City Council approves collective bargaining agreement with police union

Springfield City Council voted to approve a collective bargaining agreement with the Springfield Police Officers’ Association (SPOA), Fraternal Order of the Police Lodge 22 (police union) at a special council meeting at noon, March 31 at the Public Safety Center, 430 W. Scott. The meeting preceded the regularly scheduled Council Lunch Workshop.

The union voted to ratify the agreement on Monday evening. The full agreement went to a union vote after City Council accepted an arbitrator’s recommendations Friday, March 27 on the issue of wages—the one issue that was unresolved last fall when the City and the union reached an impasse.

In general, the arbitrator recommendations on wages include:
• FY 15: A wage and benefit increase equivalent to an annualized 1.08% given to some union members effective April 1, 2015.
• FY 16: Equivalent of a 3.5% increase used for adjusting some salary steps and .827% across-the-

Gugel selected as Public Works assistant director

Martin Gugel, P.E., has been selected as the new Public Works assistant director, effective April 5.

Gugel will oversee traffic, transportation management, internal services including building maintenance and the service center and street operations. He has been serving in this role in addition to his duties as traffic engineer for operations, on an interim basis for the past five months.

Gugel has been with the City for eight years, serving prior as Traffic Engineer for Operations. As the head of the City’s Traffic Operations division, he oversaw traffic planning and design, development review, sign and pavement marking operations, and the City’s bicycle program and pedestrian projects.

Prior to joining the City in 2007, Martin spent the first five years of his career with the Missouri Department of Transportation, followed by five years working for private consultants.

“Martin has done an exceptional job in a variety of roles within the department and I appreciate his work ethic and dedication to the community,” said Dan Smith, Public Works director.

A Springfield-area native, Gugel holds a bachelor of science degree in civil engineering from the Missouri University of Science and Technology.

He is a registered Professional Engineer in the state of Missouri, and a Professional Traffic Operations Engineer.

He currently serves as the President of the Ozarks Chapter of the Institute of Transportation Engineers (ITE) and the Missouri State Director for the Missouri Valley Section of ITE, as well as being an alumnus of the inaugural 2014 Class of Leadership ITE.

He has been an active member of the American Public Works Association (APWA), and was recently named the 2015 Employee of the Year by the Springfield Business Journal.
Springfield Lasers 20th season schedule announced

The Mylan World TeamTennis (WTT) Pro League has released its 2015 season schedule, including the Springfield Lasers 20th season.

The Springfield Lasers schedule includes seven home matches, including a July 25 appearance by Lasers marquee player John Isner, America’s No. 1 male tennis player since 2012.

The complete schedule is:
- Sunday, July 12 Philadelphia at Springfield (HOME)
- Monday, July 13 Springfield at California
- Tuesday, July 14 Boston at Springfield (HOME)
- Wednesday, July 15 Washington at Springfield (HOME)
- Friday, July 17 San Diego at Springfield (HOME)
- Saturday, July 18 Springfield at Austin
- Sunday, July 19 Springfield at Philadelphia
- Tuesday, July 21 Springfield at California
- Wednesday, July 22 Austin at Springfield (HOME)
- Friday, July 24 Philadelphia at Springfield (HOME)
- Saturday, July 25 San Diego at Springfield with John Isner (HOME)
- Sunday, July 26 Springfield at Washington
- Tuesday, July 28 Springfield at San Diego
- Wednesday, July 29 Springfield at Austin
- Thursday, July 30 Mylan WTT Eastern and Western Conference Championships, location TBA
- Sunday, Aug. 2 Mylan WTT Finals, location TBA

All home matches begin at 7 p.m. at Mediacom Tennis Stadium at Cooper Tennis Complex, 2331 E. Pythian, Springfield. The Springfield Lasers are the 2013 and 2014 defending Western Conference Champions, making it to the WTT finals two years in a row. The Lasers also won the western conference in 2009, 2001 and 1999.

Season tickets for the Springfield Lasers are available now at 417-837-5800, with individual tickets available in May.

For more information about the Springfield Lasers, visit springfieldlasers.com or look for Springfield Lasers on Facebook or @SGFLasers on Twitter.

For a complete Mylan WTT schedule, visit WTT.com.

