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

Kevin Williams, Utilities – Solid Waste & Recycling Laborer Extra Driver effective May 2. Kevin acquired his Associate’s degree and attended Kirkwood Community College. He joins the City from the Linn County Solid Waste Agency.

Employee transfers

Abigail Anthony, Library – transferred to Customer Service Associate effective May 2. Her previous position was Library Shelver.

Callie Crandall, Library – transferred to Customer Service Associate effective May 2. Her previous position was Library Shelver.

Employees photos & contact info can be found on CR@Work or at the following link:
http://cratwork/Pages/EmployeeDirectory.aspx
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>Position</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aquatics Seasonal Positions</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Golf Seasonal Positions</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Intern IV-Engineering</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Intern V-Engineering</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Parks Seasonal Positions</td>
<td>Open Until Filled</td>
</tr>
<tr>
<td>Recreational Seasonal Positions</td>
<td>Open Until Filled</td>
</tr>
</tbody>
</table>

Finance Business Manager Open Until Filled
Housing and Healthy Homes Specialist May 13
Librarian May 20
Nuisance Abatement Officer (Div. Only) May 13
Temporary Sewer Maintenance Worker Open Until Filled
Temporary Public Works Laborer Open Until Filled
Transit Driver May 20
WPC Repair Overhaul Maintenance Supervisor May 20

Congratulations Casey Drew

Congratulations to Casey Drew who was recently named one of the Corridor Business Journal’s Financial Executives of the Year for 2016.

As City Manager Jeff Pomeranz noted in his nomination letter, “Few financial professionals possess the advanced knowledge required to manager a $525 million dollar budget, the leadership skills necessary to guide and motivate 106 employees, the knowledge and work ethic to earn the respect of colleagues at all levels, and the fortitude to work within the ever changing environment of City government. Casey possesses all of these qualities and more…”

Casey has worked for the City of Cedar Rapids for 20 years during which time he has helped lead our City through many obstacles well beyond the scope he, or anyone, could have predicted, including a change in government, major natural disaster and related FEMA financial requirements, and coordinating financial needs associated with purchasing and maintaining a large City-owned hotel.

Casey’s management team worked with the City Manager’s office to submit the nomination, which is a testament to his leadership team’s respect for his work.

Casey will be honored at a breakfast on June 1 at the Coralville Marriott.
Employee Thank You Awards

The City of Cedar Rapids takes pride in the services provided on a daily basis. Often, there are employees who go “above and beyond” in any particular situation in order to help out a citizen or fellow employee. In other instances, the employee will go out of their way to do what is right without even thinking about what is expected. They simply do it because they can. These types of actions greatly impact our community and work environment and we want to make sure to recognize our fellow employees for their efforts.

We urge you to take the time to thank a fellow employee so that these acts of kindness do not go unnoticed. This month’s recipient of the “Thank You Award” is:

Rick Guider

“Rick is a pleasant young man who is very knowledgeable of his job, enjoys his job, and takes great pride in his work. When asked to do anything extra, he’s happy to do it. Prior to the interior window washing in City Hall, Rick removed items from window sills that remained. Afterwards, he dusted everything and replaced the items. He was recently asked to do some additional work in the CM office and Mayor’s office, whenever it fit into his schedule. The work was done quickly, graciously and expertly. It’s a pleasure working with people such as Rick.”

Submitted by Deb Stalkfleet, City Manager’s Office

The Water Department – Distribution Division

“I received a phone call from a customer that was affected by a water main break on O Ave NW on Friday, April 22, 2016. The customer wanted to thank the Water Distribution crew for getting their water back on in less than an hour. She said the Distribution crew did a fantastic job in getting their water back on and she wanted the City to know what a great job they did. She said some of her neighbors were saying, it’s the City and we won’t have water all day. So, she wants the City to know that Water Distribution was right there and had water back on to her neighborhood in no time at all and to tell them thank you.”

Submitted by Karen Michael, Utilities Administrative Assistant

The Thank You Program is meant to recognize employees of all levels for their extra efforts. To submit a Thank You, please fill out the form below which can be found on CR@Work under Recognition Program. Please email the form or send a hard copy to the Human Resources Department.
May - Bike to Work
Wellness Champions

- Glenn Vosatka (Eng/CSC): For me, the motivation is all about exercise. There are too many things I love to eat and I must attempt to stay in good shape as much as possible. Plus, in this case I am accomplishing something (traveling to/from work) at the same time. There are added bonuses in the form of saving (gas) money which is also environmentally friendly as well as having a consistent parking place next to the building, or even inside if I need to. Beyond that the bike ride also provides stress relief.

- John Reasoner (D8/CSC): Working in an office, it’s nice to get that morning air and extra time outdoors on the way to and from work. Getting the exercise is good too.

- Brandon Whyte (CD-CH): First and foremost I ride because it is fun! Because when I get to work I am in a good mood and completely awake and by the time I get home I’ve gotten all my exercises in for the day just traveling to and from work.

