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

Sidney Christiansen, Library – Patron Services Specialist effective June 4.
Jolene Klein, Library – Patron Services Specialist effective June 4.
Chelsea DeLarm, Library – Patron Services Specialist effective June 4.
Austin Willets, Police – Police Officer effective June 5.
Nicholas Reinert, Police – Police Officer effective June 5.
Martin Green, Police – Police Officer effective June 5.
Deontrez Overstreet, Police – Police Officer effective June 5.
Morgan Kukla, Police – Police Officer effective June 5.
Claire Woodthorp, Police – Police Officer effective June 5.
Paul Cavin, Police – Police Officer effective June 5.
Shawn Hagarty, Police – Police Officer effective June 5.
Jakub Schmitz, Police – Police Officer effective June 5.
Samuel Reiher, Police – Police Officer effective June 5.
Christie Mehring-Cruz, Eastern Iowa Airport – Airport Guest Service Associate effective June 6.

Employee Transfers

Haley Roe, Public Works – transferred to Geospatial Data Specialist III effective June 4. Her previous position was Criminal Intelligence Analyst.

Kevin Felton, Utilities – transferred to Collection System Maintenance Worker III effective June 4. His previous position was Collection System Maintenance Worker II.

Aaron Guy, Utilities – transferred to Collection System Maintenance Worker II effective June 4. His previous position was Sewer Maintenance Worker.

Kileen Granata, Library – transferred to Patron Services Specialist effective June 4. Her previous position was Library Shelver.
City Manager and Director Updates

Hughes Park Open House Recap
The Parks and Recreation Department held an informational open house about the Hughes Park project on Thursday, June 7. Approximately 50 people attended to learn about the first phase of the project, expected to start in August, and to provide input on the second phase of the project. Phase one consists of infrastructure including ADA accessible sidewalks, a parking lot, fencing and a berm that can be used for sledding this winter with slides built into it in the future. This phase is expected to be completed this year.

Phase two consists of park amenities including primary and secondary trails, an outdoor classroom, birding station, challenge course, adventure play structure, naturalized climbers and slides, and open space for baseball and soccer. Funding for this phase is currently being sought through grant sources. People who attended the open house were supportive of the project with questions primarily surrounding traffic along Balsam Drive, and fencing and mowing near bordering residences.

Hughes Park consists of 7.3 acres, located at 2100 Wilson Avenue SW, that were purchased for $403,000 in 2016. The land was purchased for the purpose of creating a neighborhood park in the southwest quadrant, an area that had been identified in the Parks and Recreation Master Plan as having a deficiency in green space accessible to the public.

Proactive Policing
Tuesday’s council meeting will include a presentation by Police Chief Wayne Jerman outlining plans to provide additional proactive security measures in the community. The City’s Finance Department has determined recent collection activities related to Automated Traffic Enforcement will result in approximately $1.5 million in revenue to the City. It is our intention to use these funds to benefit the entire community by enhancing public safety for our residents. The department has identified several opportunities to enhance overall safety and complement our current initiatives including: adding a School Resource Officer at Metro High School; adding security cameras in areas downtown, in Redmond Park, and in Greene Square; and purchasing portable vehicle barricades and removable bollards. More information will be provided to Council and the public on Tuesday.

Northwest Gateway & Memorial Plaza Dedication
On Wednesday, June 13, at 2:00pm, city officials and neighborhood leaders will hold a commemorative ceremony to dedicate the new memorial plaza and gateway in the northwest neighborhood, and to reflect on the impacts and loss that was experienced during the 2008 flood. The dedication will be a joint ceremony between City officials and the Northwest Neighborhood Association, as they dedicate their privately-funded sculpture, West Side Rising. The ceremony starts at 2:00 p.m., and will be held at the intersection of O Ave and 6th St NW (near O Ave and Ellis Blvd). The ceremony is open to the entire community.

Human Resources Director Update
We are happy to announce that Teresa Feldmann will join the City of Cedar Rapids as Human Resources Director on June 25. Teresa brings several years of HR leadership experience to the position, most recently with Whirlpool Corporation in Amana, serving as HR Manager and responsible for labor management. She holds a Juris Doctor from the University of Iowa College of Law.

Teresa has extensive experience building teams and systems and looks forward to working with the existing HR staff, as well as building new team members to serve City employees.

