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.

Employee News

New Employees

Windows 10 Conversion
The IT Department will be working on converting the City’s computer workstations to the Windows 10 operating system from April 16 to June 30. There will be pre-communication as to when your specific machine will be upgraded, if it has not been already, by a three person deployment team that will be working a 1PM to midnight shift (Monday through Thursday) to minimize operational disruptions. Our ServiceDesk (x5500) stands ready to assist with any issues that you may experience the following morning.

Water Pollution Control Tour | Friday, April 27
Learn how 50 million gallons of residential and industrial sewage is treated every day before it returns to the Cedar River — even cleaner than the river itself! We have ten tour spots available for City staff, and ten spots for community members (high school age and above) to see our complex operation and learn about its importance and challenges from the folks who run it all. Participants take home a Green Gift Basket, which includes a countertop compost bucket, two LED light bulbs, reusable travel eating utensils, and a drawstring bag.

City Manager and Director Updates

Downtown Construction Projects – Open House - May 4th

Several downtown construction projects are scheduled to begin next week, weather permitting. This year, work will continue on pavement restoration, sidewalk and ADA improvements, utility replacements, and conversion from one-way to two-way travel. The public can learn more about upcoming projects at an open house on Friday, May 4, from 11:30 a.m. to 1:30 p.m. at the Economic Alliance. Work next week will include resurfacing on 2nd Ave SE, and storm sewer/pavement work on 5th St SE. The process to convert the streets to two-way travel will begin once the railroad crossing arms and gates are installed later this spring/early summer.

Cedar Rapids Receives Nearly $40,000 for Veterans

The Department of Housing and Urban Development (HUD) awarded the City of Cedar Rapids nearly $40,000 to help provide a permanent home to veterans experiencing homelessness. The City will receive 12 vouchers through the HUD-Veterans Affairs Supportive Housing Program, which combines rental assistance from HUD with case management and clinical services provided by Veterans Affairs. On April 19, HUD Great Plains Regional Administrator Jason Mohr presented the ceremonial check to City Council members and staff. We are proud to receive this funding to help us continue serving local veterans in need of housing.

Thinking of Retirement?

Are you thinking about retirement, but worried about the cost of health insurance? Recent changes to the City’s cost of health insurance for retired employees may make the possibility of retirement a reality for many employees. Each individual employee situation is unique, so if you are considering retirement we encourage you contact Bonnie Pisarik in our Human Resources Department at 286-5078 or b.pisarik@cedar-rapids.org. She would be happy to set up an appointment to review your situation and discuss your options.

Additional retirement information is available in our "Steps to Retirement" document found here. This document provides answers to basic retirement questions such as COBRA, dental, and vision premiums, life insurance conversion and/or portability options, and suggested time frames on various action steps.

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<th>Plan Description</th>
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<td>Choice Health Plan—Single (includes 2% admin fee)</td>
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In April we continue focusing on the second building block of the 5 Dysfunctions of a Team model, promoting healthy conflict within our teams. One detractor of healthy conflict is artificial harmony. This is the group dynamic in which it appears people are in agreement, but they are choosing to hold their opinion silent rather than discuss it. It can be difficult to determine if someone agrees with a decision when they don’t share their opinion on the topic. We often interpret silence as agreement. Nodding our head, smiling, and saying “Um hum” is typically interpreted as agreement – even when we don’t speak. Asking a question may help to bring out different opinions. Try asking, “What is the down side of this idea?” or “Who might this impact negatively?” or “What are some other solutions we should consider?”

Here is what some of our city leaders have to say about avoiding artificial harmony.

**Dara Schmidt: Library:** Artificial harmony is teamwork’s silent killer. If you aren’t hyper-aware and looking for it, it can erode your team’s trust and build resentment. We’ve seen things fester for years because of artificial harmony! Mining for conflict as the leader of the team is essential. Making sure everyone interacts and speaks their mind in an open, productive way will eliminate artificial harmony. Try using the tools you’ve learned like fist-to-five to make sure everyone in the group is clear on individual’s buy-in. And remember – silence = disagreement!

**Ken DeKeyser: Development Services:** Artificial harmony, also known as “group-think” or “not rocking the boat”, arises from a fear of conflict. We’re uncomfortable with the thought of being singled-out for dissenting ideas, which might actually help the team when it seems to be stuck or not progressing. Avoid artificial harmony by always encouraging your team for healthy conflict and solutions to reach that next level. Reassure everyone that constructive criticism is okay, and for those less comfortable with voicing their suggestions to the group, provide a one-on-one outlet until they feel ready to be heard.

**WORD SCRAMBLE:**
One way to promote healthy conflict at work is to avoid artificial ________ . Letters: OARYMNH

Unscramble the letters to answer the FAQ above. Click [here](#) to provide your response and be entered in the monthly org health drawing.

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.
May Baskets for the Homeless

During the month of April, we ask that you help those in need by donating new/unopened Household items. These items will help the women, children, and families associated with Waypoint Services.

Items will be collected until Friday, April 27th.
Boxes are located at the back entrance of City Hall.

Most needed items include:
- Bath towels
- Non-perishable food items
- Laundry detergent
- Cups, plates
- Household cleaner
- Shower curtains
- Bus passes
- Gas cards
- Silverware
- Dish clothes
- Toilet paper, paper towels

***Cash and Gift Card donations can be given to Pam Anderson (564)-
3597 or Les Shriver (586)-7575, in Housing Services.***

Thank you for your generosity!
-The CR Cares Committee
During the month of April, the CR Care Committee is collecting donations for

**Last Hope Animal Rescue.**

Last Hope is a non-profit, all-volunteer animal rescue group in Cedar Rapids. Most of their animals come from local kill shelters, as their time has run out due to any number of reasons. Their purpose is to save as many animals that they can and then place them into loving, forever homes. [AdoptHope.org](http://AdoptHope.org)

**Items Needed:**
- Treats
- Toys
- Pill Pockets
- HE Laundry Detergent
- Bleach
- Garbage Bags, Kitchen Sized
- Kitty Litter
- Gift Cards To: Theisen’s, Menards, PetCo, PetSmart...
- Natural Balance Lamb & Rice Dog Food (canned or dry)
- Royal Canin Mother & Baby Cat Food (canned or dry)

Donation baskets are located throughout the CSC. Please bring monetary and gift card donations to Jurdan Jiruska, in Public Works. Be sure to check the Employee Newsletters during the month of April for featured animals in need of loving homes.

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**This week’s featured animal available for adoption through Last Hope Animal Rescue:**

Harmony is the most affectionate little girl you will ever meet. She loves to curl up with you while reading or cuddle with you at bedtime. She has perfect house manners and is a low/medium energy kitten. She has a heart of pure gold and loves to bring joy to others. She has a unique coloring with tabby markings mixed in with her calico pattern. She would love a quiet, laid back family of her own where she can greet you every day with her warm hugs. Harmony recently had a major surgery that she has recovered from where they had to go in and wire her leg bone back together. Because of this, her foster mom prefers her adoptive family have quieter, calmer children so they will not play too rough or fall on her old injury. Harmony was found by her foster mom’s son when he was running through the woods near a lake with his cross country team. A tiny little meow came crashing through the brush looking for help after she had been abandoned there. She ended up following her son back through the woods to be rescued.

The adoption fee for Harmony is $100 which includes spay, vaccinations and a microchip. If you’re interested in Harmony, please complete an application on our Last Hope’s website adopthope.org or email adoptions@adopthope.org.