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

Andrew Brachman, PW - Geospatial Data Specialist III effective Dec 10. Andrew comes to us from B3 Insight in Delhi, IA.

Jessica Duffy, Library – Patron Services Specialist effective Dec 10. Jessica comes to us from an Independent Web and Mobile Developer in Marion.

Employee Promotion and Transfers

Brian McLeod, PW - promoted to Lead Street Maintenance Supervisor effective Nov 24. His previous position was East Streets Supervisor.

Amy Kunkle, Fire– promoted to Fire Captain (Day) Paramedic effective Dec 3. Her previous position was Firefighter (Days) Paramedic.

Jonathan Mouw – UTIL– has been promoted to Utilities Engineer II effective December 10. His previous position was Utilities Engineer I.

Connor Sirovy, PW - transferred to Sewer Maintenance Worker effective Dec 5. His previous position was Temporary Sewer Maintenance Worker.

Kurtis Sorensen, PW - transferred to Sewer Maintenance Worker effective Dec 5. His previous position was Temporary Sewer Maintenance Worker.

Heather Vasquez, Parks & Rec– transferred to Administrative Assistant II effective Dec 10. Her previous position was Administrative Assistant II in Sewer.

Maheaba Baloch, IT– transferred to Administrative Assistant II effective Dec 10. Her previous position was Administrative Assistant II in Solid Waste and Recycling.
City Manager and Director Updates

**Stakeholder Outreach: Inspection Fees**
The Public Works Department has been conducting stakeholder outreach regarding the proposed inspection fee on new development. Staff recently attended a Developers Council meeting to outline the fee structure and proposed timeline for adoption. Additionally, two open houses are scheduled next week for staff to meet with developers. The proposed fee would cover the cost of on-site inspection and quality control testing, which would help address premature pavement failures and ongoing maintenance costs. The fee would not exceed 5 percent of the total construction cost of the project. This fee proposal will come before council in early 2019; if approved, the new fee would not go into effect until 2020, providing a transition period for developers.

Open houses will be held at the City Services Center, Five Seasons Conference Room on the following dates:

- **Wednesday, Dec 12, 2018** - 9:00 a.m. – 10:30 a.m.
- **Friday, Dec 14, 2018** - Noon – 1:30 p.m.

**Open House December 13 on 3rd Avenue SE Improvements**
Public Works will hold an open house this week to share information on improvements planned for 2019 on 3rd Avenue SE downtown. The open house will be held on Thursday, Dec 13, from noon to 1:00 p.m. at the Cedar Rapids Metro Economic Alliance (501 1st Street SE). The project on 3rd Avenue next summer will stretch from 1st Street SW to 19th Street SE, and includes converting traffic from one-way to two-way travel, resurfacing, installing pedestrian friendly bump-outs, bike lanes, raised medians, and railroad gates and crossing arms. In addition to the open house, staff will also be reaching out directly to the Wellington Heights Neighborhood Association to provide an update on the project. Lane reductions will be in effect, but 3rd Avenue will remain open during the course of construction.

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**Cedar Rapids Civil Rights Commission Executive Director Resigns**
The Civil Rights Commission is beginning the process to search for a new Executive Director after LaSheila Yates, who served in the position since 2014, recently resigned from the position. Senior Investigator, Janet Abejo-Parker will serve as Acting Executive Director during the search process.

“The board would like to acknowledge LaSheila’s great contributions to the Civil Rights office,” said Salma Igram, Civil Rights Commission Board President. “We are confident in the abilities of the commission staff to continue their excellent work while we search for a new director.”

For more information about the Cedar Rapids Civil Rights Commission, please visit [www.cedar-rapids.org/civilrights](http://www.cedar-rapids.org/civilrights)
The second Informal Influencer class was held at City Hall on Nov. 8 & Nov. 29. Twenty-eight participants discussed tips and strategies of how to positively impact our work environment. The Informal Influencer class focused on four areas.

1. Ideal Team Player – Self awareness of the qualities of humility, hunger for excellence and people smarts was presented by Shawn Lampe, IT.
2. Myers-Briggs Type indicator – Leveraging your personality to positively influence co-workers was presented by Sara Buck, Community Development.
3. Five Dysfunctions of a Team – Important elements that promote teamwork and collaboration was presented by Vance McKinnon, Fire.
4. Value of Influence – Importance of effective communication and collaboration was presented by Sandi Fowler, City Manager’s Office.

