Employee News

New Employees
Le Zhang - TEIA – Airport Guest Services Associate effective Oct 23. Le joins the City from PEOL Interpreter Service.

Employee Transfer
Corey DePauw, P & R – transferred to Parks & Grounds Maintenance Repair Worker I effective Oct 25. His previous position was Golf Head Superintendent.

Leaf Vacuum Program
Several citizens have shared their compliments on the Leaf Vacuum program and the drivers of the trucks.

- A customer on Roxbury Dr was confused on the pickup day. She called to say “thank you” after the driver came back to get her leaves. She really appreciates it!
- A customer on Dunreath Dr NE called to say “thank you” to the driver. She was still raking leaves out to the curb and the driver waited for her to finish.
- A customer from 16th St NE called to say the leaf vacuum crews are doing an awesome job!

Please assist us in acknowledging our Facility Maintenance Workers on Wednesday Nov 1, 2017 as this is the State of Iowa’s first annual Facilities Maintenance Worker’s Day. This is an opportunity to acknowledge the men and women that keep our buildings functioning, comfortable and looking good!
City Manager and Director Update

River Bed Survey
On Tuesday, October 31, the Cedar Rapids Water Division will be temporarily restricting flow through the 5 in 1 dam in downtown Cedar Rapids to allow for downstream survey of the river bed. For approximately four hours, the dam’s upstream water level will gradually increase to no more than one foot above normal pool level. The river rise will likely be seen in the Ellis Harbor area, but is not expected to affect roads.

City of Cedar Rapids is currently working with engineering firm HDR Engineering, Inc. to design and relocate a water main that crosses the Cedar River downstream of the 5 in 1 dam at the 7th Avenue corridor, just upstream of the 8th Avenue bridge. A survey of the river bed is needed at the proposed crossing in order to complete design of the water main. The temporary restriction of flow through the dam will provide safer conditions for the survey crew.

3rd Avenue Bridge Lighting
The Downtown SSMID has approached the City with an idea for specialty lighting on the 3rd Avenue bridge to better connect the east and west sides of the river. The SSMID has purchased a sample light that is currently located on the corner of Popolis, and which will be moved to the 3rd Avenue bridge on Wednesday, November 1. City staff have been coordinating the lighting project with SSMID and Alliant Energy staff. A lighting study is being completed to determine if 8-10 of the existing street lights on the bridge can be removed and replaced with these decorative cone lights. If so, we have agreed to contribute to the project for an amount that would be equal to the cost of the replacement of the existing lights, which is about 1/3 of the project cost. The remaining cost will be paid for by the SSMID and other private donations. If the project moves forward, the final light will be about four feet taller than the exhibit light currently on the Popoli property. Below is a link to photo examples of these decorative lights.

http://www.articulight.com/led/ledtower/index_500.html

Flu Shot Schedule 2017

<table>
<thead>
<tr>
<th>Oct 31</th>
<th>Water</th>
<th>South Conf Room</th>
<th>6:45 - 8:30am</th>
</tr>
</thead>
<tbody>
<tr>
<td>LADD</td>
<td>Warehouse</td>
<td></td>
<td>9:15 - 10:00am</td>
</tr>
<tr>
<td>EIA</td>
<td>Admin Building</td>
<td></td>
<td>10:45 - 11:45am</td>
</tr>
<tr>
<td>WPC</td>
<td>Admin Conf Room</td>
<td></td>
<td>2:30 - 3:45pm</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Nov 1</th>
<th>Transit</th>
<th>427 8th St NW</th>
<th>11:30 - 12:45 pm</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSC</td>
<td>Nurse's Office</td>
<td></td>
<td>3:30 - 4:30pm</td>
</tr>
<tr>
<td>CRPD</td>
<td>Break Room</td>
<td></td>
<td>5:00 - 6:00pm</td>
</tr>
</tbody>
</table>

No registration needed.
You may visit any site.
Employees first—spouses later pending vaccine availability.
Cost is covered by City Health Fund.
Wear short sleeves or sleeves that roll up easy.

