Public Works, EVS achieve APWA accreditation

Springfield/Greene Co. now accredited in four service areas.

With the June 20 accreditation of Springfield’s Public Works and Environmental Services departments by the American Public Works Association, Springfield/Greene County joins Miami/Dade County, Fla., as one of two municipalities in the nation accredited in law enforcement, fire, emergency management and public works.

“We are now one of 85 public works agencies in the United States and Canada and four in Missouri that have this accreditation,” said Public Works Director Phil Broyles, in a staff memo. “Fewer than 1 percent of all agencies qualify for this accreditation.”


The American Public Works Association (APWA), is based in Kansas City. The purpose of its voluntary accreditation program is to provide a means of formally verifying and recognizing public works agencies for compliance with the recommended practices set forth in the Public Works Management Practices Manual.

Police

The Springfield Police Department is one of 386 law enforcement departments in the nation accredited by APWA.

Mayor Bob Stephens issued a proclamation designating the third week in May as Public Works Week. Public Works staff, left to right: Drew Gateley, Justin Foss, Tana Pulles, Bryan Sayre, Mark Stiles, Phil Broyles, Paula Brookshire, Erin Palicki, Shane Judy and Kris Heinrichs.

inBalance Day at the Springfield Cardinals

To celebrate completion of HRAs this year, inBalance is offering City employees two FREE tickets to the Springfield Cardinals July 16. Game time is 7:09 p.m. Wear your inBalance T-shirt to receive a coupon for a free hot dog. Come find us at the inBalance table at Gate 3. Contact Walter Orr to reserve tickets: 864-1685 or worr@springfieldmo.gov

inBalance
CITY OF SPRINGFIELD EMPLOYEE WELLNESS

The Neighborhoods & Planning Office has launched its Great Neighborhoods program and Web site at springfieldmo.gov/greatneighborhoods. If your department offers services that should be included on this Web site, please contact Melissa Haase in PIO at 864-1003 or via e-mail.
The City and Parks staff dedicated the new Doling Lake and waterway improvements on Flag Day, June 14.

The lakeside dedication included Presentation of the Colors by the VFW Post 693, project highlights, Doling Park history and ribbon cutting followed by a stroll around the lake and 1913-era refreshments at the Doling History Museum.

The improvement project included the dredging of sediment from the lake; repair and stabilization of eroded lake banks; installation of a 1,214-foot paved walking trail around the lake; repair and upgrading of the lake spillway and stabilization of the stream channel; installation of a wetland and rain garden; improved pedestrian access to Giboney Cave; and beautification of the area.

The improvements successfully improved access and water quality at Doling Lake, which was badly eroded and had been full of sediment and algae before the project took place.

Construction began in 2011 and was completed in late 2012. The dedication was scheduled later to allow monitoring of lake levels and to give water plants and grass time to grow.

Carson-Mitchell, Inc., was the general contractor with engineering design by Olsson Associates. The $1.6 million project was funded by the voter-approved county-wide 2006 Parks Sales Tax, which sunset on June 30, 2012; as well as $20,000 from the Springfield-Greene County Urban Watershed Stewardship Project (Big Urbie) EPA Section 319 Water Quality grant.

The City is one of several partners on the Big Urbie grant with Watershed Committee of the Ozarks to implement stormwater practices that protect water quality.

Doling Lake and Waterway is the fourth of six cooperative projects between Springfield Public Works and the Park Board designed to improve water quality and access to lakes, streams and waterways in public parks. Waterway improvements at Sequiota Park, Fassnight Park and Dickerson Park Zoo are complete. Improvements are also planned for Nathanael Greene/Close Memorial Park and the Ward Branch Greenway.

Doling Park is one of the Park Board’s 10 historic parks highlighted this year during the Park Board’s 100th anniversary. Doling Park has been a popular picnic, caving and swimming destination for generations of Springfieldians since James Marshall Doling purchased Giboney Cave and the surrounding 40 acres in 1883.

