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.

July 30, 2018

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2018 Employee Satisfaction Survey

We want to hear from you! Please take a few minutes to complete the annual Employee Satisfaction Survey. It is a great opportunity for you to share your ideas and opinions. The confidential survey is an important way in which we learn how we can improve as both a place to work and as an organization. The survey will be open for two weeks – July 26th through the end of the day August 9th.

See page 2 for additional information.

Employee News

New Employees

Jacob Dearborn, Finance – Building Maintenance Worker III effective July 30. Jacob joins us from DPI Quality Custom Finishes in Cedar Rapids.

Employee Promotions

Aaron Leisinger, Police – has been promoted to Police Sergeant effective July 21. His previous position was Police Officer.

Matthew Welsh, Police – has been promoted to Police Lieutenant effective July 21. His previous position was Police Sergeant.

Sidney Murray, Utilities – has been promoted to Solid Waste Recycling Driver Collection II effective July 30. His previous position was Solid Waste Recycling Driver Collection I.

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City Manager and Director Updates

**Vehicle Towing**

In a recent Iowa Supreme Court case *State of Iowa vs. Bion Blake Ingram*, filed June 29, 2018, the Court adopted a tighter legal framework for warrantless inventory searches and seizures of automobiles. The Court decision stemmed from a Jasper County Sheriff’s Office case in which a deputy impounded Ingram’s car after noticing that the registration had expired. The Supreme Court ultimately held that police should advise the owner or operator of the vehicle of the options to impoundment, and when impoundment is necessary, personal items may be retrieved from the vehicle, and if the vehicle is impounded, containers found within the vehicle will not be opened but stored for safekeeping as a unit unless the owner or operator directs otherwise; and that the impoundment and search in this case was outside the bounds of any constitutionally permissible local impoundment and inventory policy.

This Supreme Court decision effects law enforcement locally in that police will be required to explore alternative arrangements short of towing and impoundment that do not interfere with public safety.

Examples could include:

- The vehicle can be legally parked, left in a reasonably secure and safe location and is not needed as evidence.
- The vehicle is parked on private property, on which the arrestee or owner is legally residing, or the property owner does not object to the vehicle being parked at that location.
- The arrestee or owner of the vehicle requests that it be released to a person who is present, willing and able to legally take control of the vehicle.
- The vehicle is legally parked and the arrestee or owner requests that it be left at the scene. In such cases the requester should be informed that the department will not be responsible for theft or damages.

There will be cases when tow/impoundment may be necessary such as No Insurance, Unsafe Vehicle, Improper Registration, Proof of Ownership, Further Investigation, or Search Warrant Applied For.

These changes will result in less vehicles being towed and impounded. Previously the Police Department towed most vehicles subsequent with the arrest of the driver to avoid liability for damage to the vehicle or theft from the vehicle, for example. It is estimated that the City will have a revenue reduction of approximately $500,000 because of fewer towed or impounded vehicles.

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### 2018 Employee Satisfaction Survey

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The confidential online survey can be accessed by the following link: [https://www.surveymonkey.com/r/FGJWXMQ](https://www.surveymonkey.com/r/FGJWXMQ)

**OR** by scanning the QR code below with your mobile phone:

- The survey will be open for two weeks – **July 26th** through the end of the day **August 9th**.
- This online survey is confidential and can be accessed through the link above or by scanning the QR code.
- The online survey will be accessible 24 hours a day, seven days a week, from home or work.

Employees who do not have a city email address will receive a paper survey from their manager or can scan the QR code with their mobile phones. We have sent separate information to managers who will distribute paper surveys. It is very important that all employees have the opportunity to provide input.

Please contact April Wing a.wing@cedar-rapids.org or ext. 5683 with any questions.
In order to achieve our potential as an organization and serve our community, we need to continue to grow our skills as individuals and team members. According to Patrick Lenncioni in *The Ideal Team Player*, the three qualities of an effective team member are: 1) humble, 2) hunger and 3) smart. **Humble** people are quick to point out the contributions of others and slow to seek attention for themselves. They share the credit for achievements and emphasize team success. **Hungry** people are self-motivated and diligent in their responsibilities. They are always looking for more opportunities to enhance the team and the organization. **Smart** team members are characterized by common sense and solid intuition about others. They understand group dynamics and know how to encourage others for the best outcome. As you consider these qualities, where do you see your strengths and weaknesses?

A free, online self-assessment is available at [https://www.tablegroup.com/books/ideal-team-player](https://www.tablegroup.com/books/ideal-team-player). You can contact the City Manager’s Office or the library to check out a copy of *The Ideal Team Player* for a deeper dive.

**Organizational Health Question:** *What learning experiences have helped you develop your skills?*

Click [here](https://www.tablegroup.com/books/ideal-team-player) to answer the question and be entered in the organizational health monthly 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.
Flood Control: Investing in a Strong Future

City Council members Scott Overland and/or Tyler Olson will speak to employees about Flood Control System funding, and offer their ideas and perspective regarding the City’s funding commitment. Flood Control System Program Manager Rob Davis will also provide an update on the engineering of the system and what residents can anticipate in the next few years.

Tuesday, August 7
12:00 - 1:00 pm
City Hall, Lower Level Training Room

FREE LUNCH FROM JIMMY JOHNS!

Please RSVP by Friday, August 3 to participate and reserve your lunch.
RSVP by emailing: citymanager@cedar-rapids.org
Update on City Fitness Centers at City Services Center and City Hall

Facilities Maintenance Services will be managing the fitness facilities at City Services Center & City Hall. All maintenance items should be logged through the FMS work order request system: http://nampa/WorkRequest/Login.aspx.

Please send any feedback or questions related to these two fitness facilities to fitnesscenter@cedar-rapids.org.