- Jeff Hintz (CD-CH): It is good exercise and an effortless way to stay healthy. By walking and hiking to places I need to go anyways (like work), I get all my exercise without even essentially trying. It does take a little more effort and time to bike places because things are spread out more in the Midwest compared to other places, but it is well worth it to bike. It takes about 10 minutes more to bike than drive one way to work for me. Considering the health benefits and cost savings, the extra 20 minutes is well worth it.

- Betty Sheets (CD-CH) It is easier to place my bike on the enclosed patio than to tie my horse up outside where there is no hitching post. I like wearing a helmet to cross the river as then my hair does not get messed up from the wind. Of course, wearing a helmet for safety is good but then I have helmet hair all day. Happy Bike to Work Month everyone!

- WPC employees (Roy Hesemann, Holly Ruble, Mike Kuntz, Bill Kiesel, John Ernst) motivation for their group to ride ~ being outside, saving money on gas, cheap, environmentally friendly way of transportation, staying healthy, comradery.

- Water employees (Steve Hershner, Ken Russell, Rich Block, Kevin Kirchner) motivation for their group to ride ~ exercise, work off the crazy, more relaxing than driving, saving money & wear and tear on our vehicles, comradery, to be outdoors, reducing our carbon footprint, helps to increase lung capacity for playing saxophone, disperse the geese.
Employee Sneak Peek at Traffic Operations Center

The Public Works Department will soon have a new Traffic Operations Center, and City employees are invited to take a sneak peek before it’s fully operational. The Operations Center will serve as a central hub for monitoring traffic flow and signal operations throughout the city, and will include a video wall and software system for operating cameras remotely in the field. Staff will have the ability to pan, tilt or zoom cameras into intersections to monitor the traffic signal system, perform troubleshooting remotely, and improve the signal timings immediately in the case of car crashes. The new center boosts the Traffic Engineering Division’s ability to remain prepared to assist in emergency situations such as blizzards, flash flooding on the roadways, or incident management due to vehicle crashes. Come visit the Traffic Operations Center During Public Works Week on Tuesday, May 17. Employees are welcome to stop by for demonstrations of how the technology will work. Demonstrations will be offered on Tuesday, May 17, at 9 a.m., 11:00 a.m., and 1:00 p.m. The Traffic Operations Center is located on the 2nd floor of City Services Center, in the Traffic Engineering Division.

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 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, a.felton@cedar-rapids.org or 286-5094.

Course code ENR101 0002 (Networking for Results). Only 25 seats available so sign up quickly. Can be used as 1 hour of Continuing Education Credit.
Peace Officer Memorial Service

National Police Week is Sunday, May 15 through Saturday, May 21. National Police Week pays special recognition to those law enforcement officers who have lost their lives in the line of duty for the safety and protection of others. Locally, the CRPD Honor Guard will be hosting a Peace Officer Memorial Service on Sunday, May 15 at 2:00 p.m. at Sunner Park, which is located at 8 Avenue and Valor Way SW (between the Police Station and the Cedar River). Honor Guards from the Iowa State Patrol, Linn County Sheriff’s Office, and Marion Police Department will also be participating.

The Ceremony will begin near the Fallen Peace Officer Memorial in Sunner Park and will honor seven Cedar Rapids Police Officers, one Linn County Sheriff’s Deputy, and 10 Iowa State Patrol Troopers throughout each department’s history who have made the ultimate sacrifice keeping peace in the community.

National Police Week 2016 honors courage and salutes sacrifice, including the 123 law enforcement officers throughout the country who died in the line of duty in 2015 (according to data compiled by the National Law Enforcement Officers Memorial Fund).

The public is invited to attend this event and help remember and honor these fallen officers.

Another Satisfied Customer

The following email was sent to the Solid Waste Management office regarding the CleanupCR Event (Saturday, May 7):

“I took part in the event this morning. I was impressed with the efficiency, the quickness and the courtesy of the people who working the event. I had over twenty cars ahead of me in the hazardous waste line but still was on my way home in a half hour. Thank you for the event.”
Activity Incentive Program
It’s not too late to join!

Let’s Move Cedar Rapids. Spring is here and it’s not too late for you and your spouse to get active and earn an incentive by joining the City’s incentive program for the remainder of 2016.

Spouses can earn a $50.00 gift card by completing a screening (or submit a health form) and completing a consultation with Health Solutions for the 2016 wellness program.

Spouses who have completed a screening/consultation can earn up to an additional $50.00 gift card by meeting the activity goals for the Incentive Program for 2 out of 4 quarters. If a spouse missed out on participating in the wellness screenings they are still encouraged to track their activity for general wellness. No incentive will be earned unless they complete a screening/health form and consultation.

Employees and spouses must be benefit eligible (but do not have to be currently covered by the City’s insurance plan) to earn the incentive and can enroll in the program at any time throughout the year.

See the steps below on how to get involved and start earning!