In the early 1900s, private investors added an amusement park with a roller skating rink, dance hall, bandstand, ball fields, penny arcade, boat rentals and Shoot-the-Chutes, a multi-story outdoor slide which people rode with flat-bottomed boats into Doling Lake.

The Park Board purchased Doling Park in 1929, and though the amusement park was dismantled, the skating rink continued to operate through the 1960s.

Today, Doling Park is home to Doling Family Center, Northview Center and the Doling History Museum, dedicated to the park’s colorful past.
ments about each other,” said Cora Scott, director of Public Information & Civic Engagement. The 2013 CAMP class elected Scott is its president and Carl Schwartze as its vice president.

Scott’s favorite parts of CAMP were driving a dump truck at Public Works and wearing the bomb suit while learning about the Fire Department.

“Getting to interact as if I were a true member of that department each month gave me extra perspective of the jobs that they do,” she said. “We can be true ambassadors for the City now that we have seen what other departments do.”

Scott added that the monthly program was a nice break from the day-to-day and that she made lasting friendships with other CAMPers.

“We definitely forged friendships that will continue,” she said. “CAMP was really fun, as well as a learning experience. I always looked forward to CAMP Day each month.”

The 2014 CAMP class has been selected and will begin in September.

June session spent with EVS and Workforce Development

“A little warm” was one way to describe the temperatures for CAMP Day with Environmental Services and Workforce Development in June. Knowing weather would be a factor, CAMPers opted to make the most of the cool morning.

Environmental Services staff perform many tasks they wanted to show CAMPers, so we spent our morning hours outdoors rotating around different stations of the Public Works compound to get a glimpse of some of their duties, said CAMP coordinator Sharon Smith.

CAMPers were split into five groups. Each group was assigned to one of the stations and spent some time learning about that particular activity. This included operating a tool cat, learning how to repair an underground sewer pipe, understanding the technology of the CCTV truck camera that can snake in for an up-close view of a backed-up sewer line; vacuum equipment used to suck up rocks and debris in our sewer lines; and understanding the Recycling Center and the Household Chemical Collection Center.

After each group had the opportunity to experience all the activities, CAMPers boarded the bus and headed out to the Northwest Wastewater Treatment Plant for a complete tour. Though by this time temperatures were peaking near 90 degrees, everyone toughed it out to get a full outdoor tour, since most of us had never been to a treatment facility.

Our next stop was the department of Workforce Development, where we toured the new, state-of-the-art facility.

This was a great opportunity to see firsthand how the specialists there help job seekers. The center employs not only City staff, but state and federal professionals as well.

City-County task force to ID, address mutual issues

On July 10, Mayor Bob Stephens proposed to Greene County leaders the formation of a new task force comprised of City and County leaders to address issues of mutual interest.

The group is charged with identifying similar current and anticipated fiscal and service delivery challenges, and asked to suggest measureable solutions – including solutions for problems funding law enforcement.

The mayor asks the task force to present a report to City Council and the Greene County Commission by the end of 2013. Part of that report would be performance metrics selected to track progress on any identified solutions.

The City and County jointly operate several services, including the Health Department, 911 Emergency Communications, the Park Board and the Office of Emergency Management.

“The City and Greene County have a history of collaborating on initiatives to increase efficiencies and benefit our citizens,” Mayor Stephens said. “It is in the spirit of collaboration that I propose this task force.”

In spite of several years of recession, the condition of the City is strong, the mayor says. “For the last five years, the City has presented a budget that is fiscally conservative and balanced – balanced without using one-time grant money, pulling money from reserve funds or borrowing,” he says.

“But we are facing issues that are not easy... these are not easy times,” he acknowledges. The City is “not out of the woods yet” and faces budget challenges that need to be addressed. The County admittedly has urgent budget concerns.

“I realize the County is in the midst of developing their 2014 budget. It is not my intention to interfere with that process,” the mayor explains. “It is my hope that this task force will be endorsed by both the City and County and can complete its work by the end of this calendar year.”

