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

Elizabeth Bostian, Library – Patron Services Specialist effective Oct 8. Elizabeth comes to us from St. Ludmila Catholic Church.

Haseeb Haroon, Library – Library Shelver effective Oct 8. Haseeb comes to us from Grinnell College in Grinnell, IA


Employee Transfers

Neal Denison, Finance – transferred to Fleet Services Laborer effective Oct 8. His previous position was Parks & Grounds Maintenance Repair Worker I.

Tim Odell, Utilities – has transferred to WPC Maintenance Repair Worker I effective Oct 1. His previous position was Sewer Collection Systems Maintenance Worker III.

2019 Benefits Open Enrollment is coming soon!

Watch for upcoming Employee Newsletters as well as News & Announcements on CR@Work for additional information. Benefit packets will be mailed to your home later this month and there will be a NEW Online Benefits Enrollment Presentation in the coming weeks.

Have you recently changed your address? Call 286-5000 or email HR@cedar-rapids.org to ensure you receive your benefits enrollment packet.
City Manager and Director Updates

‘Historic Build’ Information Session Oct 11
The Cedar Rapids Metro Economic Alliance, the City of Cedar Rapids, and the US Army Corps of Engineers will offer a unique workshop this week to educate local contractors on upcoming biddable projects related to the Flood Control System. Two sessions will be offered, and will provide an overview on the local bid process, the federal bid process, and anticipated schedule for construction projects. The sessions will be held on Thursday, Oct 11 at 2:30 p.m. and again at 6:30 p.m. at the Economic Alliance, 501 1st St SE.

Holiday Delight Parade Discontinued
The Economic Alliance has decided to forego the production of the Holiday Delight Parade, citing dwindling attendance and interest over the years, along with rising costs and risks. They say the need for a holiday parade has lessened due to a wide variety of other community holiday events and opportunities available.

Examples of other holiday events/opportunities taking place in Cedar Rapids:

- Deck the District, Czech Village/NewBo Main Street
- Holiday programming, Downtown Cedar Rapids Public Library
- Holiday concerts/shows, TCR and Paramount
- Old World Christmas Market, National Czech & Slovak Museum
- Holiday Market, NewBo City Market
- City of Cedar Rapids Tree Lighting Ceremony, Greene Square

Several other organizations were given the chance to assume responsibility for the parade, but all declined. The Economic Alliance will be transitioning efforts to continue one of the original goals of the Holiday Delight parade - which aimed to draw people into the district during a lower populated month - to launch and strengthen their new buy local initiative, Buy Here, Give Here, Grow Here. They plan to continue to collaborate with Downtown stakeholders and the Downtown SSMID so staff time and resources can be allocated to new opportunities beyond the holiday season.

Police Academy Graduation
The Cedar Rapids Police Department held a graduation ceremony for police recruits of the 46th Basic Cedar Rapids Regional Police Academy. The graduation ceremony was held at Ushers Ferry Historic Village Lodge Wednesday, Oct 3.

Graduates included:
- Paul Joseph Cavin
- Martin James Green
- Shawn Ryan Hagarty
- Morgan Alexandra Kukla
- Deontrez Savon Overstreet
- Samuel Charles Reiher
- Nicholas John Reinert
- Claire Elizabeth Woodthorp

The Cedar Rapids Regional Police Academy began on June 5 and concluded with the Graduation Ceremony. The Academy includes 18 weeks of basic training for police recruits. The Honorable Judge Linda Reade was the keynote speaker. The officers are now assigned to an experienced Field Training Officer who will work with and support these officers as they begin their professional career with the City of Cedar Rapids.
Register to Attend the Next City Manager’s City Update on October 23

All City employees are invited to join City Manager Jeff Pomeranz for his October 2018 City Update event. This is your opportunity to visit with the City Manager and hear Jeff discuss City topics and answer questions submitted by you and other employees.

- Tuesday, October 23
- 8:00 to 9:30 a.m.
- Downtown Library, Whipple Auditorium
- Breakfast: 8:00 to 8:30 a.m. Beems Auditorium
- Presentation and Questions: 8:30 to 9:30 a.m.

All City employees are invited and encouraged to attend. The use of flex time will not be required. Space is limited, so please RSVP to Citymanager@cedar-rapids.org to reserve your seat. A response is required by Tuesday, Oct 16 to help us plan for breakfast.

Do you have a City related question you would like addressed by Jeff? Submit your questions to citymanager@cedar-rapids.org. Jeff will address as many questions as possible at the event.

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28th Annual Especially For You Race Against Breast Cancer

The Especially For You race was held Sunday, Oct 7, and team City of Cedar Rapids had 26 participants. Proceeds from the race provides support to area individuals in need to receive free mammograms as well as other breast-care and gynecological services. Thank you to the participants for supporting this very worthwhile cause!

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Healthiest State Initiative Walk

Thanks for making our second annual Healthiest State Walk a huge success! This event is eligible for 1 wellness hour, so make sure you log into the Health Solutions portal and record the event by October 17.

