Employee News

The following employees recognized their service anniversary in September 2017.

- Casey Dix, Civil Engineer I, 1 yr
- Christopher Bonifazi, Wtr Plant Opr II, 1 yr
- Michele Prostine, Library Shlvr, 1 yr
- Hannah Buettner, Patron Services Specialist, 1 yr
- Sabiya Drahozal, Patron Services Specialist, 1 yr
- Alicia Abernathe, Administrative Assistant II, 5 yrs
- Aaron Dodds, Bldg Inspector, 5 yrs
- Cody Bergstad, Transit Driver, 5 yrs
- Bruce Tompkins, Transit Driver, 5 yrs
- Jason Aarhus, Firefighter (Shift) Paramedic, 15 yrs
- Corey Archer, Fire Capt (Shift) Para - Spec, 15 yrs
- Cory Burkle, Fire Captain (Day), 15 yrs
- Matthew Humphrey, Fire Captain (Shift), 15 yrs
- Julie Popelka, Firefighter (Shift) Paramedic, 15 yrs
- Eric Vandewater, Fire Captain (Shift), 15 yrs
- Molly Knock, Fire Specialist, 20 yrs
- Lanna McLane, Custodian, 20 yrs
- Stacey Crist, Dispatcher II, 20 yrs
- Susan Poshusta, Accounting System Specialist, 30 yrs
- William Claassen, Firefighter (Shift), 30 yrs
- James Porter, Firefighter (Shift), 30 yrs
- Scott Saylor, Fire Captain (Day), 30 yrs
- Marvin Trimble Jr, Battalion Chief, 30 yrs

Employer Opportunities

Firefighter
Police Officer
WPC Process Operator

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

Here is a link to view and print all job postings.
Rezone Open House Oct. 17
The City of Cedar Rapids continues to seek public input through a series of open houses during its comprehensive update to the City's zoning code. The third open house will be held on Tuesday, October 17, from 4:30 p.m. to 6:30 p.m. at the NewBo City Market (1100 3rd Street SE). The public can provide feedback and comment on possible approaches to addressing a variety of issues, including site design and walkability, tree preservation, parking, renewable energy, and more. Residents can also provide comment on initial areas identified for the application of form-based zoning districts. The City is exploring transitioning parts of the community from a traditional zoning code to a form-based zoning code, which looks at the relationship between the building, sidewalk, and street, and emphasizes complimentary designs, or “forms.” At the open house, residents can view areas identified for form-based regulations, and talk with staff about their application.

CSC Incident Update including Active Threat Training
The Police Department and City Director team continue to engage in an effort to provide employee training and facility assessments following the August 23rd incident involving an individual threatening to harm himself with a weapon at the City Services Center. Police commanders and Directors have been reviewing the incident with the goal of providing a means to improve employee response to active threats.

Police Lieutenant Charlie Fields and Facilities Maintenance Manager Brent Schlofteldt are completing site security assessments at all major City buildings and expect to be completed with these assessments by the end of October. These site assessments will assist in development of response recommendations and facility specific training.

Lieutenant Fields is working with Human Resources to coordinate an employee training roll-out plan. Several City employees have already received active threat training and beginning in November the training will be included in new hire orientation.

Active Threat Response and Awareness training focuses on actions that an employee should consider depending upon the situation and events evolving around the employee during the incident. In general, good practices for coping with an active threat situation include:

- Be aware of your environment and any possible dangers.
- Take note of the two nearest exits in any facility that you visit
- If you are in an office, stay there and secure the door
- If you are in a hallway, get into a room and secure the door
- As a last resort, attempt to take the active shooter down.

These lessons are part of the Active Threat Response and Awareness training. Lieutenant Fields discusses the actions of Evacuating, Evading, and Engaging during his presentations. The training also includes how to respond when law enforcement arrives. You can view a copy of the Power Point Presentation on the City of Cedar Rapids website on the Police Department page under “Patrol Division” and then “Special Response Team.” A shortcut to the presentation is also available at http://tinyurl.com/ych26h3m

Director Nic Roberts, the City’s Chief Information Officer, is securing a notification system that would inform employees of potentially hazardous or dangerous conditions or situations (i.e. active threats, severe weather, hazardous materials situation, etc.) and would also be available to subscribe to from personal cell phones.

Closures on Blairs Ferry and 42nd Street for Railroad Crossing Replacement
The Canadian National Railroad is replacing the railroad crossings on Blairs Ferry Rd NE and 42nd Street NE during the month of October. This will require the temporary, full closure of the roads during the replacement of the crossings. A full closure is necessary; the work requires them to check the level of the track 100 feet on each side while they are installing each section of rail. Efforts have been made to notify the public as much as possible in advance of this work. Each closure will take approximately five days while the Canadian National Railroad completes the replacement of the crossings (railroad crossings consist of the rails and driving surface between the tracks). The timeline includes:

Blairs Ferry Closure: Oct 16 – Oct 20
Blairs Ferry Road NE will be closed at the railroad tracks just east of I-380, starting Oct 16. All interstate ramps will remain open.