Call Safety Office with questions 286-5034
City held second Career Day for underrepresented students

The Human Resources department, with the help of the Employee Diversity, Equity and Inclusion Team, organized the City’s second Career Day event on October 19. Organizers hope to grow relationships with local high school students and teachers and plant seeds of opportunity. Students from Washington and Jefferson High Schools explored the inner-workings of city government with staff discussions, demonstrations and activities with several departments located in City Services Center. With the help of over 19 city staff, students learned that the City is a large employer with diverse opportunities—and that purposeful, good-paying jobs become open on a regular basis. Students walked away with a greater understanding of what it takes—and who it takes—to operate the vital, public functions of a city of 130,000. The next Career Day will be planned in the spring and will highlight a different set of City departments.

Special thanks to the following employees:

**Human Resources**
Jenelle Sisneros, Recruiting Program Manager

**City Manager’s Office**
Sandi Fowler, Assistant City Manager

**Building Services**
Duncan McCallum, Building Manager
Daryl Carson, Building Inspector

**Fleet**
Joy Huber, Fleet Services Manager

**Traffic Engineering**
John Witt, Asst. Traffic Engineer
Ben Dugan, Signal Supervisor

**Parks & Recreation**
Mike O’Neill, Athletics Program Supervisor
Rob Wagner, Special Populations/ Harbor Program Supervisor
Todd Fagan, Arborist/Landscape Architect

**Public Works - Construction Division**
Justin Holland, PW Construction Manager
Karin Kee, Construction Contract Specialist
Jason Junk, Construction Contract Specialist
Mike Kirk, Construction Inspector Supervisor
Jeremy Blok, Civil Engineering Construction Inspector
Jeremy Bauswell, Civil Engineering Construction Inspector
Kelly Hansel, Administrative Assistant I

**IT**
Russ Camp, GIS Manager
Sunny McDonald, GIS Data Analyst III

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**Information Technology Classes**
To find the upcoming November Technology Training Schedule, please look on CR@Work Training Schedule Page. Online registration can be done via PeopleSoft. If you have any questions regarding the technology training or how to register, please contact the IT ServiceDesk at 286-5500.

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**Fat Bike Event**
GO Cedar Rapids along with Linn Area Mountain Bike Association (LAMBA), the Cedar Rapids Parks Department and area bicycle shops are coming together to host the largest Fat Bike event in the Cedar Rapids area. Join us for the 2nd Annual GO CR Fat Sac & Fox Enduro Ride on December 8 & 9. Find details at gocrfatbike.com.
Toys For Tots

Each year Toys for Tots continues to advance its mission of bringing the joy of Christmas to needy children nationwide. The goal of Toys for Tots is to continue to make a difference and provide a tangible sign of hope to economically disadvantaged children at Christmas. With the help of toy collection from supporters such as you we will continue to see growth in Christmas assistance. Last year the program distributed over 17,000 toys, books and stocking stuffers to over 4,700 children locally.

This year’s toy drive is **Monday, Oct 30 – Friday, Dec 8**

Toys for Tots donation boxes will be located at the following City locations:

- City Hall – 1 box
- City Services Center – 2 boxes
- WPC – 1 box
- Water – 2 boxes
- PD – 1 box
- Library – 1 box (downtown location)
- Library - 1 box (Ladd location)
- Transit – 1 box
- All 9 Fire Stations will have a donation box as well.

If you have any questions please contact Nicky Stansell (ext. 5268) or Stacy Mason (ext. 5243) at the Fire Department.

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YOGA

Hatha Flow is a progressive flow class where you can challenge yourself to build core strength, stability, flexibility, and balance. We will explore different poses while staying connected to our breathing. This practice will allow your body to align in a way that brings a calm to your nervous system and a lightness to your mood. All levels welcome.

