As its legacy project, the 2016 CAmP class held three different food/item drives throughout the year with specific needs identified by staff at The Northwest Project.

“We recently held a two-week fall ‘Drive for The Fairbanks’ and collected shelf items from all City departments,” said 9-1-1 Emergency Communications Director Zim Schwartze, 2016 CAmP class president. “Because of our caring and generous City employees, we collected over 500 items and some cash donations that we delivered on Monday, Nov. 20. Thank you to everyone who donated and filled The Fairbanks’ food pantry for the holidays. You are truly helping those in our community!”
Medicine Take-Back Event Breaks Record

The Fall 2017 Medication Take-Back Event took place on Saturday, Oct. 28, collecting a grand total of 2,696 pounds (over 1 ton) of unused and expired medications. The medicine take-backs offer a free, anonymous and safe way for the community to dispose of unused, expired prescription and over-the-counter medications, helping to eliminate potential public safety concerns and contamination of our water supply. DEA law enforcement, pharmacists, City of Springfield, Watershed Committee of the Ozarks, and UMKC School of Pharmacy students were available at all six pharmacy locations to answer any medication disposal related questions.

Thanks to our collaborative partners that make these events possible: Ozarks Area Pharmacy Association, DEA Greene County Sheriff’s Office, City of Springfield, Watershed Committee of the Ozarks, Community Partnership of the Ozarks, Safe Kids Springfield, UMKC School of Pharmacy, CoxHealth and Mercy.

Tree Lighting a success

The Downtown Tree Lighting held Nov. 18 on Park Central Square drew around 2,000 people to downtown Springfield. Thanks to all of the employees and volunteers from Public Information, Public Works, Parks, Downtown Springfield Association and the Downtown Community Improvement District for making the event a success. The show included performances by Academy Award-nominated pianist Dino Kartsonakis, vocalist Jessie Cowen from the Clay Cooper Theater and local singers and dancers from Studio Vie and Springfield Little Theatre. The young at heart were excited to see red carpet arrivals by winter princesses, local mascots, Springfield Batman, and of course, Santa and Mrs. Claus. The finale and the Mayor’s tree lighting occurred at 7 p.m. Plans are already under way for next year’s event.

Details:
• Regular and contract employees are eligible to participate in the program.
• Referrals are only accepted for regular positions that are posted, with the referral submitted by the application deadline.
• Candidates must indicate you referred them to the position on their application.

Procedure:
1. Ask a great candidate to apply and indicate that you referred them on their application.
2. Complete the referral application found on CityShare.
3. A $500 award will be paid to the referring employee, for successful referrals, after 30 days of employment.

See Employee Referral Program FAQS on page 3

December 22, 2017

Please direct your submissions to the Department of Public Information. Submissions and ads via e-mail are preferred: thescene@springfieldmo.gov

Additional City info is available on our Web site at www.springfieldmo.gov. Videos may be viewed on CityView on the Web or on Mediacom channels 15.1 and 80 and AT&T U-verse channel 99.
1. Who is and is not eligible to participate in the Employee Referral Program?

All regular, full-time and part-time employees, as well as contract employees are eligible and encouraged to participate in the program. However, the referring employee cannot be:

- An employee who participates in the hiring process or has hiring authority, unless the referral is made to a department other than his/her own;
- An employee who has a conflict of interest (i.e., a City employee with a primary duty of recruiting and referring candidates);
- A Human Resources Staff Member;
- Department Directors and above.

2. Are there any restrictions on who I can refer as part of the Employee Referral Program?

The applicant that is referred to the City of Springfield cannot be:

- A current employee or an employee within the last two years: Including regular full-time and part-time employees, contract, temporary, intern, or seasonal employees;
- A former employee of the City of Springfield being rehired within two years of his/her separation from employment; or
- An independently contracted employee working for the City of Springfield.

3. Which jobs can employees refer applicants for as part of the Employee Referral Program?

Referrals will be accepted for targeted full-time and part-time regular positions that have a posted job announcement. Please see the Employee Referral Program Policy & Guidelines for a full list of positions.

4. How do I refer an applicant?

You must complete the form on Cityshare to refer an applicant. This form is located under Human Resources Services, and under Lists it is titled ‘Employee Referral Application’. You must complete this form and submit it by the application deadline of the position. If the referral is for a position posted as continuous recruitment or Open Until Filled, the Referral Application must be submitted prior to testing/interviewing for the position; whichever occurs first.

5. When do I have to refer an applicant?

The Referral Application must be submitted prior to the application deadline. If the referral is for a position posted as continuous recruitment or Open Until Filled, the Referral Application must be submitted prior to testing/interviewing for the position; whichever occurs first.

6. Is the applicant required to do anything when they apply that affects the Employee Referral Program?

The applicant is required to submit an application by the application deadline. In their application, there are two questions they must answer regarding the Employee Referral Program. The applicant must answer ‘Yes’ to being referred by a current City employee, and they must enter your name as to who they were referred by. If they do not state your name, your referral application will be considered invalid.

7. How long does my referral last?

All referrals will remain valid for two years from the date of the submission. However, they will only remain valid for the job posting announcement for which the referral was originally submitted. If another posting occurs within the two years for the same position, you must submit a new referral application at the time the posting is open and before the application deadline.

8. What would inactivate my referral?

There are a few ways a referral application would become inactive. These include:

- The referral application expired after two years of being submitted;
- A new job posting was announced within the two years of the referral application being submitted;
- The applicant did not say they were referred and/or did not include your name as to who referred them in their application;
- The applicant is not qualified for the position;
- The applicant is not eligible to be referred (see question 2);
- The person referring the applicant is not eligible to participate (see question 1).

