Join us for the grand finale, group photo, and prizes!

#### Saturday, May 19
**Corridor MPO Bike Ride | 9:30 a.m.**
Meet at NewBo City Market (1100 3rd St SE)
See the new extension of the Cedar Valley Nature Trail in Ely and learn about the future trail connections to Solon and Lake McBride. Ride is 25 miles, moderate family-friendly pace

**Bike Swap | Noon–4 p.m.**
NewBo City Market (1100 3rd St SE)

**Free Bike Helmets at Tanager Place Summer Fest | 3:30–5:30 p.m.**
Rockwell Collins Sports Complex (400 Collins Rd NE)