Michael Russell returns to the Lasers for the 2015 season.

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For a complete Mylan WTT schedule, visit WTT.com.
Anita Cotter sworn in as Acting City Clerk March 16

City Clerk Emeritus Brenda Cirtin swore in Anita Cotter as acting city clerk at a March 16 ceremony in the Busch Municipal Building’s fourth floor conference room.

The City Clerk provides support to the mayor and City Council and records the official minutes of the City Council meetings and several boards, commissions and committees.

This position supervises office and clerical support functions, coordinates municipal elections with the County Clerk and serves as repository for all official City records.

“I am honored to be selected as acting city clerk, and it is my intention to continue the high standards of professionalism and citizen service for which the City Clerk’s office is known,” Cotter said.

Cotter has served as assistant city clerk since 1996. She is certified as a Missouri Municipal Clerk (MMC) through the Missouri City Clerks and Finance Officers Association and is a Certified Municipal Clerk (CMC) through IMC.

Cotter has a master’s degree in organizational leadership and bachelor’s degree in business administration from Evangel University.

board increase. No merit steps will be funded for union members during FY 16. Effective July 1, 2015.

FY 17: Equivalent of a 3.5% increase used to fund merit steps. The remaining funds will be used to fund an across-the-board increase to reach the 3.5% total increase. Effective July 1, 2016.

The agreement also formalizes a number of things that are already established practice within the police department, according to Police Chief Paul Williams, and establishes a framework for additional structure in areas such as grievances and internal investigations.

“All in all, a historic time for the Springfield Police Department that I was pleased to be a part of,” Williams said.

The agreement also creates new rules on union activity and specialized leave, as well as new procedures for how to handle tie scores when promotions are being considered.

“Gathering collectively to bargain in good faith in a professional manner led to honest, factual discussions that took place at the negotiations table – and not in an emotional public forum,” said City Manager Greg Burris. “The fact that both parties have some things they are happy with and some things they are unhappy with is probably indicative of it being a good compromise.”

In a March 27 Note from Greg e-mail sent to all employees, Burris said:

“You will hear more in the coming days about a proposed pay package I am developing for all other City employees. I appreciate what each and every one of you do to provide high-quality services to the community we serve. From keeping our streets well maintained, to keeping people safe from fire, crime, disease and other things that affect our quality of life in Springfield, City employees are VITAL public servants. Thank you for your service. Stay tuned for more information.”

Background

The framework for arriving at a complete collective bargaining agreement was established in December 2013 and outlined in General Ordinance 6090, which provided for certain regular employees of the City to engage in collective bargaining, in light of the 2012 Missouri Supreme Court ruling bolstering the bargaining rights of public employee unions.

City Council approved the first collective bargaining agreement in the history of the City of Springfield in October 2014, when it approved an agreement with the Southern Missouri Professional Fire Fighters Local 152, (aka, the International Association of Fire Fighters Local 152 - the “bargaining unit” of certain members of the Springfield Fire Department). Previously, the City underwent a process with all employee bargaining groups known as “meet and confer,” which was more informal and was revisited annually.

Timeline

The City has negotiated in good faith, honoring a commitment per a City Council-approved ordinance, and the ground rules agreed upon by both the City and the Union to not release details about any portion of negotiations until information could be presented in open session to the City Council.

May 28, 2013

The City and the police union began collective bargaining.

Dec. 16, 2013

The City of Springfield enacted General Ordinance 6090 and subsequently entered into collective bargaining with the Springfield Police Officers’ Association (SPOA), Fraternal Order of Police Lodge 22, and the Bargaining Unit of the Springfield Police Department. This union represents officers, corporals and sergeants.

Sept. 10, 2014

The City and the union reached tentative agreement on all articles of a collective bargaining agreement, except for one issue, wages. Both the City of Springfield and the union declared an impasse on the issue of wages.

Jan. 28, 2015

 Arbitration hearing was held before a mutually agreed upon arbitrator.

Feb. 12, 2015

The arbitrator issued his recommendations and, upon review, a disagreement arose between the City and the union regarding the recommendations. Both parties requested a clarification from the arbitrator.