9. How will I know if I submitted my referral application successfully?

Once your referral application has been successfully submitted, you will receive an email notification that is automatically sent by the system in Cityshare. If you do not receive an email, you must resubmit your referral application.

10. How long is the referred employee required to stay in the position for the referral to be considered successful?

The referred employee must be in the position for 30 calendar days from their start date for the referral to be considered successful. However, the referring employee must also be employed by the City as well for 30 calendar days from the new hire’s start date to be eligible to receive the referral award.

11. What if I want to refer someone for more than one job?

If you want to refer someone for more than one job, you must submit a separate referral application for each job.

12. What does the employee receive for a successful referral?

If an employee makes a successful referral, he/she will be paid a $500 award as long as both the new employee and the referring employee are still employed by the City 30 calendar days from the new hire’s start date.

13. Does the employee have to pay taxes on the $500 award?

Yes. The $500 award is considered taxable income according to IRS guidelines. Employees can opt to put the $500 award directly into deferred compensation, but the money is still subject to employee FICA tax.

14. What happens if two employees refer the same applicant for the same position?

If two employees refer the same applicant for the same position and both are valid referrals, and the applicant put both their names, the employee who has the earliest submittal date will receive the $500 award should the referred applicant be hired.

15. How can an employee find out about the status of his/her referral?

Employees will receive an automated email when they have successfully submitted a referral application. If you are ineligible to participate in the referral program or the applicant that was referred is ineligible, you will be contacted via phone or email by HR staff. The employment process is confidential, so employees cannot obtain information regarding the referred applicant’s status. If the referred applicant is hired, HR staff will notify the referring employee once the hire is confirmed.

If you have additional questions about the Employee Referral Program, please email hr@springfieldmo.gov or call Human Resources at 864-1607.
The International Association of Fire Chiefs has announced that Chief David Pennington of the Springfield Fire Department has been accepted into the Fire Service Executive Development Institute. Chief Pennington competed with new fire chiefs and chief officers from across the country to become a member of the 2018 cohort program. Along with being accepted into the program, Chief Pennington has been awarded a scholarship which covers the expenses for attending the program. He is one of only 20 fire chiefs from across the country to be selected for this program.

This is the sixth year that the Motorola Solutions Foundation has provided the IAFC with a grant to fund the program. “Motorola Solutions Foundation recognizes how these challenging times require a new breed of leader to head our local fire departments and national fire service,” said Matt Blakely, Executive Director of Motorola Solutions Foundation. “We’re proud to help support the education of these leaders to ensure they have the skills necessary to meet these complex and emerging issues confronting our communities.”

The Fire Service Executive Development Institute is a year-long leadership development program created and implemented by the IAFC to provide new and aspiring chiefs with the tools they need to have successful and productive tenures. The members of the cohort will meet in December 2017, for their first 6-day session in addition to two other sessions scheduled six months apart.

The group will communicate between sessions using an online community.

About the International Association of Fire Chiefs (IAFC)

The IAFC represents the leadership of firefighters and emergency responders worldwide. IAFC members are the world’s leading experts in firefighting, emergency medical services, terrorism response, hazardous materials spills, natural disasters, and public safety legislation. Since 1973, the IAFC has provided a forum for its members to exchange ideas, develop professionally and uncover the latest products and services available to first responders.

About Motorola Solutions Foundation

The Motorola Solutions Foundation is the charitable and philanthropic arm of Motorola Solutions. With employees located around the globe, Motorola Solutions seeks to give back to the communities where it operates. The company achieves this by making strategic grants, forging strong community partnerships and fostering innovation. The Motorola Solutions Foundation focuses its funding on public safety, disaster relief, employee giving and education, especially science, technology, engineering and math programming. For more information on Motorola Solutions corporate and foundation giving, visit responsibility.motorolasolutions.com

City Council hears findings of Street and Intersection Pedestrian Safety Study

Over the past year, five pedestrians have been killed on Springfield streets. It’s a number that City staff and City Council would like to reduce to zero. At the request of City Council, the City of Springfield has concluded a study examining pedestrian safety on Springfield streets and intersections in particular, to better understand what can be done to address the issue.

With the number of pedestrian-involved crashes and fatalities continuing to grow on Springfield streets over the past decade, the City is seeking ways to curb the trend, said Public Works Traffic Engineer Eric Claussen. The start of the study came in conjunction with the 2017 launch of the SGF Yields campaign aimed to increase education and awareness of pedestrian safety.

As a complement to the SGF Yields program, the City contracted with St. Louis traffic engineering and transportation planning firm CBB to investigate pedestrian safety issues in the City and provide recommendations.

The report conclusively demonstrates that arterial roadways with higher speeds, higher traffic volumes and narrow medians present a heightened potential for danger for both pedestrians and motorists.

CBB recommendations urge special care be given to regulating pedestrian access in streets and intersections with speeds of 35 mph or greater, traffic volumes greater than 15,000 vehicles per day or median widths less than 6 feet.

According to traffic safety industry guidelines, the minimum protected median width is 6 feet. This length is based on the length of a motorized wheelchair or person pushing a stroller and provides protection from such concerns as vehicle overhang, ADA access and pedestrian trips and falls.