Parks Superintendent Named
Brent Neighbor has been promoted to Parks Superintendent. Brent has been employed with the City for four years as Parks Maintenance Supervisor of the north west quadrant based at Ellis Park. He previously held positions with the University of New Mexico as Athletic Grounds Manager and at Mountain West GolfScapes as Project Superintendent. Brent received his Bachelor of Science degree in Agricultural Studies and Turf Management from Iowa State University after a four year enlistment in the United States Air Force as a KC-10 crew chief.
For the month of June, we will focus on the fourth organizational health building block – **accountability**. One of the tools we can use to enhance accountability is feedback. Recent research by Engage2Excel tells us that 70% of employees value and desire feedback from their peers. Peers are often closer to the work and can provide immediate feedback and creative solutions. Providing honest, productive feedback to one another is an important way to grow our skills and create team accountability. Recently, the Finance Management team held their off-site meeting. The Finance Management team focused on peer accountability by participating in a feedback activity in which team members share feedback with one another.

Here is what our City Manager and Finance Director had to say when asked: Why are accountability and peer feedback important for strengthening the team.

**Jeff Pomeranz, City Manager:** "Strengthening our team to strengthen our City requires full engagement from everyone. Each person plays a key role in ensuring the best service to our citizens. Clear communication, teamwork, and feedback are necessary in creating a culture of accountability and excellence."

**Casey Drew, Finance Director:** "Feedback is important for a team because you will not improve as a team without it. In addition, incorporating feedback into the day-to-day operations builds trust among team members."

Winners of the Organizational Health Word Scramble for May are: Glenn Vosatka, Public Works  Christine Knapp, Utilities  Robert Collin, Police Department

**WORD SCRAMBLE:**

One tool to enhance accountability is ______________.  Letters: AEEBKCFD

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 319-777-1699.
Employee Service Awards

Please congratulate the following employees on their service anniversary for the month of May.

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>George Aboud</td>
<td>Police Detective</td>
<td>40 yrs</td>
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<tr>
<td>Glenn Shultz Jr</td>
<td>Parks &amp; Rec Construction Sup</td>
<td>35 yrs</td>
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<tr>
<td>Gary Petersen</td>
<td>CIP Senior Engineer</td>
<td>35 yrs</td>
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<tr>
<td>Kathleen Bierman</td>
<td>Water Plant Operations Mgr</td>
<td>25 yrs</td>
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<tr>
<td>Luanne Carter</td>
<td>Administrative Assistant I</td>
<td>20 yrs</td>
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<tr>
<td>Philip Cronbaugh</td>
<td>Coll System Maint Worker III</td>
<td>10 yrs</td>
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<tr>
<td>Kelly Coselman</td>
<td>Transit Operations Clerk</td>
<td>10 yrs</td>
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<tr>
<td>Michael Zach</td>
<td>Utilities Engineer II</td>
<td>5 yrs</td>
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<tr>
<td>Justin Koller</td>
<td>Sewer Operations Manager</td>
<td>5 yrs</td>
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<tr>
<td>Chelsey Sondag</td>
<td>Executive Administrative Assistant</td>
<td>1 yr</td>
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<tr>
<td>Melinda Rath</td>
<td>Transit Driver</td>
<td>1 yr</td>
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<tr>
<td>Wade Wilson</td>
<td>Transit Driver</td>
<td>1 yr</td>
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<tr>
<td>Samuel Rohrer</td>
<td>Transit Driver</td>
<td>1 yr</td>
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<tr>
<td>Jacquelyn Lynch</td>
<td>Claims Analyst</td>
<td>1 yr</td>
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<tr>
<td>Darrin Hayes</td>
<td>Firefighter Paramedic</td>
<td>1 yr</td>
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<tr>
<td>Benjamin Rocca</td>
<td>Firefighter Paramedic</td>
<td>1 yr</td>
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<tr>
<td>Aaron Smith</td>
<td>Firefighter Paramedic</td>
<td>1 yr</td>
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<tr>
<td>Landon Einck</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Cody Vry</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Briana Moore</td>
<td>Police Officer</td>
<td>1 yr</td>
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<tr>
<td>Rachel Pugh</td>
<td>Parks &amp; Grounds Maintenance Repair Worker I</td>
<td>1 yr</td>
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<tr>
<td>Matthew Wirth</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
</tr>
<tr>
<td>Kyle Garin</td>
<td>Public Works Laborer</td>
<td>1 yr</td>
</tr>
<tr>
<td>Thomas Mrazek</td>
<td>WPC Instrument Tech</td>
<td>1 yr</td>
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National Citizen Survey Report

In 2016 and 2018 the City of Cedar Rapids asked a sample of residents to participate in The National Citizen Survey™ (The NCIS™). The survey is designed to provide information about how the city government is serving residents, to gauge perceptions of the City, and to make comparisons with peer cities. The survey centers on community livability and includes questions about the quality of life in the community, local policies demographics, rating of local government services, and resident use of services. The City plans to conduct ongoing surveys every 2 year in order to track trends, gauge citizen perceptions, and solicit feedback. To review the report, click here.
Please join us for a speaker series featuring City employees highlighting programs and initiatives that impact our residents. Open to all employees in any department.