March 24, 2015

The arbitrator provided a clarification, resolving the disagreement. City staff has reviewed the recommendations and the subsequent clarification and determined the cost of implementation.

March 27, 2015

City staff presented the arbitrator’s recommendations, as well as the associated costs, to City Council. Council voted to accept the recommendations in closed session.

March 30, 2015

Springfield Police Officers’ Association voted to ratify the agreement.
30 years
David Shalla
Senior Designer
Public Works – 4/15/1985

20 years
Vicki Hilton
Development
Coordinator
Building Development – 4/9/1995
Michael Inman
Collection Center
Coordinator
Environmental Services – 4/29/1995
Jody Austin
Probation Officer
Municipal Court – 4/29/1995

15 years
Jennifer Charleston
Police Sergeant
Police – 4/18/2000

10 years
Shawn Schroeder
Assistant Director of Aviation – Operations
Airport – 4/4/2005

5 years
Katie Steinhoff
Botanical Center
Coordinator
Parks – 4/12/2010

Promotions
Devin Banwart
Traffic Controls
Worker II – Public Works
Matthew Fields
Fire Equipment

Retirements
Roger Lile
Professional Engineer
Public Works – 24 years

James Tillman
Purchasing Agent
Finance – 11 years

Welcome
Brian Doubrava
Professional Engineer
Public Works
Waylon Cavinder
Joseph Lane
Alyssa Stelmach
Community Recreation
Supervisors – Parks
Kathy Shaw
Parts & Inventory
Control Clerk – Environmental Services
Scott Cross
Holly Heminger

FOR SALE

Farm fresh eggs for sale at $3.00 per 18.
Please call Bonnie at 402-650-7614 or email at redplaidgirl@hotmail.com.

2004 Mercury Grand Marquis, 4.6L V8, motor is strong, transmission is smooth. Rides like a cloud. Had collision with very large buck deer – has damage to front of car. Could be repaired for a solid driver. Asking $1,500. Call Nancy @ 417-425-6557.

3 chandeliers for sale that have never been out of box. 6 light specialty bronze finish chandelier orig. over $300, selling for $150 OBO. 9-light chandelier, brushed nickel finish, white marbleized glass. Orig. $289+, selling for $100 OBO. 5-light chandelier, brushed nickel finish, 24 in x 23.63 in., selling for $50 417-551-2924 after 5; 417-841-1897.

Never been opened - Full Motion TV Wall Mount for 32”-65” LED LCD Plasma TVs up to 165 lbs; adjustable tilt & swivel side-to-side; Dual Arm pulls out up to 25”, with Leveling Adj., Bonus 10 ft. List price: $299.95 Call 417-551-2924 after 5; 417-841-1897.
Now view employee birthdays and milestones on the CityShare homepage!
Follow the GOLDEN GOOSE

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.

I am pleased to present the Golden Goose Award to Judy White in Planning & Development. She has a professional and friendly attitude and is always there to answer questions and help with anything that arises. She was instrumental in getting Planning and Public Works together to approve replacing chairs in the 2nd Floor Conference Rooms and removing the broken display on the second floor. Thank you for all you do!

Belinda Gonzalez, BDS

I am presenting the Golden Goose to Marc Thompson in the Print Shop as he is always willing to help me get the project completed on time and makes helpful suggestions. Also, we coordinate the printing of the Zoning Ordinances which can be a challenge to the best of us. Thank you Marc for all the help/assistance you provide.

Judy White, Planning & Development

I was recently given the Golden Goose award and would like to pass it along to Cathie Lehman in Public Works. For several years there was not a designated person to take care of the grounds and they suffered for it. She has done a tremendous job taking care and beautifying the plaza and I think I can speak for everyone here in how we appreciate what she does. It does make a difference coming to a place that looks nice for work.

Marc Thompson, Print Shop

I am honored to be able to present the Golden Goose to Thomas Breashears in the Public Works Streets division. He was an essential asset to me when I first started working here at the city. He also is a very well-mannered, polite young man with a beautiful smile.

Cathie Lehman, Public Works

The first book sale benefiting the Employee Crisis Fund raised $664.50 for the fund. Thanks to all those who participated.