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Take a Break From Your Desk

Take a break from your desk and help us plant trees on Thursday, October 11 from 1:00 to 3:00 p.m. Bring a sack lunch, then take a late lunch and join us. We’ll plant ten new trees around the City Services Center with assistance from Trees Forever. We need ten to twenty people who are willing to help for approximately 30 to 45 minutes. Meet by the steps at the main entrance or find us outside. For more information, email Todd Fagan at t.fagan@cedar-rapids.org.
Conflict Comes to Life at Community Development

A lively discussion about conflict was the focus of the Community Development staff meeting on Oct. 1. They were the first team to participate in the Mastering Conflict citywide training. The discussion was facilitated by Matt Myers from Public Works and Ken DeKeyser from Development Services. Participants described enjoying the opportunity to talk about conflict as a team. They appreciated hearing that the city wants employees to have healthy, productive conflict about ideas. Steps of how to initiate difficult discussions was another favorite aspect of the training. According to Bill Micheel, “It was valuable to have two facilitators who are familiar with our work to bring this training to us. We have a relatively new team. Having this discussion will help us gel as a team.”

A few of the key comments from the session include:

Jennifer Pratt, “Don’t underestimate the importance of telling your story. The ‘why’ of the situation is as important as the facts.”

Ken DeKeyser, “There is more than one genius on the team. We need everyone’s unique contribution. Differing ideas are valuable. Whatever you do, don’t engage in conflict through email. Do it face-to-face.”

Matt Myers, “Sometimes people are reluctant to bring up differing opinions in a group setting. One way to bring about unique perspectives is to ask the group, ‘There has got to be one more question.’ This will often bring out additional divergent ideas.”

Bill Micheel, “Don’t have a knee jerk reaction when it comes to conflict. If you want to get better at your job, think hard about what you are saying and be open to feedback. I appreciate when others give me feedback to ‘pump the brakes’ when I’m reacting too quickly.”

Mastering Conflict training will be coming to your team by the end of the year. For more information about the organizational health initiative at the City contact: Sue Sager, Organizational Development Manager, s.sager@cedar-rapids.org 319-777-1699.
EMPLOYEE SPEAKER SERIES

Featuring City employees highlighting programs and initiatives that impact our residents. Open to all employees in any department.

FEATURED TOPIC

SAFE CR

This year marks the 5-year anniversary of the City’s SAFE-CR (Safe and Friendly Environments in Cedar Rapids) program. Learn more about how this program is coordinating with multiple departments to improve neighborhoods across the community. We’ll show you examples of properties that are no longer nuisances and discuss ways that you can help citizens with issues in their neighborhood.

› Tuesday, October 16
12:00 – 1:00 pm
City Hall, Lower Level Training Room
RSVP BY OCTOBER 12

› Wednesday, October 24
12:00 – 1:00 pm
City Services Center, Time Check Hall
RSVP BY OCTOBER 22

FREE LUNCH FROM JIMMY JOHNS!

Please RSVP to participate and reserve your lunch.
RSVP by emailing: citymanager@cedar-rapids.org
Wellness Initiatives

Are you enjoying the current Wellness and Rewards programs at the City?
Do you have ideas on how to enhance the initiatives currently provided?
We want to hear from you!
Please take this short survey to share your feedback:
City of Cedar Rapids Wellness Program Survey
Commitment to Safety – Survey results are in!

Question: Why is working safe important to you?

This graphic demonstrates the words most commonly used; the larger the word appears, the more people utilized the word in their answers.

These responses indicate that employees understand that working safely has an incredible impact not only at work, but also on our lives outside of the workplace. Our families, spouses, kids, and fellow community members depend on us to work safe.

Making a hasty decision like skipping safety protocols to “get it done at all costs” is not worth the long-term impact that an accident would have on our lives off the job.

When approaching a task – take a moment to ask yourself the following:

What could go wrong?

Who would be impacted if something goes wrong?

What can I do to make sure that whatever could go wrong does not happen?

Asking yourself these questions could be the difference between you going home in the same condition that you came to work in... and not going home at all.
### 2018 Flu Vaccine

**Tuesday, October 23rd, 2018**

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<thead>
<tr>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>6:30am - 8:30am</td>
<td>Central Fire Dept : EOC Room</td>
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<tr>
<td>9:00am - 11:00am</td>
<td>Police Dept. : 2nd Floor Breakroom</td>
</tr>
<tr>
<td>11:30am - 12:45pm</td>
<td>Transit</td>
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<tr>
<td>1:30pm - 2:45pm</td>
<td>City Hall - Lower Training Room</td>
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<tr>
<td>3:30pm - 4:30pm</td>
<td>Library - Downtown</td>
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<tr>
<td>5:00pm - 6:00pm</td>
<td>Police Dept. : 2nd Floor Breakroom</td>
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**Wednesday, October 24th, 2018**

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>6:30am - 8:30am</td>
<td>City Services Center : Time Check</td>
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<tr>
<td>11:30am - 12:30pm</td>
<td>Ladd Library : Break Room</td>
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<tr>
<td>2:15pm - 3:30pm</td>
<td>WPC : Admin Conference Room</td>
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**Thursday, October 25th, 2018**

<table>
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<th>Time</th>
<th>Location</th>
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<tbody>
<tr>
<td>6:45am - 8:30am</td>
<td>Water Admin</td>
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<tr>
<td>9:00am - 10:30am</td>
<td>City Services Center : Risk Services</td>
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<tr>
<td>1:00pm - 1:30pm</td>
<td>Animal Control</td>
</tr>
<tr>
<td>2:00pm - 3:30pm</td>
<td>Airport</td>
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- No Registration Required
- Free! Paid for by City Health Fund
- Wear short / easily rolled up sleeves
- More info: www.cdc.gov/flu

Questions? Call Judy Powell, City Nurse: 286-5056