The task force is expected to meet for the first time sometime within the next two weeks and will continue to meet every other week.

Accreditation from page 1.

enforcement agencies nationwide and one of 15 in Missouri accredited by the Gainesville, Va.-based Commission on Accreditation for Law Enforcement Agencies (CALEA). SPD, with 388 employees, achieved accreditation from CALEA in 2003.

The purpose of CALEA’s Accreditation Program is to improve the delivery of public safety services, primarily by: maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence.

Fire

The Springfield Fire Department is one of 161 fire agencies in the U.S. and five in Missouri accredited by the Commission on Fire Accreditation International (CFAI), which is now part of the Center for Public Safety Excellence (CPSE), based in Chantilly, Va. The 220-employee Fire Department was first accredited in 2008.

CPSE’s Accreditation Program, administered by CFAI, reflects a comprehensive self-assessment and evaluation model that enables fire and emergency service organizations to examine their service levels and performance in a way that allows them to compare to industry best practices.

Office of Emergency Management

The Springfield-Greene County Office of Emergency Management is one of only 13 cities and counties in the U.S. accredited by the Emergency Management Accreditation Program (EMAP). OEM, with 10 employees, achieved accreditation in 2012.

EMAP, which is based in Lexington, Ky., is a voluntary review process for state and local emergency management programs. Accreditation is a means of demonstrating, through self-assessment, documentation and peer review, that a program meets national standards for emergency management programs.
Three matching all-hardwood Ethan Allen cabinets with matching hutches in great condition $400 OBO. Dark brown/rust sofa and matching love seat in good condition $500 OBO. White love seat with 3 pillows in great shape $350 OBO. L-shaped cherry colored desk with hutch on one side $200 OBO. Solid oak TV armoire in very good condition (holds old fashion 27” TV and DVD player with lots of storage space) $300 OBO. Keyboard for IPAD, new $115, $75 used one month. Call or text Joe at 343-3117.

Welcome
Rodney Colson
Professional Engineer – Public Works
Kristy Haynes
Revenue Technician – Environmental Services
Erica Little
Public Health Investigator – Health
Chris Lowe
Senior Signal Technician – Public Works
Jon Mooney
Health Program Administrator – Health
Kari Reynolds
Laboratory Analyst – Environmental Services

Lance Scott
Utility Worker – Parks
James Christopher Yankey
Graphic Production Assistant – Airport

Retirements
Bob Brown
Police Major
Police – 23 years
Dennis Budd
Municipal Court Judge
Municipal Court – 31 years

Promotions
Kenneth Edmonds
Senior Inflow & Infiltration Technician – Environmental Services

Everett Kelley
Maintenance Supervisor – Public Works

Jenni Lewis
Accounting Technician – Finance
Stephanie Elliott
911 Telecommunicator
Emergency Communications – 23 years

Glenda Hudson
Financial Analyst
Finance – 36 years
Karen James
Public Health Nurse
Health – 15 years

Kevin Marquart
Community Recreation Coordinator
Parks – 28 years

2003 Corvette Z-06 (black), 5.7L-V8 LS6/405 HP; 50th yr. anniversary edition; less than 38,000 miles; 6-speed manual; case aluminum wheels; Bose sound system; heads up display. $28,500. Call Manuel at 851-7681.

House For Rent: 2 Bedroom/2 bath large basement and fenced yard. Close to Evangel/OTC. No pets. $600 per month + deposit. Call 830-3203.

Stephanie Chase Cleaning Service
“Professional House Cleaning”
Licensed and Insured
299-9034 | Stephaniechase18@gmail.com
References upon request.

