




HRock Insider

Quarter 2; Issue 9

Introducing

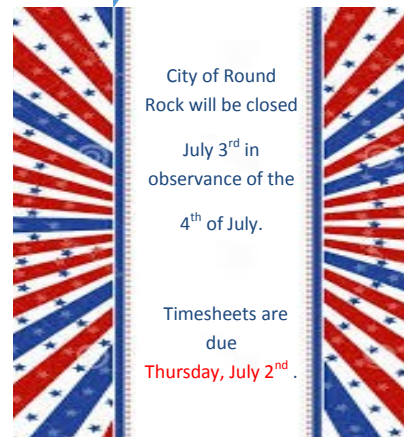
... Customer Feedback Cards to further improve your experience when visiting the HR office!!! On your next visit, please take a moment to fill one out and provide us with your feedback!

		Customer Feedback Card	
Please take a moment to help us improve your experience at CORR HR Office. When you're done, please drop the questionnaire in the box at the front desk.			
Service and Environment			
How often do you come to CORR HR Office?	How would you rate the staff?		
<input type="checkbox"/> Every day	<input type="checkbox"/> Friendly and helpful		
<input type="checkbox"/> 4 or 5 times a week	<input type="checkbox"/> Average		
<input type="checkbox"/> 3 or fewer times a week	<input type="checkbox"/> Varies on each visit		
<input type="checkbox"/> First time	<input type="checkbox"/> Poor service		
How long did it take to be helped?	How would you rate your overall experience today?		
<input type="checkbox"/> Immediate service	<input type="checkbox"/> Excellent		
<input type="checkbox"/> Less than 1 minute	<input type="checkbox"/> Good		
<input type="checkbox"/> 1 to 5 minutes	<input type="checkbox"/> Average		
<input type="checkbox"/> More than 5 minutes	<input type="checkbox"/> Poor		
Did you have an appointment? <input type="checkbox"/> Yes or <input type="checkbox"/> No			
Additional Comments (Please use the back if more space is needed)			

Upcoming Events!

Skin Cancer Screening:
July 15th and 16th

HSSE Week:
Sept. 14-17



Retirees

(April - June)

Transportation:

Carl Crow

Felipe Delatorre

Police Department:

Janis Kubsch

Kevin McBreen

Fire Department:

Phillip Walles

(April - June)

Library:

Christina Coello

IT:

Lance Williams

Parks & Recreation:

Taylor Valery

Chase Parsells

Andrew Perrow

General Services:

Nathan Sims

Police Department:

Jeanette Brecher

Ashley Greagrey

Utilities:

Christopher Perkins

Adam Bell

Carlos Hernandez

Cuitlahuac Diaz

Fire Department:

Matthew Deemer

Matthew Tanzer

Charles Brady

Hector Santiago

Herbert Houston

Jacob Boesch

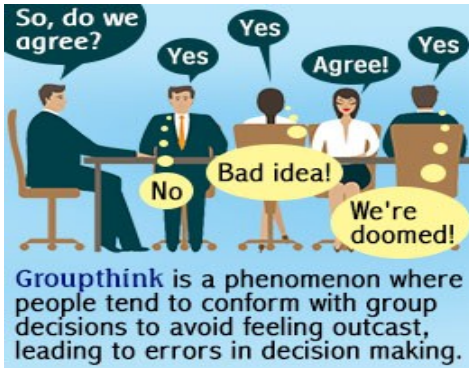
Patrick Batenhorst

Dan Addante

Kenneth Schmidt

203 WFGA-6700A

HR Organizational Development Connections

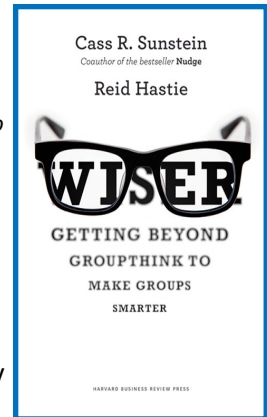


Groups affected by groupthink will disregard realistic alternatives and typically choose more illogical approaches in an effort to maintain harmony within the group. As a result, the outcomes of decisions shaped by groupthink have a low probability of success. One of the most well-known examples of groupthink can be found in the [Space Shuttle Challenger disaster](#).

Human Resources, Organizational Development Book Reference

In the book, *Wiser: Getting Beyond Groupthink to Make Groups Smarter*, the authors encourage readers to use the following actions to prevent and/or dismantle Groupthink by an organization:

- Define rules and processes for decision making and uphold them.
- Encourage full participation of every group member.
- Divide group members into smaller brainstorming groups before sharing ideas with the larger group.
- Support debate and productive conflict in the group.
- Make it a priority to examine all alternatives before making a decision.
- Invite outside experts to share their perspectives and insights with the group.
- Ask leaders to hold their opinions or ideas until after the group has had a chance to express their opinion.
- Have a designated 'devils advocate' in the group to challenge ideas and decisions.



Benefits Updates

Thank you for participating in the Benefits Survey!

Below are clarifications based off of the feedback we received:

- * The new vision coverage is much more extensive than the former \$200 reimbursement plan. In fact with the new plan, there is an allowance on frames and lenses equaling a total value of \$250. <http://employees.roundrocktexas.gov/departments/human-resources/benefits/health-plan/>
- * Aetna Navigator is a great source of information: <https://member.aetna.com/appConfig/login>. Find discounts on gym memberships, information on the 24 hour nurse hotline, and much more.
- * The City has always paid for long term disability insurance at no cost to the employees. Short term disability however, is available on a voluntary basis only and is paid for by the employee. ([Policies & Procedures, Section 1: Insurance Coverage](#))
- * Accrued vacation leave is paid when an employee leaves City employment provided they give two weeks notice. ([Policies & Procedures, Section 11: Vacation Leave](#))
- * A leave of absence is an approved absence from duty in a non-paid status for not more than six (6) months. This is commonly referred to as a sabbatical. ([Policies & Procedures, Section 18: Leave of Absence](#))

To stay updated on employee news visit EmployeeNet: <http://employees.roundrocktexas.gov/>