To facilitate safety for pedestrians and motorists alike CBB recommendations state that pedestrians should only be allowed in the roadway when:
- They remain in designated pedestrian areas where motorists reasonably expect them to be located (sidewalks and crosswalks)
- There is temporary traffic control set up to warn drivers that pedestrians will be present (maintenance or special events)
- Using particular roadways that sustain low traffic volumes and speeds and are designated as shared spaces for both motorists and pedestrians
- They use temporary pedestrian refuge as part of the process of crossing a road

An ordinance was brought forward at the Nov. 27 City Council Meeting which proposes enhanced regulation informed by the safety report recommendations. Council is expected to vote on it Dec. 11.

Background:

Nationally, the percent of pedestrian fatalities has maintained an increasing trend from 11% to 15% of the total number of

See PEDESTRIAN SAFETY on page 5
Springfield Fire Department receives drone

The Springfield Fire Department was presented with a Phantom 4 Quadcopter drone by Westside Stone, LLC on Friday Nov. 17.

In November 2015, the department responded to an incident at Westside Stone Facility. During the response planning of the incident, it became apparent that an aerial based platform would be more effective as compared to the Department’s ground based platforms. Following the incident, Scott Crabtree of Westside Stone offered to donate a drone to the Springfield Fire Department. The value of the drone is approximately $1,200 and will be used primarily by the SFD Bomb Squad or in support of special operations such as flood rescue and hazardous materials incidents. Springfield City Council authorized the department to accept the donation during its Oct. 30 meeting. During the presentation, Crabtree was on hand to officially present the drone to members of the Springfield Fire Department.

Police promotions celebrated with ceremony in November

The Springfield Police Department hosted a promotion ceremony on Friday, Nov. 3, at the Springfield Regional Police and Fire Training Center. The Springfield Police Department honored 21 graduates of the 2017 Citizens Police Academy with a ceremony on Nov. 20 at the Springfield Regional Police and Fire Training Center. Participants completed 30 hours of instruction over 11 weeks, and they covered a variety of topics such as police policies, organizational structure, investigative processes, tactics and the challenges involved in providing a safe community.

Applications for the 2018 class will be accepted in the spring.

SPD Hosts 14th Lateral Police Academy Graduation

The Springfield Police Department’s 14th Lateral Police Academy was honored with a graduation ceremony on Nov. 3, at the Springfield Regional Police and Fire Training Center. Graduates included:

- Rick Crawshaw, formerly of the Aurora Police Department and Sparta Police Department (MO)
- Regan Gustafson, formerly of the Columbia Police Department (MO)
- Amy Zimmerman, formerly of the Arlington Police Department (TX)

These three officers have received five weeks (200 hours) of training to acclimate them to Springfield and the Springfield Police Department. Upon graduation, they were assigned to an experienced field-training officer (FTO) for six weeks of on-the-job training. Once they complete the FTO program, these officers will be assigned to the SPD’s Uniform Operations Bureau.

Please welcome these three officers to the Springfield Police Department and congratulate them on their lateral academy graduation.

SPD honors graduates of 2017 Citizens Police Academy

The Springfield Police Department honored 21 graduates of the 2017 Citizens Police Academy with a ceremony on Nov. 20 at the Springfield Regional Police and Fire Training Center. Participants completed 30 hours of instruction over 11 weeks, and they covered a variety of topics such as police policies, organizational structure, investigative processes, tactics and the challenges involved in providing a safe community.

Applications for the 2018 class will be accepted in the spring.


PEDESTRIAN SAFETY from page 4

traffic related fatalities during the past 10 years.

In 2015, there were 5,376 pedestrians killed in traffic crashes, a 9.5% increase from 2014.

In 2015, the Federal Highway Administration identified 16 focus states as having high numbers of pedestrian fatalities. Missouri is one of them.

In the previous three years about 15.8% of Springfield fatal crashes involve a pedestrian. (The national average in 2015 was 15%).

CBB cited Springfield as taking a strong leadership role in pedestrian safety compared to other cities our size. Springfield follows national design standards and guidelines. It also has a School Crossing Protection Committee in place and a permit process for special events when pedestrians will be located outside typical pedestrian facilities.

L-R: Officer Rick Crawshaw, Officer Regan Gustafson, Officer Amy Zimmerman and Chief Paul Williams
City launches “Give 5” program to connect retirees with volunteer opportunities

Years ago, the word “retirement” might have evoked images of white-haired couples sitting in rocking chairs on their front porches. But with men and women living longer and enjoying better health into their later years, retirement has become an extremely active phase of life where retirees are able to channel their passions into purpose.

The first wave of baby boomers turned 65 in 2011, and today approximately 10,000 boomers turn 65 every single day in America. Those retiring boomers (those born between 1946 and 1964) are an army of talent with experience, expertise, passion and for the first time in their lives … time.

Springfield, like any other community, has a large and growing need for skilled volunteers and volunteer leadership – at non-profits and charities, at schools and learning institutions and in public service roles. In a recent community study, Drury University determined that Springfield-area non-profit organizations are in need of an additional 8,000 volunteers.

Volunteering (especially among boomers and older people) can increase energy, decrease depression, lessen isolation and even lower mortality rates. Former U.S. Surgeon General Dr. Vivek Murthy warns that the greatest public health threat is not what most people might expect – it’s not heart disease or cancer – it’s isolation and the effects from being socially disconnected. Less than a third of boomers, however, volunteer. A key reason that many boomers don’t volunteer is they haven’t found ways in which they can volunteer the way they want to, putting their talents and skills to use.

While many retiring and retired boomers aren’t aware of the wide variety of volunteer opportunities available in Springfield, many organizations needing volunteers are also not prepared for the army of skilled retirees on the horizon. City Manager Greg Burris recognized that Springfield needs a program that connects these two needs and has created it: Give 5.

The proposed Give 5 program aims to connect boomers with organizations in most need of their assistance, addressing the needs to inform, inspire and connect individuals.