Smart responsible 14 yr old female. Experienced, CPR trained. Babysitting in your home evenings and weekends. 1 to 3 children. Call 885-1371 ask for Noel
JULY BIRTHDAYS

1 Kade Bartell  PRK  Steven Phillips  FR
Julie Greer  CM  Chad Sullivan  FR
Ralph Hurley  PRK  Alva Arnold  POL
Jerry Johnson  IS  Ryan Campbell  PRK
Ken Shaw  PRK  Rick Crismas  PRK
Stephanie Todd  PRK  Joshua Dungan  911
Michael Vasso  911  William Hateley  ES
Ralph Hurley  PRK  Gary Kellogg  PRK
Jerry Johnson  IS  Tony Parent  PRK
Ken Shaw  PRK  Jason Saliba  PRK
Michael Vasso  911  Esme  PRK
10 Alva Arnold  POL  Mike Walquist  PRK
Ryan Campbell  Rick Crismas  PRK
Joshua Dungan  William Hateley  911
Gary Kellogg  Tony Parent  Jason Saliba
11 Rodney Colson  Mark Foss  FR
Tyler Hummer  IS  Charles Jackson  IS
Rodney Colson  Mark Foss  POL
Charles Jackson  IS  Tyler Hummer  POL
ES  IS  POL  POL
FR  PRK  PRK  PRK
12 Jude Griesemer  Thomas Highfill  FR
Thomas Griesemer  Thomas Highfill  FR
Jude Griesemer  Thomas Highfill  FR
PRK  PRK  PRK  PRK
FR  FR  FR  FR
13 Douglas Chadwell  Bradley Karr  FR
Bradley Karr  Douglas Chadwell  FR
Douglas Chadwell  Bradley Karr  FR
PRK  PRK  PRK  PRK
FN  FN  FN
14 Anna Algeo  James Closer  ES
James Closer  Anna Algeo  ES
Anna Algeo  James Closer  ES
PRK  PRK  PRK  PRK
PW  PW  PW  PW
15 David Ayala  Dak Henning  FR
Dak Henning  David Ayala  FR
David Ayala  Dak Henning  FR
PRK  PRK  PRK  PRK
911  911  911
16 Cristie Desmond  Leonard Henry  FR
Chad Immekus  Allyson Mason  PRK
Cristie Desmond  Leonard Henry  FR
PRK  PRK  PRK  PRK
PRK  PRK  PRK  PRK
17 Christina Flood  Glenn Kimberlin  POL
Emily Klika  Thomas Shaw  911
Christina Flood  Glenn Kimberlin  POL
Emily Klika  Thomas Shaw  911
POL  POL  POL  POL
FR  FR  FR  FR
18 David Chamberlain  Richard Dutcher  911
Brittany Eppright  Sara Garretson  ES
David Chamberlain  Richard Dutcher  911
Brittany Eppright  Sara Garretson  ES
PRK  PRK  PRK
19 Scott Deckard  Thomas Emory  FR
Kenneth Ikenroth  Wendy Jenkins  PRK
Scott Deckard  Thomas Emory  FR
Kenneth Ikenroth  Wendy Jenkins  PRK
AIR  AIR  AIR  AIR
20 Justin Caldwell  Amy Harris  FR
Crystal Higdon  David Hudson  FR
Justin Caldwell  Amy Harris  FR
Crystal Higdon  David Hudson  FR
PW  PW  PW  PW
21 Dillon Brown  Kimberly Brown  ES
Cassandra Brummett  Joshua Malone  ES
Dillon Brown  Kimberly Brown  ES
Cassandra Brummett  Joshua Malone  ES
PRK  PRK  PRK  PRK
ES  ES  ES  ES
22 Anthony Coble  Philip Curtis  ES
Cynthia Daniels  Justin Hollingsworth  ES
Anthony Coble  Philip Curtis  ES
Cynthia Daniels  Justin Hollingsworth  ES
POL  POL  POL  POL
23 Rachel Johnson  Kevin Kuse  PW
Kendall Deon  Julianna Keffer  PW
Rachel Johnson  Kevin Kuse  PW
Kendall Deon  Julianna Keffer  PW
ART  ART  ART  ART
24 Jack Ellis  Michael Giles  AIR
Michael Groves  Kevin Houseman  AIR
Jack Ellis  Michael Giles  AIR
Michael Groves  Kevin Houseman  AIR
POL  POL  POL  POL
25 Taylor Bolton  Hannah Grubbs  PDV
Bryan Lundquist  Rachel Savage  PDV
Taylor Bolton  Hannah Grubbs  PDV
Bryan Lundquist  Rachel Savage  PDV
PRK  PRK  PRK  PRK
26 Michael Burger  Emily Chamberlin  FR
Benjamin Fiedler  Timothy Fleener  FR
Michael Burger  Emily Chamberlin  FR
Benjamin Fiedler  Timothy Fleener  FR
PRK  PRK  PRK  PRK
27 Skye Cope  Justin Lloyd  FR
Kelan Macy  Rachel Stuck  FR
Skye Cope  Justin Lloyd  FR
Kelan Macy  Rachel Stuck  FR
POL  POL  POL  POL
28 Randy Barnts  Tyler Dill  FR
James Friese  Justin Gargus  FR
Randy Barnts  Tyler Dill  FR
James Friese  Justin Gargus  FR
PRK  PRK  PRK  PRK
29 Lisa Brenneman  Harvey Bright  ES
Benjamin Hall  Christopher Laughlin  ES
Lisa Brenneman  Harvey Bright  ES
Benjamin Hall  Christopher Laughlin  ES
PRK  PRK  PRK  PRK
30 Jessica Bricker  Sarena Caudill  PRK
Joseph Curry  Mikaiel Irvine  PRK
Jessica Bricker  Sarena Caudill  PRK
Joseph Curry  Mikaiel Irvine  PRK
POL  POL  POL  POL
31 John Peine  WD
Weston  WD
John Peine  WD
Weston  WD
FR  FR  FR  FR
**Follow the Golden Goose**