**FEATURED TOPIC**

Dog Days of Summer in Public Safety

Learn more about some of our 4-legged City employees who support police officers and firefighters. Join us for a demonstration of the K9s in action. Plus, we will have a special guest from Animal Care & Control that will be joining us.

- **Friday, June 15**
  12:00 – 1:00 pm | City Hall
  Basement Level Training Room

- **Tuesday, June 26**
  12:00 – 1:00 pm | CSC
  Time Check Hall

**FREE LUNCH FROM JIMMY JOHNS!**

Please RSVP to either session by Monday, June 11 to participate and reserve your lunch. RSVP by emailing citymanager@cedar-rapids.org
DISSA A LITTLE DEEPER

How does exercise benefit brain function/cognition?

“Staying active can help more than physical fitness, it can also boost your brain power. To maintain cognitive function, the brain requires a constant supply of oxygen and other chemicals, delivered through blood vessels. Physical exercise – even simple activities such as washing dishes or vacuuming – help to circulate nutrient-rich blood efficiently throughout the body and keeps the blood vessels healthy.

Exercise increases the creation of mitochondria – the cellular structures that generate and maintain our energy – both in our muscles and in our brain, which may explain the mental edge we often experience after a workout. Studies also show that getting the heart rate up enhances neurogenesis – the ability to grow new brain cells – in adults.

Regardless of the mechanism, mounting evidence is revealing a robust relation between physical fitness and cognitive function."

www.sciencemag.org/article/how-does-exercise-benefit-cognition

An estimated 5.7 million Americans of all ages are living with Alzheimer’s disease in 2018. One in ten people age 65 and older (10 percent) has Alzheimer’s disease.

What is Alzheimer’s disease?
Alzheimer’s is a progressive disease that destroys memory and other important mental functions. It is the most common cause of dementia – a group of brain disorders that cause the loss of intellectual and social skills.

What causes Alzheimer’s disease?
The cause of Alzheimer’s is not yet fully understood, but its effect on the brain is clear. The disease damages and kills brain cells, leading to significant brain shrinkage. People with Alzheimer’s will have one of two abnormalities in brain tissue:

- **Plaques:** Clumps of proteins called beta-amyloid interfere with cell-to-cell communication and damage/destroy brain cells.
- **Tangles:** Threads of proteins called tau will twist into abnormal tangles inside brain cells, impacting nutrients and other essential materials delivered throughout the brain.

How can I prevent Alzheimer’s disease?
Research into prevention strategies is ongoing. The strongest evidence shows that you may have a lower chance of Alzheimer’s disease by reducing your risk of heart disease.

Many of the same factors that increase your risk of heart disease can also impact your risk of Alzheimer’s disease and vascular dementia. Important factors include high blood pressure, high blood cholesterol, excess weight, and diabetes.

www.mayoclinic.org/diseases-conditions/alzheimers-disease

For more information, contact Health Solutions at (888) 362-5920.
Play to end hunger...and for a chance to win!

50/50 raffle to benefit HACAP’s Eastern Iowa Freedom From Hunger Campaign. 
$1 per ticket or $5 for 6 tickets.
Winner takes home half of the $$$ pot.
The other half will be donated to the campaign.
Tickets are available for purchase from Jourdan or Dana/Heather.
Ticket sales end on 6/22 3:15pm. Drawing on 6/22 3:15pm.
Open to Public Works Employees only.

Additional fundraisers for the EIA Freedom From Hunger campaign will be held w/in your Department. See your nearest CR Care Committee member for more info. www.hacap.org

Eastern Iowa Freedom From Hunger
You have several ways to participate.

Freedom From Hunger Bake Sale
The CR Cares Committee will be holding a Bake Sale to help feed the hungry. All proceeds will go towards the Eastern Iowa Freedom From Hunger Food Drive which is celebrating 15 years. Contact Pam Ammeter, 5237 to donate your yummy baked goods for the sale.

Also available at the bake sale:
Freedom From Hunger grab bag game. Try your luck for a chance to win a $10 gift card.
Purchase a bag of goodies for $5 and you could win one of 3 gift cards to a local coffee shop or eatery.