42nd Street Closure: Oct 23 – Oct 27
42nd Street NE will be closed at the railroad tracks just east of I-380, starting Oct 23. The Cedar Valley Nature Trail will also be closed north of 42nd Street.

These closures and the work are conducted by the Canadian National Railroad. The funding for these replacements was made available only this year, which is why the work was not able to be scheduled alongside the 42nd Street project that took place in 2016. The state administers the federal dollars for crossing repairs, and timing of improvement is based on when funding becomes available. These projects are typically applied for years in advance. The federal government pays for 60% the project costs, the railroad pays for 20%, and the City 20%. Additional information on the closures, including detour information, is available on the City’s website.
PD Receives Grant

The Cedar Rapids Police Department is pleased to announce that a grant application to facilitate enhanced collaboration with Foundation 2 to increase access to mental health and other treatment services for individuals with mental illness or co-occurring mental health and substance abuse disorders was approved by the United States Department of Justice. The Department of Justice approved $71,182 through the FY2017 Justice and Mental Health Collaboration Program (JMHCP). The grant will fund training, travel and some Foundation 2 staff time.

JMHCP seeks to increase public safety by facilitating collaboration among the criminal justice and mental health and substance abuse treatment systems. The program encourages early intervention for these multisystem-involved individuals; maximizes diversion opportunities for multisystem-involved individuals with mental illnesses or co-occurring mental and substance abuse disorders; promotes training for justice and treatment professionals; and facilitates communication, collaboration, and the delivery of support services among justice professionals, treatment and related service providers, and governmental partners.

Many local law enforcement agencies are partnering with community mental health agencies to better support the presenting needs within the community. Foundation 2 is a non-profit in Cedar Rapids that serves a population of roughly 500,000 individuals with its Mobile Crisis Outreach (MCO) team. Foundation 2 has operated an MCO team since 2003, with the goal of diverting individuals experiencing a mental health crisis from unnecessary hospitalization and/or law enforcement interaction. Since its inception Foundation 2 has seen a significant increase in demand for these services. They have experienced a 437% increase in the demand for MCO dispatches over the past three years. There is an increasing demand for crisis counselors to become involved in acute care situations and to work to divert individuals from costlier and often unnecessary interventions; such as jails and hospitals

The collaboration between the CRPD and Foundation 2 have specific goals that include:

1) Hire a Law Enforcement Liaison at Foundation 2 whose sole position would be to respond to law enforcement needs during the busiest times of day/evening. Their job would be specific to working with the CRPD and responding along with law enforcement to calls presenting with a mental health crisis. The Liaison position will be a Foundation 2 employee.

2) Increase the percentage of individuals with a serious mental illness that are diverted from jail by receiving an intervention from a mental health professional on-site

3) Convene a strategic planning committee that will evaluate the policies, programs, and services that are currently available in the community to identify ways in which both law enforcement and mental healthcare providers can increase early intervention of those in the community who have a mental health diagnosis or co-occurring disorder.

Police Chief Wayne Jerman indicated that the CRPD committed to developing partnerships that improve the quality of life for citizens in Cedar Rapids. Chief commented, “As first responders, police officers have frequent contact with individuals who struggle with mental health crisis. We look forward to working with Foundation 2 to create long-term roadmap for future collaboration between law enforcement and mental health professionals in the greater Cedar Rapids area.”

Dardis Presentation Training

On October 4 and 5, employees from various departments participated in a Presentation and Communications Skills Training conducted by Dardis Communications. The training focused on delivery style, professional presence, organization of presentations, and preparing for Q&A sessions. These first training sessions focused on 28 City employees who regularly present at City Council meetings and present at public meetings and gatherings out in the community. Feedback from participants was overwhelmingly positive, and we hope to provide the training to more employees in the future.

Bever Park Stone Bridge

Staff recently presented an update to the Historic Preservation Commission (HPC) regarding efforts to restore the Bever Park Bridge. Design staff from Anderson Bogert have helped identify possible restoration options. Options include full restoration (estimated to cost $200,000 - $250,000) or the utilization of culverts to stabilize the bridge (estimated to cost $70,000 - $90,000). Both will require significant private contributions. The HPC decided to create a subcommittee of four members to help lead the efforts on outlining a fundraising strategy and working more closely with staff on options to save the bridge.
Thank you for your many years of service!
United Way Kickoff

On behalf of the United Way of East Central Iowa, we would like to announce the Kick Off of the 2018 Campaign for the City of Cedar Rapids.

Packets with pledge cards have been distributed to the administrative staff in your department for delivery and you should soon be receiving them.

Campaign dates for the campaign are: Oct 2, 2017 - Oct 20, 2017

This year the City of Cedar Rapids goal is to increase participation.

Giving: If you choose to enter your donation online through Peoplesoft please read the instructions listed below. If you wish to submit the paper forms please return them to the administrative staff in your department.

Forms should be gathered within each department by the campaign end date (October 20th, 2017) and forwarded to Diana McLaughlin by Monday, Oct 23.