If you missed the sale and would like to contribute to the fund, donations may be sent to the Finance Department, Attn: Accounting Manager. The Finance Department is located in the lower level of the Busch Municipal Building, 840 Boonville.

Make checks payable to: City of Springfield Employee Crisis Fund.

The Employee Crisis Fund is held in a bank account, separate from City funds and managed and audited by the City’s Finance Department.

Recipients must be current active employees who are experiencing a one-time crisis. Recipients must have made a reasonable attempt to exhaust other avenues of assistance.

An Employee Crisis Fund Committee appointed by the City Manager and staffed by the Department of Public Information oversees the application process. An application must be completed by the employee or designee.

The application is confidential and requires specific information to determine if the applicant qualifies. The application is reviewed by the committee to determine if the applicant qualifies. If you are interested in seeking help from the fund, please contact the Finance Department for an application.

Book sale raises more than $660 for the Crisis Fund
What’s something you’ve learned since working for the City?

Working with the citizens to solve problems is very rewarding.

Why do you do what you do? What’s your passion?

Design and construct new and innovative technologies. I’m passionate about trying new industry technologies that are green and help the environment or that help the citizens in some form.

What’s the hardest part of your job?

Balancing construction projects that go through neighborhoods and working to make sure citizens are impacted the least but see the greatest reward.

What issue is impacting/affecting your area right now? How are you dealing with it?

Consistency is an issue we are working through as a department. We are currently working with each other to create ways that will allow the department to seem as one group and not individual players.

What’s the coolest thing you’ve done in your career?

Designing pervious concrete and being part of the installation and inspection process of pervious concrete. Doing the research to find what will work and working with City crews to install a great product.

What do you admire about this organization?

The willingness of employees to drop everything to help citizens out with some issue they are having.

IS offers training on New Employee Request form

The Information Systems department is offering a training class at 11 a.m., Monday April 6 in Busch L45 about how to use the electronic New Employee Request form on CityShare. This class will explain what information is being requested on the form, why it is needed, what is being done behind the scenes, and tips for making this a smooth process for your department. This class is suggested for anyone responsible for completing this request form for new employees within their department. Visit CityShare to register.

SPOA to host trivia night to benefit Officer Pearson April 4

Many people continue to ask how they can help Officer Pearson and his family. Here is a fun way you can help! Be a team captain for the officially SPOA-sanctioned Pearson Trivia Night. Gather 10 friends, family members, neighbors, co-workers and church groups. Then, sign up at spoamo.org/trivia. It’s that simple to be a team captain. And, when you’re the captain, you get to pick your team name! Be ready for a night of fun and food for a great cause, regardless of your trivia talent.

Summer seasonal employment opportunities available through Park Board

The Park Board is now accepting applications for summer seasonal employment. Openings include lifeguards, cashiers, scorekeepers, umpires and referees, and staff for concessions, family centers, golf courses, Cooper Tennis Complex, the Springfield Lasers tennis season, the Springfield SkatePark, summer camps and School-Park (SPARC) programs. Seasonal openings are also available for maintenance at parks, ball fields and golf courses. For a complete list of positions available, or to apply, visit parkboard.org and click “Jobs.”

50+ Miracle League buddies needed for spring ball season

More than 140 children and adults with disabilities are planning to play in the spring season at the Betty and Bobby Allison Miracle League Ball Field, and at least 50 additional volunteer buddies are needed to make the season a success.

“You may think it’s not a big deal to spend an hour playing a little baseball, but it’s a very big deal for our players,” said Miracle League Commissioner Cyrus Taylor. “Playing in the Miracle League improves their confidence, it helps their social interactions and verbal skills, and it’s a real win for everyone. Buddies can expect to have a heck of a good time and make a serious impact on someone’s life.”

The seven-game season opens April 13. Children’s games are on Monday nights, while adults play Thursdays. For more information, visit parkboard.org/miracle_field, or contact Cyrus Taylor at 417-837-5808 or AR@springfieldmo.gov.

Claussen honored as one of SBJ’s 40 Under 40

Public Works Professional Engineer Eric Claussen accepted the Springfield Business Journal’s 40 Under 40 award at the ceremony March 24 at the Ramada Plaza Hotel & Oasis Convention Center.