Wear comfortable clothing that allows for a full range of motion and be prepared to be barefoot. Bring your own yoga mat or towel, as there will only be a few mats available to borrow.

Certified instructor and military veteran **Kayla Davis** will teach the Hatha YOGA class. This class is designed to calm the mind, relieve stress, and increase strength and flexibility.

Call 286-5038 for additional information.

There is a $5 drop-on fee. Veterans are FREE.

**Tuesday, Nov 7**

5:30 - 6:30 pm

Veterans Memorial Building Ballroom, 4th floor on the 1st Ave side.
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!).

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).

Voluntary Open Enrollment meetings:
Oct 30 – WPC - Operations & Maint Lunch Room - 7:15AM
Oct 31 – CSC – Time Check Hall – 7:00 AM
Nov 1 – City Hall – City Hall Training Room - 1:00 PM
Nov 2 – WPC – Operations & Maint Lunch Room - 2:00 PM
Nov 3 – CSC – Five Seasons – 1:30 PM
Nov 7 – Water – Stephen J Cook Memorial Conf Rm North - 7:30 AM
Nov 13 – PD – PD Briefing Room – 6:00 AM & 6:00 PM

**Spouses are welcome to attend!

Remember - Vision & Flex Spending HAVE to elected every year, even if you’re not making changes to your election.

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

Anxiety is a part of life; it is built into our brains as that “fight or flight” response that prepares us to shoot the approaching bear before he eats us, or to run away if a swarm of angry bees is heading our way. However, most of us do not have to face those scenarios on a daily basis. Our anxiety is based on our current life experiences, as well as previous experiences we may have had as a child. We will never be able to eliminate anxiety, in us or our children, as it serves a protective purpose. There are times when the message our body gives us is accurate, that we really do need to run from danger. However, learning how to manage anxiety constructively goes a long way to keeping life on an even keel. In addition, learning those skills as a child empowers them not only to get through their childhood fears, it serves them well in adulthood. Some simple thoughts to keep in mind when interacting with your children when they encounter anxiety:

- Children model what they see. If you are anxious in certain situations, they will notice that. Learn to use your own anxiety-reducing skills. Talk to your child about what you are doing so your child sees those skills as normal and they can use them too.
- The goal is not to eliminate your child’s anxiety but for them to learn how to manage it well enough to get through the situation as best they can.
- It is not helpful to avoid an anxiety-producing situation on a regular basis as that only reinforces that there is truly something to be scared of. Trying to reduce the symptoms of anxiety by leaving the situation only tells the child that a) there is a reason to be afraid and b) they are not able to handle it and must be rescued.
- Be realistic when talking to your child about situations. Promising them that the thing they fear will never happen does not help when there is a chance that it will. Kids are teased. They do poorly on tests. They have fights with friends. Sometimes dogs bite. Stuff happens.
- Instead, help them learn ways of coping by problem solving. Communicate the message that they will be able to handle what comes if they have a plan in advance. However, avoid telling them what to do, as that may increase resistance and make them think you do not understand what they are feeling. Encourage them to come up with their own plans, even writing them down or journaling about them for older kids.
- Ask open-ended questions, such as “How are you feeling about the slumber party coming up?” You can normalize the anxiety a bit by sharing times you felt anxious as a child, but be careful not to overdo. This is about your child, not you.
- Validate feelings by reflecting back what they say. “It sounds like you are a little nervous”, not “There’s no reason to be afraid.”
- Be careful not to let your body language, tone of voice, or facial expressions conflict with your words, implying that there is indeed something to fear. Use a calm, supportive tone and relaxed body position.
- Teach your child deep breathing skills and positive self-talk to use when in an anxious situation.
- As always, if you feel your child’s anxiety is stronger than normal, contact a therapist at Mercy EAP for support and skill building.

Mercy Employee Assistance Program (EAP) is here to help.
To schedule an appointment call 398-6694. For more resources visit www.mercycare.org/EAP

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