Employee News

New Employees


Andrea Cooper, CMO – Administrative Coordinator - Special Events effective Sept 11. Andrea joins the City from Mercy Medical Center.

Employee Promotions

Diane Muench, FIN – promoted to Purchasing Manager effective Sept 6. Her previous position was Purchasing Agent III.

Wade Avis, UTIL – promoted to Solid Waste & Recycling Laborer Extra Driver effective Sept 11. His previous position was Transit Service Worker.

Employment Opportunities

HVAC Specialist
WPC Operations Supervisor
Patron Services Specialist

If you have questions about any of the opportunities, please contact Jenelle Sisneros, 286-5001.

Here is a link to view and print all job postings.
City Manager and Director Update

City Representation at Iowa Ideas Conference

The Iowa Ideas Conference is being held at the DoubleTree Thursday, Sept. 21 and Friday, Sept. 22. Iowa Ideas consists of eight tracks, each representing a key industry or issue shaping the future of Iowa. Attendees can stay in one track or mix and match for new perspectives. Each track consists of 10 sessions, including a track keynote, panel discussions and chances to interact with state leaders and big thinkers. The following City of Cedar Rapids leaders and staff will be participating in the event as speakers:

Transportation Track

Trails & Biking – Sept. 21 | 3:00-4:00 p.m.

Interest in bike lanes and trails -- both for recreation and daily commuting -- seems to be at a peak. Learn what new approaches cities and bike advocates are taking, plus, how will these efforts be funded in a time of shrinking state budgets?

Brandon Whyte, Multimodal Planner

Energy & Environment Track

Water Quality: Approaches in Iowa – Sept. 22 | 8:30-9:30 a.m.

In the first of two water quality panels, we'll look at official policies like the nutrient reduction strategy and various approaches that have been tried in Iowa, including the Des Moines Water Works lawsuit and Cedar Rapids' Middle Cedar Partnership Project.

Tariq Baloch, Water Utility Plant Manager

Community Vitality Track

Mayor’s Q&A – Sept. 22 | 9:45 a.m. – 10:45 a.m.

An interview with civic leaders of Iowa's largest communities on a range of issues: gun violence, flood protection, casinos and more.

Ron Corbett, Cedar Rapids Mayor

Revitalizing Core Districts – Sept. 22 | 1:30-2:30 p.m.

Major efforts in cities across Iowa have taken a fresh look at core neighborhoods. Whether it's reimagining an entire district or renovating a historic Main Street building, how have major overhauls and historic renovations changed Iowa's communities? What does it take to undertake these projects?

Jeff Pomeranz, Cedar Rapids City Manager

Welcome Sue Sager

We are happy to welcome Sue Sager to the City Manager's Office as the City's Organizational Development Manager. In her new role, Sue will develop and administer City-wide trainings, manage the City's organizational health initiative, creating opportunities to improve employee engagement and a positive City culture, and support process improvement initiatives.

Sue has been working as an Organizational Change Consultant at the University of Iowa since 2015, where she developed and implemented organizational improvements in 20 colleges and departments, providing training and support in areas of change management, cultural climate, and leadership and employee engagement. She comes to us with over 20 years of experience in the field of organizational development and training.

Customer Service

The City Directors team is currently exploring opportunities to enhance our customer feedback options in order to offer residents the most convenient and efficient methods to evaluate their interactions with the City, and ultimately increase citizen satisfaction. We will be sharing more details about the program soon.

Service Project Reimagines Cedar Rapids Downtown Alleyway

Cedar Rapids staff have partnered with employees from landscape architecture and planning firm, Confluence, to design and implement a new temporary alleyway demonstration project in the alley off 3rd Street SE, between Theater Cedar Rapids and U.S. Bank, and behind Brick's Bar and Grill. This is a fun and unique way to clean up downtown alleys and turn them into usable space. Our hope is this serves as a pilot project for more alley makeovers in downtown Cedar Rapids.