Following on the heels of the successful Missouri State University Staff Ambassador (USA) program and the City of Springfield’s City Ambassador Program (CAMP) he created, Burris and Cora Scott, City director of Public Information & Civic Engagement, have launched Give 5 to allow interested retirees to

- “Taste test” a wide variety of volunteer opportunities
- Find a role that matches their passion and desire for “significance”
- Benefit the community

“Federal and state funding for non-profit organizations continues to recede, leaving more and more non-profits in need of volunteers to accomplish their missions of helping “the least of these” in our community,” Burris explains.

Give 5 volunteer opportunities center around non-profits in Springfield that address issues identified in the City’s Community Listen / Zone Blitz initiative and in the Impacting Poverty Commission’s report to the community.

He hopes that the program will do more than pair up volunteers with organizations, however. It’s also an opportunity to improve Springfield’s “bridging” social capital. Social capital refers to the networks of relationships among people who live and work in a particular society, enabling that society to function effectively.

“MSU’s Social Capital Survey revealed that Springfield and Greene County have higher-than-average bonding capital, but lower-than-average bridging capital. We’re hoping that this becomes an opportunity for people to get to know new people and have new experiences, all while helping out the community,” he adds.

Bridging capital refers to the ties between individuals which cross social divides or between social groups, vs. bonding capital, which refers to the ties between like groups of people.

“Meeting new people breaks people out of their personal echo chambers,” Burris says.

Baby boomers are known for having a strong work ethic, and Burris believes that retiring may be difficult for a group that largely gains their purpose in life from their jobs. Give 5 is designed to help individuals explore what next steps they can take to “rewire and refire,” rather than just retire.

Target Participants:

Give 5’s target individual participants are newly retired people from the community who have shown an interest in helping others and in specifically addressing the areas of health, housing, education and financial stability of the underserved.

Target Organizations:

 Give 5’s target organizational participants are ones who are able to measurably achieve goals for creating an environment in which the people of Springfield are able to access affordable housing, improve their health and/or

See GIVE 5 on page 7
education and/or able to become better employed and financially secure – the needs identified as part of the Impacting Poverty Commission and Zone Blitz work, and that have the capacity to create meaningful volunteer opportunities.

**Vision:**
Springfield will gain a national reputation for being the best community where retirees can easily engage in meaningful volunteerism.

**Give 5 will**
- Create an avenue for the army of retirees in our community to channel their energy and skills
- Allow organizations who need volunteers to have access to a focused and highly skilled group of potential volunteers
- Develop graduates who are more committed citizens of Springfield and are better able to serve the community through awareness and understanding
- Follow up on the work of the Zone Blitz and align with the goals of Prosper Springfield
- Attract retirees to our community who want to engage in meaningful volunteerism

City Team: I have an announcement, and I wanted you to hear this directly from me.

The reason for this message is to inform you that I plan to step down from serving as City Manager effective June 30 of next year (June 30, 2018).

I actually submitted my resignation to City Council a few months ago stating my intention to resign at the end of February, but City Council refused to accept it.

I’m honored and flattered that Council asked me to stay on through the end of the fiscal year, and I have agreed to do that. We know that the Fiscal Year 2019 budget process will be a difficult one. It would be unfair to ask a new city manager to navigate the creation of next year’s budget.

Now that we have successfully renewed our Level Property Tax, we are on a more stable financial footing, although this was the renewal of an existing tax and those funds will not likely have a significant impact on our General Fund.

Looking back over the past nine years, I feel very good about what we’ve accomplished together, and I hope you do too.

I was sworn in as City Manager on September 15, 2008 – the same day the stock market crashed, signaling the start of the worst recession in 50 years. We weathered the Great Recession and much more.

Since that time, we have accomplished a lot by working together.

We have created a team of nationally-recognized departments that have continued to build trust with our citizens through excellent service and high-quality work.
U.S. Capitol Christmas tree visits Springfield Nov. 21 on its way to Washington D.C.

Bass Pro Shops Outdoor World and Wonders of Wildlife National Museum and Aquarium were selected to be a “whistle stop” for the U.S. Capitol Christmas Tree as it makes its way from the Kootenai National Forest in Montana to Washington, D.C. Every year, a different national forest is selected to provide a tree to appear on the West Lawn of the U.S. Capitol for the Christmas season.

The tree, cut in early November and prepared for the more than 2,000-mile expedition, includes a series of community celebrations such as the one at Bass Pro Shops. The public was invited to participate in the celebration which included a series of festive, family-friendly activities.

The Republic High School marching band and Christmas carols presented by some members of the Courthouse Chorale entertained the crowd. Other special features included live reindeer, S’mores, hot cocoa and outdoor cooking demonstrations. In addition, elves from Bass Pro Shops Santa’s Wonderland helped kids make Christmas crafts. A large banner on the side of the truck carrying the tree on its journey allowed event attendees the chance to sign and wish the tree a safe journey.

Other festivities during the tree’s visit to Springfield and Bass Pro Shops included a short ceremony with special remarks from Springfield City Mayor Ken McClure, Bass Pro Shops Outdoor World General Manager Lee Beasley and a representative from the U.S. Forest Service.

Special guests included Missouri artist Jennifer Dodson whose hand-painted ornaments were chosen to represent Missouri at the lighting of the “People’s Tree,” Springfield Mayor Pro Tem Jan Fisk, numerous City officials, Smokey Bear and, of course, Santa and Mrs. Claus.