Fitness memberships will continue to be coordinated through Human Resources. Please contact Lisa Kerker, ext. 5000 with membership questions.

For more information on the City Hall or CSC fitness centers, please visit CR@Work: http://cratwork/EmployeeResources/wellness/EmployeeFitnessOption/Pages/default.aspx

Sign up to receive important employee information by text message

Have you signed up your personal phone to receive important employee information via text message? Signing up today will allow you to receive important employee information and emergency alerts right on your phone. This communication channel will be used in emergencies to relay critical information. It will also be used periodically to send reminders and information regarding benefits, internal events, and other timely internal information. You will also have the option to receive public Cedar Rapids news that is sent to residents, such as city events, programs and services.

Please click here to sign up to receive employee related communication via text

New Midyear Updates to Online Municipal Code

The City Clerk’s Office worked with their codification service provider, Municode, to have the electronic version of Cedar Rapids’ Municipal Code updated twice a year instead of annually. Supplement 17 Update 1 incorporates ordinances adopted through the end of June 2018; it’s now available to view and search at https://library.municode.com/ia/cedar_rapids/codes/code_of_ordinances. More-frequent codification, which comes at no additional cost to the City, will be helpful to Council members, City staff and members of the public who are researching the code. The hard copy of the code book will continue to be updated at the end of every calendar year.

Cedar Rapids Utilities Department Recognized with Clean Water Advocate Award

The City of Cedar Rapids Utilities Department received the 2018 Clean Water Advocate award from the National Association of Clean Water Agencies (NACWA) during a Utility Leadership Conference on Tuesday, July 24 in Boston. This award honors outstanding advocacy work by agencies to further municipal clean water priorities. The Utilities Department earned recognition for advocacy relating to watershed and nutrient reduction issues, including contributions to the 2018 Farm Bill. The department has also provided important support for the Clean Water Act and the Safe Drinking Water Act, including the pursuit of holistic watershed solutions to water quality and source water protection issues.

Since 2015, the City of Cedar Rapids has been a leading partner for the Middle Cedar Partnership Project (MCPP), a project focused on partnerships with local conservation entities, farmers and landowners. The Utility Department participates in cost share projects to install nutrient and soil management practices such as cover crops, wetlands, and buffer strips, which improve water quality, soil health, and decrease water quantity in the Cedar River Watershed.

Save the date for the Especially For You® Race Against Breast Cancer.

Sunday, October 7, 2018
Mercy’s Hall-Perrine Cancer Center, Cedar Rapids, IA

Online registration is open!

Click here to register online as a participant on the City of Cedar Rapids team
NEW DATE: The date for the Employee Service Awards has been updated from Thursday, Oct 25 to Thursday, Oct 4.

THURSDAY, OCTOBER 4
11:15 a.m. - 1:00 p.m.
Ushers Ferry Lodge
More information to come!
Cedar Rapids Police Explorers Win at National Competition

The Cedar Rapids Police Explorer Post #107 traveled to Purdue University in Indiana from July 16-21, 2018 to compete against other police explorer posts across the nation in various police procedures. The competition is held at the National Explorer Conference, which is held every other year.

The Cedar Rapids Police Department sent five Explorers and three advisors to this year’s competition. The Explorers competed in responding to bomb threat incidents, crime prevention, driving, crisis negotiation, bicycle courses, shoot/don’t shoot, air pistol, police written examination, physical fitness, traffic stops, and white collar crimes. The Cedar Rapids Police Department Explorer Post #107 placed 5th in the nation for their team work on Crime Prevention. This is the first local Explorer Post team to win in a competition since the 1980’s.

According to Officer Burke, “The Police Department is very proud of these young men and women who worked well together and represented Cedar Rapids so honorably at the national convention. Placing fifth in the nation in the Crime Prevention category is a testament to their hard work and dedication. These Explorers are clearly dedicated to making a difference in the community.”

The Cedar Rapids Police Department Explorer Post currently has 17 Explorers. The Explorer Post was organized in February 1966. Explorers are from various backgrounds between the ages of 16-20 years old and have a common interest in developing responsibility and leadership qualities. Explorers meet twice monthly and topics include arrest and search procedures, accident investigation, bomb threat response, burglary in progress protocols, crime scene search, hostage and crisis negotiation, domestic abuse investigation, shooting scenarios, first aid, traffic stop procedures, white collar crime investigation, firearms practice, and vehicle maneuvering procedures.

The Explorers participating in the competition included Tristan Connell, Caitlyn Froese, Logan Graham, and Jacob Lepsch, and Aaron Stark. The advisors who attended the competition with the Explorers were Officer Shawn Burke, Officer Charity Hansel, and Officer Dan Kent.
Meet Me at the Market

Newbo City Market

This Thursday, Aug 2

Must ‘check in’ at event to get 25 wellness points.

Walk – 5:30 p.m.

Short Run - 5:45 p.m. Approximately 3.1 miles out to prairie park fishery and back

Long Run – 5:45 p.m. Prairie Park Fishery 6-9 miles

Bike – 6:00 p.m.

Dance – 6:00 p.m. Bellyfit led by Shari McDowell

Yoga – 7:00 p.m. Vinyasa led by Melicia Patik

Go to meetmecr.org for event details.
For questions please contact Holly Ruble, ext 4859.
Employee Golf Outing
Put together a team for the 2nd Annual City of Cedar Rapids Golf Outing. The 4-Person Best Shot, held at Jones Golf Course on Saturday, Aug 25, is open to all City employees, their families and guests. Claim the trophy as the best team in the City. The tournaments costs $35 per person which includes golf, cart, lunch, and prizes. Call Mark McMahon with questions at 286-4589. Entry deadline is Friday, August 10. You’ll find the entry form below.