The pop-up alley upgrade features wall murals, seating areas, games, moveable landscaping, and more. The space opened to the public beginning at 5:00 p.m. Friday Sept 15 and will be available through Sept 24.
BeWell 24/7

Wellmark has a service exclusive to Wellmark members called BeWell 24/7. It’s so much more than a nurse line. It’s real help from real people 24/7. With BeWell 24/7, you’ll have access to:

**Health Advocacy:** Get personalized help coordinating care, locating specialists, scheduling home-care services, transferring medical records and more.

**Nurse Support:** Having side effects from a new drug? Want to better understand a diagnosis? A registered nurse can provide trusted insight and recommend next steps.

**Care Navigation:** Receive information from health professionals who can help you better understand your health condition and learn more about how Wellmark can help.

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Get Your Walk On

Did you know that walking is the easiest, most affordable and accessible way to get physical activity in every day? This year, the Healthiest State Annual Walk aims for Iowans to “Walk More. Connect More.” by walking for thirty minutes a day with friends, co-workers, family and neighbors. Thirty minutes of physical activity is proven to improve, not only physical health, but also social and emotional health. Blue Zones Project Cedar Rapids and the City of Cedar Rapids encourage you to take this first step in building a healthy lifestyle.

Join us on Wednesday, October 4 as we participate in the Healthiest State Annual Walk. Cedar Rapids will be walking with thousands of Iowans across the state for thirty minutes in support of the Healthiest State Initiative. The walk will begin at three downtown locations: Grant Wood Studio parking lot in the MedQuarter Regional Medical District, NewBo City Market, and McGrath Amphitheatre - join the location most convenient for you. The walk officially starts at noon, but please join us a few minutes early for a group photo. We are thrilled to have special guests Iowa Governor Reynolds, Lt. Governor Gregg, and former Hawkeye Chuck Long join us.

Groups in each location will begin walking at noon and meet approximately 15 minutes later at Greene Square where we will have tailgate-style entertainment. Water and trail mix will be provided for free and food trucks will be in the park from 12:00 to 1:30 p.m. Enjoy the celebration and then return to work at your convenience.

We look forward to seeing you there to “Get Your Walk On” and continue making strides for Iowa to become a healthier state. With your support, we can continue to live better, longer in Cedar Rapids.
Ethics Corner

Ethical Dilemmas
Throughout a person’s career, it is a distinct probability that they may one day face an ethical dilemma in the workplace. These dilemmas oftentimes are “no brainers”, in as much that one can easily navigate the situation and successfully remedy it. Nevertheless, sadly, many will fall prey to not being able to handle these dilemmas correctly, and when unveiled, they often lead to scandals that are devastating. Many have lost their job, faced disgrace and public humiliation for failing to adhere to simple values and ethics. I submit the ethical values that are most tested in the workplace and destroy careers involve dishonesty, anger, peer pressure, lust, and greed.

We can train coworkers and ourselves how to handle and address these dilemmas when encountering one. There are many workshops and training classes. However, the simplest way to address these dilemmas is to have direct conversations with each other, supervisors/managers whenever there is suspicion of an ethical dilemma on the horizon.

- The City allows “incidental” use of City equipment for personal use. However, there is a big difference between a single photo copy and copying 100 full color birthday party invitations.
- Social media, texting or gaming on our smartphones are fun past times. And I am sure most can identify with how easy it is to spend more time than you intended or imagined that you could on these activities. We know that City equipment is to be used for City business. But it is possible to use your personal smartphone and lose track of time and decrease our productivity while at work. When we are on the City time clock, we need to be using our time doing our job not getting lost in a smartphone application.

Thursday, Oct 12, 2017
11:15am - 1:00pm
Ushers Ferry Lodge

REMINDER: This Friday, Sept 22, is the deadline to RSVP for the 2017 Employee Service Awards Tailgate party.

Coats for Kids

The CR Cares Committee is collecting winter coats for Eastern Iowa’s annual coat drive, Coats For Kids.

Donations at City sites will be collected from September 11-22

Look for donation locations in these buildings:
City Services Center
City Hall
Central Fire
CR Police Department
CR Water Building

Coats should be new or gently used, sized Infant, Child, Teen or Adult
*Gloves, mittens, hats, scarfs and snow pants are also accepted

Questions? Please contact Jourdan Jiruska at j.jiruska@cedar-rapids.org