Each week, the Golden Goose is presented from one City employee to another as a way to say “thank you” and recognize fellow employees for a job well done.

Where has it been this month?

**Rules of the Goose:**

1. Present the Golden Goose to a fellow City employee in a different department.
2. You can only keep the Goose for one week.
3. It is highly encouraged that you present the Goose in a way that recognizes them publicly.
4. The Goose must be displayed in your work area for everyone to see. Accompanying the Goose will be a pin that you can wear all week.
5. A log book will document the travels of the Goose. As the Goose moves on, you must list WHO you are presenting it to and WHY. When you give the Goose, please send an e-mail to GooseShepherd@springfieldmo.gov stating to whom you are presenting the Goose and why.

**Have you had a change in your life such as the birth or adoption of a child, a change in marital status, or set up a trust? If so, you may need to update your beneficiary designations for your City of Springfield employee benefits.**

**Paper beneficiary change forms for life insurance, deferred compensation plan or LAGERS retirement benefits are available in Human Resources. The LAGERS beneficiary change form may also be printed from the LAGERS Web site at molagers.org.**

Another option is to set up online access to your LAGERS record and change your beneficiary electronically with LAGERS. To do this, just go to LAGERS Web site and follow the instructions to access myLAGERS.

**Beneficiary changes for your deferred compensation plan may be changed by accessing your account information online at cmare.org.**

**SPOA and IAFF members should contact their association representative to make changes to their life insurance beneficiary.**

Another very important document that is presented from one City employee to another as a way to say “thank you” and recognize fellow employees for a job well done is the Designation of Beneficiary. This document identifies the person that you designate to receive your last paycheck in the event of your death. If you die while working for the City of Springfield and do not have this designation on file, your family must obtain a court order for the City to release your final pay check.

**Diverse workforce strengthens an organization**

Last month the Diversity@Work article introduced the topic of generational diversity. Though not always included in typical diversity discussions, it is common in any large organization to find work teams from four distinct generations working side by side. Sociologists, psychologists, and everyday managers have identified important differences between these generations in the way they approach work, work/life balance, employee loyalty, authority, and other important issues.