Scouts from the Ozarks Trail Council Boy Scouts Wa-Sha-She Lodge Order of the Arrow were on-hand to talk with area residents about the Christmas tree recycling program. The troop will be collecting discarded trees after the holiday. Bass Pro Shops has partnered with the Missouri Department of Conservation for 31 years to recycle Christmas trees to provide wildlife habitat for Missouri wildlife.

After the tree event, families were invited to come inside Bass Pro Shops and experience the return of Santa’s Wonderland – a massive Christmas village transformation inside Bass Pro Shops locations nationwide through Dec. 24 featuring free photos with Santa and free family holiday activities including crafts, games and holiday magic for the whole family. All activities are open to the public and free for all to enjoy.

“We are honored to be a whistle stop on the tour of the U.S. Capitol tree ... holidays in Springfield are always such an exciting time and we are thrilled that Bass Pro and others are doing so many things to help celebrate the season,” said Springfield Mayor Ken McClure. Mayor McClure also made a proclamation declaring Nov. 21, 2017 as “U.S. Capitol Christmas Tree Day” in Springfield, Missouri.

The U.S. Capitol Christmas Tree is made possible thanks to companies large and small as well as volunteers locally and across America who provide vital support of time and resources.

Updates to Employee Crisis Fund payroll deduction process

City employees are often the first to step forward to help their fellow co-workers in times of crisis. The Employee Crisis Fund provides an avenue for employees to give to other employees in need and for those in need to seek assistance.

The Employee Crisis Fund Committee would like to thank all employees who have participated in payroll deduction donations to help support the Crisis Fund. Thanks to generous donations, the Employee Crisis Fund has helped 11 of our co-workers by awarding more than $9,700.00 to employees in times of crisis.

When payroll deduction donations were first rolled out, it was an annual commitment – requiring the employee to fill out a deduction form each year. Leadership has recently approved continuous payroll deductions until the employee elects to opt out. There will be a 30-day processing period from when you notify Finance that you would like to opt out. Questions about this process can be directed to Kara Daniel at kdaniel@springfieldmo.gov or 864-1621.

For those wishing to begin or continue supporting the crisis fund through payroll deduction, please fill out a Crisis Fund Payroll Deduct form and submit to Brian Stranghoener at bstranghoener@springfieldmo.gov.

Visit the Employee Crisis Fund folder on Sharepoint for more information on donations and how to apply for assistance.


**EVENTS**

**Springfield Art Museum, 1111 E. Brookside Dr., sfgmuseum.org**

**Art in Our City: Oct. 20, 2017 - March 18, 2018.**

Springfield, Missouri is home to a vibrant artistic community. This exhibition highlights and celebrates the creativity of our community focusing on artists living and working in the many neighborhoods that make up our city. This exhibition not only concentrates on the artists on display but also their neighborhoods and what it means to live and work creatively in Springfield. The exhibit will rotate every six months; the first exhibition will feature work by eight artists from five neighborhoods located in City Council Zone 1.

**The Structured Landscape: Nov. 1, 2017 - March 25, 2018.**

Humans readily identify themselves with man-made structures, which perhaps explains one reason this genre is so popular among artists. A simple landscape becomes more interesting when dwellings or other architectural structures are included as part of the scene.

**Richard Tuttle: Lines and Edges: Dec. 9, 2017 - March 25, 2018.**

Richard Tuttle has spent the majority of his career working within a very limited set of formal constraints– line, color, and form – to explore deeper issues of abstraction. His practice has encompassed a wide variety of materials including from etchings, aquatints, and woodcuts to more ordinary materials such as cardboard, Styrofoam, wire, wood, cloth and rope.

**Grant Wood: Lithographs: Dec. 9, 2017 - March 25, 2018.**

Wood produced 19 lithographs in his lifetime. All nineteen will be featured in the exhibition. This exhibit will examine Wood’s thematic concerns and role in the growth and popularity of printmaking in America. Visit sfgmuseum.org for hours of operation.

**Tai Chi With Dee Ogilvy: Fridays, Dec. 1, 8, 15, 22, 29: 9 a.m.**

Great for adults of any age and physical fitness level. Requires no special equipment. Relaxed, composed flowing movements that combine strength with gentleness. Beginners are welcome! Free and open to the public.

**PGA Annual Golf Sale: Nov. 30-Dec. 2:**

*Thursday, Nov. 30 & Friday, Dec. 1 from 9 a.m.-7 p.m and Saturday, Dec. 2 from 8 a.m.-3 p.m., 228 W. Sunshine.*

Want great golf deals? If so, come shop and save up to 75-percent off new and used golf products, as several area golf courses and save up to 75-percent off new and used golf products, as several area golf courses and most up to 75-percent off new and used golf products. PGA Annual Golf Sale: Nov. 30-Dec. 2:

*228 W. Sunshine, near Whitehog Cafe, across from Ray’s Pro Shop.*

**Holiday Lights at Jordan Valley Park:**

*Daily, 5-11 p.m.**

Enjoy a free walk-through holiday light show at Jordan Valley Park, 635 E Trafficway St.

**Wreaths and Centerpieces:**

*Sat. Dec. 9 from 12-2 p.m., Springfield Botanical Gardens.*

Create your own wreath or centerpiece with fresh greenery and dried natural ornaments from the garden. Classes limited to 12, registration required. Or book your own group for a private decorating party anytime through the holidays! Fee: $25/Greenerly item.

**1 Million Cups Springfield:**

*Dec. 6, 13, 20, 27: 9-30 a.m.*

The 3rd largest 1 Million Cups Community out of nearly 100 national and international communities. The program was created based on the notion that entrepreneurs discover solutions and network over a cup of coffee. Each community uses the same format; 2 presenters, 1 hour, lots of free coffee, and asking of the generous question of “What can we as a community do to help your business?”