Online Instructions:
You may enter contributions made through payroll directly within "Employee self-service" in Peoplesoft. Use the link below to access your voluntary deduction page (Self-Service userID and password required). Click on the 'ADD Deduction' button to enter your 2018 contribution. If you are still giving to the 2017 campaign, your contribution status will display on the page. Please do not edit your 2017 contribution in order to enter your 2018 giving. You will receive an email confirming the contribution after entry has been successfully saved.

If you don't remember your self-service userID and password, please contact Sue Poshusta (suep@cedar-rapids.org or 286-5014). You do not need to return the pledge form this year if you enter your contribution in Peoplesoft and you are not designating a specific agency for your donation to go towards or giving at the Leadership Level.

Link to Employee Self-Service:
http://galena/psp/HRPROD/EMPLOYEE/HRMS/c/ROLE_EMPLOYEE.PY_IC_VOL_DEDS.GBL?
NAVSTACK=Clear&FolderPath=PORTAL_ROOT_OBJECT.CO_EMPLOYEE_SELF_SERVICE.HC_PAYROLL_COMP.
HC_PY_IC_VOL_DEDS_GBL&IsFolder=false&IgnoreParamTemp=FolderPath%2cIsFolder

Directions for filling out the fields for either a onetime donation or an ongoing donation:

1. Type of Deduction: United Way
2. Select whether Deduction is a Flat Amount or Percent:
   - Amount
3. Enter Deduction Start Date: 01/01/2018
4. Enter Deduction Stop Date: 12/31/2018

One time donation – enter the same amount for both fields below:

Enter amount/percent to be deducted
Take deduction until I reach this goal amount

Deduction every payroll for the year. Example: $10.00 per payroll for all 26 payrolls.

- Enter amount/percent to be deducted $10
- Take deduction until I reach this goal amount $260.00

Thank you for giving to United Way and making this year’s campaign a success!

C.R. Employee’s Care Committee

If you have questions on making your Employee Self Service entry please contact Diana McLaughlin at 286-5104 or d.mclaughlin@cedar-rapids.org
Healthiest State Walk – Walk Across Iowa

October 1 – December 31

Each square equals 10 miles or 20,000 steps.

Track your steps across Iowa from Council Bluffs to Davenport (or multiple times across the state!).

Turn in your completed tracking sheet to your Wellness Ambassador at the end of the challenge for a chance to WIN a $25 gift card.
Physical Activity Challenge

Let’s Move Cedar Rapids!
Quarter 4 is now OPEN. Be sure to follow the instructions below to register.
Every quarter employees and spouses must enroll in the new quarter. See the steps below for how to register for Quarter 4 – ensure that your device is synced (see below) and that you have manually back-entered activity starting October 1.
Log in to your personal Health Solutions account
Under the “Challenges”, click “Choose”
Select the Quarter 3 Activity Challenge
Click Enroll

How to Participate:
To register, attend one of the initial weigh-ins scheduled below OR with your Health Coach. Please be sure to give your name and your team name (if applicable).

Monday, Oct 30
Airport – Main Conference Rm 8:30 - 9 am
Library – Teaming Room B 9:30 – 10 am
Central Fire - EOC 10:30 – 11 am
Police – Admin Conference Rm 11:30 – 12
WPC – Conference Rm 2 – 2:30 pm

Tuesday, Oct 31
Police – Admin Conference Rm 7:30 – 8 am
Central Fire - EOC 8:30 – 9:30 am
Health Solutions Office 1 – 4:30 pm

Wednesday, Nov 1
Water Department – Safety Room
7:30 – 8:30 am & 12 – 1 pm

Thursday, Nov 2
City Hall – East Post Room 7:30 – 8:30 am & 12 - 1pm
Health Solutions Office 1 – 4:30 pm

Friday, Nov 3
City Services Center – Shawnee Conference Rm.
7:30 – 8:30 am & 12 – 1 pm
Health Solutions Office 8:30 – 4:30 pm

For questions, please contact your Wellness Ambassador, or Anji Antkowiak, Health Coach with Health Solutions at 319-440-0787 or angelaantkowiak@hsi-rx.com

Maintain - Don’t Gain Challenge
We know the holidays are a tough time to maintain or lose weight... but it doesn’t have to be!
Join the ever-popular Maintain Don’t Gain Challenge and WIN!!
With this 10-week challenge, from Halloween through New Years, you will have the resources and motivation to maintain or lose weight this holiday season.

Participate as a team (4 members and must have a team name) or as an individual.

All participants must weigh in the first week and weigh out the last week to be eligible for prizes (to be announced soon!), all team members must weigh out for the team to be eligible. Final weigh-in will be scheduled for the week of January 8 – 12, 2018.

Maintain (within 2 pounds of your starting weight) or lose during this holiday season to be eligible for prizes.

Teams - all individuals on your team must not be >2 pounds of their starting weight, or the team is disqualified from the challenge. The team with the highest percentage of weight loss will receive the winning prize (To be announced soon!).