A diverse workforce helps strengthen an organization but, when you examine the generational differences in the workplace, how do you maximize the strengths and not suffer from the gaps?

Effective communication across the generations is needed to create and maintain healthy work relationships. Organizations and business often struggle with a generational disconnect when it comes to communication. Some of the differences between communication styles can be attributed to the evolution of electronic technology. As Generation X and especially the Millennials have come of age, they have been immersed in an environment that allows them to communicate in ways in which older generations did not have access. The advantage of this is that it can allow for communication that is not only efficient, but also instantaneous. Immediate is a hallmark of the younger generations’ expectation for communication. The disadvantage is that the non-verbal parts of communication have been removed. While older generations have taken note of this phenomenon, younger generations don’t have the historical experiences to really even notice a difference.

A secondary factor is the evolution of community. Over time, we find that communication is not solely about sharing facts, but about knowing how to build and maintain relationships. It is not uncommon in an age of electronic communication for people to feel disconnected from their colleagues.

**Need to update your beneficiary designations?**

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**The final paycheck Designation of Beneficiary Form is available electronically on CityShare. On the left side in the Documents section, click on forms, then on Human Resources, then on Designation of Beneficiary. You may also obtain this form from the Human Resources department by calling 864-1607 or stopping by the HR front desk in the Busch Building. Keep in mind that this beneficiary designation must be notarized.**

To check current beneficiary designations previously made on paper forms, you may visit Human Resources and ask to look in your personnel file.

Contact Peggy Thompson, senior Human Resources specialist, at 864-1608 or via e-mail with questions related to your benefits.

**Diversity@Work**

**Diverse workforce strengthens an organization**

Last month the Diversity@Work article introduced the topic of generational diversity. Though not always included in typical diversity discussions, it is common in any large organization to find work teams from four distinct generations working side by side. Sociologists, psychologists, and everyday managers have identified important differences between these generations in the way they approach work, work/life balance, employee loyalty, authority, and other important issues.

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**See Diversity on page 8.**
Gift of Time luncheon honors Ozarks volunteers

Ten “volunteers of the year” were honored June 13 at the annual Gift of Time Awards, a joint project of the City and the Council of Churches of the Ozarks. The honorees were chosen from a total of 46 nominees by a panel of five judges.

Recipients this year were Raechel Gramm, William L. St. Gemme, Bob Lewis, Colene Hank, Ethel Campbell, Sheryl Wachter, Sue Pignon, Dave Catlin, Sharon Atwell and Kirk Elmquist.

They will have their portraits displayed on the Rosanna Bradshaw Memorial Wall of Fame in the Busch Municipal Building.

Bradshaw was volunteer for many years and helped to create the Gift of Time program in 1991.

Nicholls returns as Emergency Management director

The Greene County Commission and City of Springfield announced in June that Ryan Nicholls has returned to his position as director of Springfield-Greene County Office of Emergency Management (OEM).

Nicholls left Greene County OEM in March after seven years at the helm to assume the director of State Emergency Management in Jefferson City.

City Manager Greg Burris said City staff and leaders are pleased to welcome him back.

“We have an incredible team at the Springfield-Greene County Office of Emergency Management and will be happy to have Ryan back home in Greene County to continue the important work of emergency preparedness,” Burris said. “Despite the great progress we have made as a community, we still have much work to do.”

Both Burris and Greene County Administrator Tim Smith also praised the interim leadership of Larry Woods.

“Larry grabbed the wheel and Emergency Management didn’t miss a beat,” Smith said. “We all owe Larry much gratitude. We are so happy to have Ryan back as director ... it was his leadership that helped the Office of Emergency Management become a world-class, fully accredited agency for the citizens of Springfield and Greene County.”

From the SCENE archives

10 years ago – July 2003

The Springfield-Greene County Health Department was one of eight local and regional agencies that participated in a mass medication distribution exercise to test the Christian County Mass Prophylaxis Emergency Plan through a mock anthrax scare.