**Free Ice Skating:**

*Sun., Dec. 3, Sat., Dec. 23 and Mon., Dec. 25*

Free ice skating during the Festival of Lights at Mediacom Ice Park: Sun., Dec. 3, 4:30-5:30 p.m.; Sat., Dec. 23, 4:30-5:30 p.m.; and Mon., Dec. 25, 5-6 p.m. Admission is free, rent skates for $3 or bring your own.

**School’s Out Christmas Gift and Decoration Making:**

*Friday Dec. 22 from 10 a.m.-2 p.m., Springfield Botanical Gardens.*

Learn what you can create from dried materials from the garden. Choose from dried flowers, leaves, cones and pods to make ornaments, table decorations, wall hangings and more! Paint, ribbon and accessories included. Fee: $5/participant, includes all materials.

**CHRISTMAS CONCERTS**

The Greene County Courthouse Chorale invites you to attend their 2017 Christmas Concerts:

*Midtown Library December 15 at 12:30*

*Historic Greene County Courthouse Rotunda December 18 at Noon*

*Busch Municipal Building December 18 at 12:30*
23rd annual Turkey Trot 5K Run/Walk draws 8,000

Exactly 8,000 runners and walkers registered for Springfield’s Thanksgiving Day tradition, the 23rd Annual Turkey Trot 5K Run/Walk. Participants in the Pet Category set another record, with more than 790 registering to walk or run with dogs. Race numbers are not yet official. The largest Turkey Trot 5K took place in 2012, with 9,007 participants.

The annual event is Springfield’s largest timed 5K race and the largest Thanksgiving Day 5K in Missouri, with proceeds benefitting Developmental Center of the Ozarks and the Springfield-Greene County Park Board Scholarship Fund. The event also serves as one of the largest one-day food drives of the year for Ozarks Food Harvest.

Overall race winners were:
• Best Overall Male: Jarod Ozee, 18, from Springfield, at 15:46.
• Best Overall Female: Rebecca Senn, 25, from Springfield, at 18:49.
• Best Masters (over 40) Male: Matt Wegenka, 53, from Springfield at 17:08.
• Best Masters (over 40) Female: Rosie Laughlin, 52, from Springfield, at 21:01.

Race results are posted at ParkBoard.org/TurkeyTrot. Photos and videos are posted at Facebook.com/TurkeyTrotSGF/.

Following a 48-hour dispute period, medals will be mailed to first-, second- and third-place age division winners. Age divisions are 9 and under, then staggered in five-year increments up to 84 and older.

A NOTE FROM GREG from page 7

And I expect you to continue your dedicated service for the next city manager, whomever he or she may be.

In the meantime, you’re still stuck with me and we will continue to do the things that no other city is doing.

• We will continue to work to build trust with our citizens.
• We will keep our sense of humor – on some days, it’s what holds us together.
• We will continue to communicate with each other – communication is the key. Even though we are the most functionally diverse organization in southwest Missouri, we are all on the same team.
• We will continue to be proud of the noble work we are doing.
• We will continue to have empathy, watch out for “the least of these,” and provide a voice to all.
• We will continue to celebrate our successes.
• We will continue to worry every time we hear a siren.
• We will continue our work toward becoming “the employer of choice” within our community.
• We will continue to care about people. There is a heart in the middle of the “S” in our logo. It’s there to remind us that we exist to care about people. Every time you see that “S” logo, notice the heart.
• We will continue to take the high road, even though it can sometimes give us altitude sickness. As public servants, sometimes we must grin and bear it... even through incivility and rudeness. Take the high road.

As always, thank you for everything you do for our citizens each and every day.

And finally, I’d like to leave you with these thoughts. Shortly after I was hired, then-Mayor Tom Carlson gave me some advice, which I found helpful and I will share with you now. Tom said, “Just remember two things when the going gets tough: It’s only a movie and they can’t eat you.”
What’s something you’ve learned since working for the City?

“When I first started at the Division of Purchases in 2004 I did not realize how involved our division is with assisting all City departments with their everyday needs. Purchasing works with all City departments to help ensure they have the proper supplies, services, and necessary equipment required to perform their day to day duties and services.”

Why do you do what you do?

“Working in Purchasing provides me with the opportunity to serve the citizens of our community! As public procurement professionals, we have a duty to our citizens to ensure their tax dollars are spent responsibly.”

What’s the hardest part of your job?

“In Purchasing we say, ‘we know a little bit about a lot of things.’ We all handle a wide range of commodities; it would be impossible to have the technical expertise for each project. We rely heavily on our City subject matter experts to help us have a better understanding of complex projects/services.”

What advice do you have for prospective employees?

“Get to know your fellow co-workers, not just those in your office or department, but all over the City. These connections will be very helpful! Get involved in City programs such as the City Ambassador CAmp program, so you can learn more about City operations.”
Busch Building Stair Tread Replacement

The Busch Building stairs that received new carpeting will have replacement flooring installed per the schedule below. Each stair will be fully closed during its replacement to provide adequate curing time for the adhesive being used for the flooring installation. We apologize for any inconvenience this creates and appreciate your cooperation during the last portion of the Busch Building Carpet Project.