For more information about the organizational health initiative at the City of Cedar Rapids contact: Sue Sager, Organizational Development Manager, ssager@cedar-rapids.org 319-777-1699.
Who is a Safety Leader?

Safety leaders do not influence others through power, status or authority: safety leaders influence others through their actions. One does not have to be a member of management or supervise other employees to be a safety leader; the only qualification to being a safety leader is a commitment to the safety of every single employee within the organization.

Anyone, regardless of organizational hierarchy can be a safety leader.

Behaviors of a strong safety leader:

- Committing to safety; being absolutely clear that safety is a personal value to them
- Being an example by knowing and following the rules; role-modeling safe behavior
- Avoiding complacency for the dangers of the job
- Reporting safety hazards, violations and incidents; see something, say something
- Maintaining open communication with coworkers and management about safety concerns
- Implementing change to improve safety and working conditions
- Encouraging co-workers to exhibit safe behaviors
- Making co-workers aware that unsafe behavior is unacceptable
- Reminding co-workers of who their unsafe choices could impact
- Being involved in safety initiatives and committees
- Focusing on progress over perfection; raising the bar for safe work expectations

Our safety culture depends on dedicated leaders at all levels of City operations

Make your personal commitment to being a safety leader today!

The City of Cedar Rapids is committed to setting the standard for being the safest and most rewarding place to work for the benefit of all of our employees and those we serve in the community.

Together, we will BE ALERT, COMMUNICATE and WORK SAFELY, every minute, every hour and every day.
Wellness Newsletter

Try A New Recipe!
Pumpkin Custard
(Whole30 & Paleo)

Ingredients:
- 13.5 oz can of full-fat coconut milk
- ½ cup of chopped pecans
- 2 very ripe bananas
- 3 tbsp of almond butter
- 4 eggs
- Cinnamon or pumpkin pie spice to taste
- 15 oz can pumpkin puree

Instructions:
1. Preheat oven to 350 degrees.
2. In a 13x9 baking dish, place all ingredients except the nuts. Using an immersion blender, blend the mixture until combined well.
3. Once combined, sprinkle the top with nuts and place in the oven for 30 minutes.
4. Serve warm or chilled.

Note:
*If you don’t have an immersion blender, put ingredients in large bowl and use hand mixer.
*If you aren’t following Whole30, we suggest adding a little vanilla extract.

Have a Healthy Holiday

The holidays are here which brings time with family, friends, and food... Lots of food. Making healthy choices around the holidays can be tricky. You don’t need to deprive yourself, eat only boring foods, or take your treats with a side order of guilt. Instead, by practicing a bit of defensive eating and cooking, you can come through the holidays without making “go on a diet” a necessary New Year’s resolution.

8 TIPS FOR HOLIDAY EATING

1. Don’t Go Out With An Empty Tank - Before setting out for the gathering, eat something so you don’t arrive famished. Excellent pre-party snacks combine complex carbohydrates with protein and unsaturated fat—like apples slices with peanut butter.
2. Budget Your Calories Wisely - Don’t eat everything at parties or feasts. Be choosy and spend calories judiciously on the foods you love.
3. Be Buffet Savvy - Survey the entire table before you take any food. Identify the healthier choices. By checking out all of your options, you might be less inclined to pile on items one after another.
4. Small Plates Are Great - Find and use the smallest plate. We are visual eaters and feel done when the plate is empty. Smaller plate = less food.
5. Distance Makes the Heart Stay Healthy - Don’t stand next to the food table. That will make it harder to mindlessly reach for food as you talk.
6. Take 10 Before Taking Seconds - It takes a few minutes for your stomach’s “I’m getting full” signal to get to your brain. After finishing your first helping, take a 10-minute break - then recheck your appetite. You might realize you’re full, or only want a small portion of seconds.
7. Drink to Your Health - Watch holiday drinks as they offer sneaky calories. A glass of eggnog can set you back 500 calories; wine, beer and mixed drinks range from 150-225. If you drink alcohol, have a glass of water or juice-flavored seltzer in between drinks.
8. Pay Attention to What Really Matters - Although food is an integral part of the holidays, put the focus on family and friends, laughter and cheer. Enjoy the party and the people first.
Maintain Don’t Gain Challenge

The holiday season is in full swing! How are you doing maintaining your weight?! Be sure to stop in for the *optional* mid-point weight check!

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*Can’t make it to CSC for a Weight Check Event?* Submit your weights online by visiting [www.myhealthywithhsi.com/citycr](http://www.myhealthywithhsi.com/citycr)