Create (or log into) your account on the Health Solutions portal at www.myhealthywithhsi.com/citycr

- Click “Enroll in the 2016 Activity Incentive Program”
- Choose the quarter you wish to enroll
- Click “Manage devices” and sync your fitness tracking device or FREE ‘MovesApp’ on your smart phone. Follow the directions here and click ‘sync’. Your data will not show automatically after clicking ‘sync’ – it will be loaded in random intervals throughout the day
- Finally – start moving! See the table below for the goals to work towards to earn your incentive

<table>
<thead>
<tr>
<th>Average Steps Daily</th>
<th>Quarterly Goal 2,000 steps = 1 mile</th>
<th>Incentive Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>≤ 5,000</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>7,500</td>
<td>341 Miles</td>
<td>$20.00</td>
</tr>
<tr>
<td>≥ 10,000</td>
<td>455 Miles</td>
<td>$25.00</td>
</tr>
</tbody>
</table>

Win More!!

2 Winners were randomly selected for meeting the 7,500 step goal in Quarter 1.

You could win in Quarter 2 for meeting the 7,500 step goal too!

- Alan Sholes – 3 mo/membership to Aspen & 3 training sessions
- Bill Dyal - gift certificate to Anahata spa

Please contact Riley
Make a Move CR!!

8 Week Physical Activity Challenge
May 2 – June 26

This individual challenge is designed to help increase your activity level by motivating you to gradually add steps each week. **Set up and Join the Challenge:** Enroll now on your Health Solutions portal.

**Connect your fitness device to auto log steps, or use the online manual tracker.**

Each milestone reached = 1 point to be entered into the drawing for prizes

**Up to 8 entries per person**

*You do not need to hit the milestone in the suggested weeks, The challenge runs as a cumulative challenge.*

<table>
<thead>
<tr>
<th>Date</th>
<th>Week</th>
<th>Total miles to achieve milestone*</th>
<th>Suggested Weekly Goals</th>
<th>Suggested Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 2</td>
<td>Week 1</td>
<td>17.5 miles</td>
<td>5,000 steps/day 17.5 miles</td>
<td>Complete 3, 10 minute walks with co-workers on separate days</td>
</tr>
<tr>
<td>May 9</td>
<td>Week 2</td>
<td>38.5 miles</td>
<td>6,000 steps/day 21 miles</td>
<td>Attend ‘Meet Me at The Market’ (any activity) at New Bo</td>
</tr>
<tr>
<td>May 16</td>
<td>Week 3</td>
<td>63 miles</td>
<td>7,000 steps/day 24.5 miles</td>
<td>Participate in a Bike to Work Week Event</td>
</tr>
<tr>
<td>May 23</td>
<td>Week 4</td>
<td>91 miles</td>
<td>8,000 steps/day 28 miles</td>
<td>Complete the CRFD Memorial 5k or walk/run 3.1 miles</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
<td><a href="http://crffoundation.org/5k/">http://crffoundation.org/5k/</a></td>
</tr>
<tr>
<td>May 30</td>
<td>Week 5</td>
<td>120.75 miles</td>
<td>8,500 steps/day 29.75 miles</td>
<td>Play a round of golf (and walk!)</td>
</tr>
<tr>
<td>June 6</td>
<td>Week 6</td>
<td>152.25 miles</td>
<td>9,000 steps/day 31.5 miles</td>
<td>Complete 30 minutes of Body Weight / Strength Training 2x this week</td>
</tr>
<tr>
<td>June 13</td>
<td>Week 7</td>
<td>185.5 miles</td>
<td>9,500 steps/day 33.25 miles</td>
<td>Take a family member to the pool or swim for exercise</td>
</tr>
<tr>
<td>June 20</td>
<td>Week 8</td>
<td>220.5 miles</td>
<td>10,000 steps/day 35 miles</td>
<td>Take a local group fitness class</td>
</tr>
</tbody>
</table>

See the challenge FAQ Handout on the following page for more details.

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1 month membership to Aspen
1 month membership to Aspen

One 10 week membership to Ferrell’s Extreme Body Shaping

2 passes for 18 holes of golf
3 month City gym membership
3 month City gym membership
4 single admissions to City Pool
Make a Move CR!!

Challenge FAQ

Steps to join:
1. Log in to your Health Solutions account. If you have not logged in for the 2016 year, log in as a new user and create an account.
2. Click Enroll in Challenge Here
3. Select Make a Move 8 Week Physical Activity Challenge from the list of challenges available
4. Click Enroll
5. From the main page of the challenge select Manage Devices
6. Select the device you wish to sync to the challenge. Follow the directions here to auto sync. **If you are already enrolled in the quarterly incentive program you may skip this step!**
7. Begin tracking!

Can I manually log data?
Yes! You may manually log data for this challenge or sync your device to have it automatically uploaded. To manually log data please go to the ‘tracker’ tab from the challenge homepage. Select “add” and choose the date you wish to manually log data for. **the previous question**

How often do I have to manually log my activity?
You may log it as often as you like - daily, weekly or at the end of the challenge.

Do I have to submit anything at the end of 8 weeks?
No, all your activity will be logged via the Health Solutions site. Please contact your Wellness Ambassador if you need an alternative way to submit information

What is the last day I can log my activities?
The challenge ends June 26. That is the last day any data will be auto synced. You may log activities for May 2 – June 26 until July 1.