While it was the first exercise of its kind in the state, Arkansas had done something similar this past winter when they simulated the same type of exercise by distributing mass quantities of flu shots in a short period of time.

20 years ago – July 1993

The City’s Government Plaza office paper recycling program is expanding to incorporate all City buildings. Currently only high grade office paper and cardboard are being recycled, but the plan is to procure a contractor capable of recycling mixed paper grades too. This should account for approximately 90 percent of all paper products generated in City buildings.

The Division of Solid Waste also plans to implement a business waste reduction audit program to determine basic recycling recommendations for businesses, agencies or schools.

In Brief

Nicholls returns as Emergency Management director

Ryan Nicholls

Do You Know...?

Lynn VandenBerg
Coordinator, Valley Water Mill Equestrian Center.

How long have you worked at the City?
2 1/2 years.

What is your earliest memory?
Sitting on the floor watching the dust mites dance in the air while chewing on my plastic pony.

What was your most memorable toy?
My brother pitched a fit at Knots Berry Farm in California until my parents bought a horse-and-rider model for me.

What was your first car?
A beat up VW beetle with automatic stick shift that my Dad dragged into the yard. It was wrecked on both ends and the motor was in a box on the back seat. He restored it. Then three of my siblings drove it and when I got it after my brother used it as a dune buggy on the levee of the Mississippi. It took half a mile to get it over 35 mph.

To save time and resources, Police Chief Paul Williams decided to combine “Coffee with the Chief” & National Night Out.
To: Police Public Affairs Officer Lisa Cox
Officer Cox was VERY helpful in providing information for me. She was respectful, courteous and informative - as well as being encouraging.
She makes me feel comfortable with taking my family on vacation in Springfield. If all citizens of your community are as polite as, and if all of your staff are as professional as, Lisa Cox then Springfield must be a wonderful town.
Thank you,
Steve Schneck

To: Fire
InBalance would like to send out a special thank you to the Fire Department personnel who dedicated so much of their time, expertise, and encouragement to the second class of CODE 3 Boot Camp!
This class was more than a success and inBalance could not have done it without the help of Asst. Chief Woody, Batt. Chief O’Connor, Capt. Ash, Capt. Morelan, and firefighters Bollinger, Hartman, Smithson and R. Davis.
A special thank you goes to Firefighter Marcy Robinson-O’Connor who took on the challenge of coordinating and leading this class.

To: Police Officer Fitzpatrick
Officer Fitzpatrick responded professionally to a call where a juvenile was abusing an animal, and carried out his duties to persuade the juvenile to abstain from abusing other animals. He was helpful in also sharing resources that I could use in the community to help keep my children and animals safe from said juvenile.
Officers are not thanked enough and I wanted to show my gratitude for his service.
Sincerely,
Judy Moody

To: The Gift of Time Committee
I was honored to be among the recipients at the Gift of Time event. So many in our area give generously of their time and abilities to assist others. For me, it is a blessing to be in this group. Thank you to the members of the Gift of Time committee for the time you have contributed to bring recognition to all volunteers.
Sincerely,
Sheryl Wachter

Diversity from page 6.
the past 50 years, Americans have become increasingly individualistic and therefore want to feel less dependent on each other. There are a host of reasons for this including fear of strangers, the increased pace of life and the diversity of culture.
We have largely reached the point where we drive around behind darkened windows of SUVs and avoid eye contact with those we don’t know. Young people, growing up in this environment, have naturally emulated these practices and become detached themselves. Compound these tendencies with the younger generation’s dependence on technology to communicate and one can begin to see the evolution of communication changes and how these changes impact our social systems.
The impact of these communication changes on our social interactions is not a passing phenomenon. Younger generations will continue to drive these changes as time goes on and our communication habits will continue to evolve. One of the best ways to address these cultural shifts is to encourage all generations to come together and discuss how these differences might be better handled. Acknowledging that we do have tendencies, preferences and expectations when it comes to communication can help us to anticipate miscommunication and better tailor our messages.