Thank you for your submissions!

Non-bargaining employees and the leadership team have successfully completed their JDQs and submitted them to Human Resources. HR will now review them for completeness before submitting them to Segal Waters consultants by May 2.

Segal Waters will undertake the task of reading and reviewing all the questionnaires, and arranging for any necessary follow-up conversations for clarity or understanding.

Employee Interviews / Focus Groups: June 3—4

Segal Waters will return June 3—4 for any necessary employee interviews or focus groups. Segal Waters is a professional consulting firm that specializes in public sector classification and compensation studies. Employee interviews or focus groups will only be necessary if JDQs were not completed fully, or included ambiguous information. The more completely the questionnaire was filled out, the less likely it will be that the consultant requires clarification or additional analysis. There may be a few unique positions or situations that will require the firm to get additional clarification; however, a majority of the positions will not require interviews.

We will share additional information as we learn specifics about their site visit.

QUESTIONS
ABOUT THE STUDY?

EMAIL
wagereview@cedar-rapids.org

CR@WORK
Under “Employee Resources”
UPDATED | Frequently Asked Questions

Below is an updated list of frequently asked questions. We will continue to respond to questions as we receive them. If your question was not answered in this issue, watch for it in a future issue.

Does the study take into consideration whom the employee reports to? For example, if an Administrative Assistant II reports to a Director and another Administrative Assistant II reports to a Manager, will that be a factor in determining salary or title changes?

The study reviews the content of each job position and its duties, taking into consideration the nature of the work being performed, sensitivity and complexity of the subject matter, and key responsibilities.

Positions that are not reporting to the same title will likely be performing different job duties. The study will review and recommend findings based on the responsibilities and duties of each position.

Is the study reviewing any possible inadvertent gender pay gaps that may have happened over the years?

The study will review and classify positions based on the content of the job, not the person – which would eliminate gender.

What will happen if the study determines someone is being overpaid?

In their final report, Segal Waters will provide recommendations on how to handle all conditions – underpaid, overpaid, or remain the same – as well as recommendations on how future adjustments will be addressed.

Is the review affected by the Public Works evaluation done a few years ago by the Matrix Group?

No, the Wage Review is considering the content of positions today, in the current structure established after the Matrix Review.