**Schedule for the Busch Building Stair Tread Replacement**

- **Lobby stairs (1st-2nd floor) 18 steps**
  1. Stair access closed: Nov. 28
  2. Flooring installation start date: Dec. 4
  3. Replacement completion date: Dec. 8, no foot traffic until Dec. 11 or 48 hours after flooring installation is completed
  4. Lobby stairs reopened to traffic on Dec. 11

- **Atrium stairs (4th-5th floor) 18 steps**
  1. Flooring installation start date: Dec. 11
  2. Replacement completion date: Dec. 15, no foot traffic for 48 hours after flooring installation is completed
  3. 4th/5th Floor Atrium stairs reopened to traffic on Dec. 15

- **Law’s stairs (5th floor) 3 steps**
  1. Start date: Dec. 18
  2. Completion date: Dec. 20 no foot traffic for 48 hours after flooring installation is completed
  3. Law stairs reopened to traffic on Dec. 20

- **North stair (2nd floor going down) 6 steps**
  1. Start date: Dec. 19-20 depending on when we finish Law
  2. Completion date: Dec. 22 no foot traffic for 48 hours after flooring installation is completed
  3. North stairs reopened to traffic on Dec. 22

See STAIRS on page 13

Public Works employees recognized for work on carpet replacement project

INBALANCE

Monthly Update from inBalance - December

Know Your Numbers

Free Blood Pressure Screenings

New! Check out the Healthier Vending Options in the Busch Building.

If your office is interested in this option, please contact inBalance@springfieldmo.gov

Kirsten has been practicing yoga since 2001. Two years later, her first and most influential teacher convinced her to try teaching.

During her studies, she has had the opportunity to take classes from some of the best teachers available today. She has been able to share those teachings with others at several venues in Springfield as well as in private settings.

The physical benefits of moving our bodies are imperative to our wellness in general. She believes that by practicing yoga we can find our best self.

Join Kirsten every Friday, from 12:05 - 12:50

Fire Station #1 Community Room

Meet Kirsten
**Fall inBalance Boot Camp session wraps up**

Congratulations to our Boot Camp participants for successfully completing our fall session! Thank you to everyone who supported this Boot Camp and especially to our Police Department for leading the participants the past eight weeks. Be on the lookout for details about our Spring 2018 Boot Camp.

**Questions? Contact:**
inBalance@springfieldmo.gov

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**Beware of phishing messages**

This time of year many of us are shopping online more frequently. Unfortunately, cybercriminals take advantage of this by increasing their efforts to steal your information. One common way they do this is by phishing which is sending a fake email message from a reputable company such as FedEx, UPS, PayPal or Amazon. Please review the tips below to help you identify these fraudulent email messages. If you receive an email that you suspect is a phishing attempt, please forward it to the Help Desk (helpdesk@springfieldmo.gov). This will generate a support ticket and a Help Desk employee will contact you as soon as possible to follow-up.

- Be suspicious of email messages that don’t address you by name, have misspelled words or that don’t look professional.
- Be suspicious of email messages that convey a sense of urgency or threaten you if you don’t take immediate action.
- Hover over links in email messages to verify their actual destination.
- Never provide sensitive personal information such as your SSN, account names or passwords.

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**FREE BLOOD PRESSURE SCREENINGS**

inBalance is partnering with the Health Department to provide **FREE** screenings for all City employees!

**NO APPOINTMENT NECESSARY**

**December Locations**

- **Busch Building**  December 8th, 8 - 10 am
- **Police Headquarters**  December 22nd, 7 - 9 am
- **Airport**  December 29th, 8 - 10 am

For additional details & complete schedule of screening opportunities, please visit: springfieldmo.gov/inBalance

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**STAIRS from page 12**

- **Secret stair (2nd floor going up)**
  - 4 steps
  1. Start date: Dec. 26
  2. Completion date: Dec. 27-28 no foot traffic for 48 hours after flooring installation is completed
  3. Secret stairs reopened to traffic on Jan. 2

- **Public Works roof access (2nd floor)**
  - 4 steps
  1. Start date: December 27/28th depending on when secret is complete
  2. Completion date: December 29th no foot traffic for 48 hours after flooring installation is completed
  3. Roof Access stairs reopened to traffic on January 2nd
Are you connected with the City on social media? More than ever, we are using social media to bring information to you. Make sure you are connected to catch news, photos, job opportunities and more. You can also stay engaged with what is happening in other departments by following the #MyCitySGF hashtag.

Promotions
Charles Alexander
Tony D’Andrea
Robert Friend
Christopher Snipes
Police Sergeants – Police
Joshua Henson
Fire Equipment Operator – Fire
Rex Goforth
Parks Caretaker – Parks
Tammy Jacobs
Aircraft Line Svcs. Tech. – Airport

Retirements
William Buscher
Contract Custodian
Airport – 6 years

Bradley Karr
Fire Equipment Operator
Fire – 28 years

Robert McPhail
Police Corporal
Police – 23 years

David Shalla
Senior Designer
Public Works – 33 years

FOR SALE
To submit ads, call 417-864-1003 or email TheScene@springfieldmo.gov.


1988 Honda Goldwing, 1500cc with reverse, am, fm, cassette, three helmets and mic systems. A matching trailer comes with it. 106k miles. Runs great and looks great. $4,000 or best offer. For more info or pictures contact Richard at 417-818-3555.


Computer desk in like new-condition. Asking for $600 (New $800-800). Contact Suzanne at 417-425-2294 or Randy at 417-425-2293 (evenings Fri - Mon) or days otherwise.

Large L-shaped simulated cherry office desk with beautiful matching hutch from office depot ($200). Solid oak entertainment center with pull-out swivel television holder, including a 31" TV, and lots of cabinet space and built to last a life time ($250). Contact Joe at 343-3117.