What’s something you’ve learned since working for the City?

Working with the citizens to solve problems is very rewarding.

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To: Bill Blevins, recently retired 911 shift supervisor
March 16 was Bill Blevins’ last day at work as he retired after 25.5 years of service with the City of Springfield. His favorite position to work at Emergency Communications was Police Dispatch. SPD Lieutenant Culley Wilson said Bill Blevins has served the citizens of Greene County for over 25 years. He has been a familiar voice over the radio throughout his career and he wishes Bill Blevins the best of luck.

Lieutenant Culley Wilson
Springfield Police Department

To: Mike Vasso, 911 shift supervisor
On Jan. 16, 2014, there was a house fire that resulted in several people being injured with one fatality. Citizen Natalie called 911 for help that day last year. Natalie has been nominated for the Red Cross “Everyday Hero” award due to her helpfulness at the house fire. Mike Vasso answered Natalie’s 911 call that day and immediately provided assistance. Paul Adler, KY3, recently came in to Emergency Communications with Natalie to meet Mike Vasso in person. Natalie said Mike Vasso and the others at 911 are the real heroes. Natalie was under the belief that it was Mike Vasso’s voice that helped keep her calm during this tragedy. Paul Adler said “A terrible event brought these two together. Your Everyday Hero Natalie with her Everyday Hero Mike Vasso.”

To: Jesse Richerson and Andrew Crocker, 911 telecommunicators
On March 12 Jesse Richerson received a 911 call requesting medical assistance for the caller’s friend who was moaning and on the floor, possibly having a stroke. Andrew Crocker immediately transferred the call to medical dispatch for an ambulance. The citizen who made the 911 call then contacted 911 Emergency Communications again and thanked the dispatchers for their assistance.

To: Scott Cross and James Stater, 911 Telecommunicators, Kristina Scott, 911 Shift Supervisor
On March 13 James Stater, while training Scott Cross, received a 911 call reporting an assault in progress. Kristina Scott was the police dispatcher for that incident. Later Doug, the 911 caller, sent a message to the Shift Supervisor to let Emergency Communications know “the dispatcher was terrific!”

Doug
Springfield

To: Dan Smith, Public Works
We are sincerely thankful for all of the help provided to the Missouri Department of Conservation during our workshop Feb. 11 titled “Missouri Gravel Bed Nursery.” Your staff from public grounds, streets and forestry divisions were excellent to work with. We can honestly say that without their assistance, we would not have been able to provide such valuable training to over 70 people in the tree business. Again, thank you, and we hope that we can continue with this good partnership in the future.

Sincerely,
Cindy Garner and Jon Skinner
Missouri Department of Conservation

To: Staff at Southwest Treatment Plant
I wish to express my appreciation for the excellent tour that Gary Kellogg gave today for my stream ecology class (college seniors and grad students). He spent plenty of time with us, explained processes in the right amount of detail, and patiently answered our many questions. I always learn something new on these tours and know that this was an eye-opening experience for the students.

John Havel, Ph.D.
Missouri State University

PIO staff wins at 2015 American Advertising Federation of the Ozark (Addy) Awards

The Department of Public Information staff took home three Gold Addys, four Silver Addys and the Judge’s Choice Award for projects completed in 2014 at the Addy Awards Saturday, March 14.

Multimedia Coordinator/Senior Graphic Designer Mark Montgomery’s (pictured right) Ozark Mountain Daredevils concert poster for the 2014 Birthplace of Route 66 Festival won a Gold Addy, plus the Judge’s Choice Award.

In the Elements of Advertising – Illustration category, Montgomery’s 5th annual Jazz Festival poster won a Gold Addy.

In the Public Service - Cards, Invitations or Announcements category, Multimedia Coordinator/Senior Graphic Designer Kristen Milam’s Field Guide event invitation won a Silver Addy.

In the Integrated Campaign category, the Route 66 Festival Campaign won a Silver Addy.

In the Public Service - TV category, the “How to Maintain Your Property/Joe Citizen,” PSA won a Silver Addy.

In the Elements of Advertising – Animation or Special Effects category Senior Video Producer Dave Cron’s animated opening for “The Build” video series won a Silver Addy.