20/29 Gallon Aquarium with filter, heater, black deluxe full hood with fluorescent light, and miscellaneous. 24 ¾”w x 12 ¼” D x 16 ½” H. $30 OBO. Contact Marcia at 417-379-8459.

New & still in original box. Black NuWave Oven Pro Plus with Extender Ring Kit. Digital power head, cool to touch base, durable shatter-resistant BPA free power dome, 12” non stick liner pan, 1”/5” reversible cooking rack, and dome holder. Extra “Pro Plus” Extender Ring Kit includes a 2” cooking rack, 10” non stick baking pan, and 3” stainless steel extender ring. $100. Call Marcia at 417-379-8459.


2013 Flagstaff Classic Popup, sleeps 6 with 2 heated coil beds, AC, kitchenette with mini-fridge, indoor shower with bathroom, outdoor shower, slide out for extra room, LOTS of storage, custom LED party lights outside w/ remote. Electric lift for pop-up. Includes TONS of extras! Very Clean! Excellent condition! $11,500.00 OBO. Text or call 417-461-4132.

WELCOME TO THE CITY

Rodan + Fields is the No. 1 skincare product in US. The product is designed for every skin type: sensitive, acne-prone, sun damaged, and even those looking to reduce or prevent the appearance of wrinkles. Contact Amanda L. at 417-988-2075 or mimosa@xun@gmail.com for more information if you are interested.

Steve’s Scuba: City of Springfield employees and friends receive $100 off Open Water Certification Class (regular price $450 per person, special price is $350 per person). Save 10% on continuing educational classes; try scuba for $25. For more information, call 417-882-7337 or email itsallgood@stevesscuba.com.

JR’S Handyman Service, 417-343-7772, Licensed & Insured. Services Offered: Tub Refinishing, Home Remodeling, Home Repairs. Also see us on Facebook@JR’s Handyman/Renewsurfacing.

Interested in Mary Kay products or hosting a party? Contact Maria Sanchez at 417-848-5357 or e-mail at mkmariasanchez@gmail.com. Also, ask how to receive a free facial.
Working with the Community

Awards & Recognition

To: Cora Scott, Director of Public Information & Civic Engagement

On behalf of the City Council, I would like to thank you and your entire team for your assistance in disseminating accurate information to our community about the Level Property Tax ballot initiative. Your expertise in preparing educational literature, and coordinating meetings with citizen groups, to inform them of the need to continue the Level Property Tax was instrumental in voters approving the measure.

Because of your efforts, the City of Springfield can continue moving forward to ensure our community is a safe place people are proud to call home.

Thank you again, and please convey City Council's appreciation to your entire team.

Mayor Ken McClure

To: Springfield Police Department

Thank you to all of the officers who worked the Bass Pro race. You did a phenomenal job of keeping all of the runners safe. There may have been a million other things those officers would have rather been doing, but I guarantee all of the runners greatly appreciated everything you did.

Ricci Alcorn

To: Springfield Police Department

I just wanted to thank you for keeping the participants of the 4 different Bass Pro races safe, regardless of some Springfield citizens not being very happy about the road blocks. This race may not be important to them, but it is for others, (and maybe next time people should watch the news for info and not be rude about it).

Regina Wilkinson

To: Public Works

I was just down on Lone Pine this afternoon 11/2/2017, where you are doing some tree work. Your guys are doing a great job down there. The traffic flagger setup was great. It was smooth, efficient, professional and safe! First rate job by them. Of course the professionalism of the tree work goes without saying.

Springfield resident

To: Stacey Watson, Carlie Rose, Melissa Jennings and R. J. Woolar, 9-1-1 Telecommunicators; Sergeant Tonya Price, Officer Gilbert Correa and Officer Chad Hampton, Springfield Police Department

On Oct. 13, at approximately 5pm, an assault occurred near the West Campbell area in Springfield. The female victim escaped out of an apartment, and the male suspect barricaded himself inside with a handgun. A perimeter was set by the Springfield Police Department, and trained negotiators were called to the scene. After four hours, the suspect called 9-1-1 to explain his side of the situation. 9-1-1 Telecommunicators Carlie Rose and Stacey Watson took the call and remained on the line with the suspect. 9-1-1 Telecommunicator R. J. Woolard kept the on-scene negotiator, Officer Chad Hampton, updated as another negotiator, Officer Gilbert Correa, arrived at the 9-1-1 dispatch center to assist. Telecommunicator Melissa Jennings continued to dispatch relevant info to keep Springfield PD informed. The suspect eventually came out and was taken into custody without incident. Each department recognized the other as a great example of teamwork between 9-1-1 and SPD. Thank you to all Telecommunicators and Officers who had a part in this situation having a positive outcome!

To: Whitney Keith and Leigha Brandt, 9-1-1 Telecommunicators; Officer Jonathan Miller, Springfield Police Department

9-1-1 Telecommunicators Whitney Keith and Leigha Brandt took a call from a female who resides in Oklahoma on Oct. 19. The caller was concerned about her son who has a history of medical issues. They reassured the mother than an officer would respond to check on him. Springfield Police Department Officer Jonathan Miller responded to the address and found the son to be fine. His mother called back very appreciative to 9-1-1 and SPD thanking everyone for such a quick response and thanking us for “helping an old lady rest easy.” Great job to both agencies!!

To: Springfield Police Department

A shout out to the two female Springfield Police Department officers doing foot patrol in the 2500 N. Glenstone area. They stopped in RNR and were friendly and made sure we were all doing well. They especially made a little girl’s day as they gave one another high fives. Kudos to these fine police women who even though it was cold and wet had the biggest smiles on their faces. Thanks so much.

Rick Young

To: Chief Paul Williams

I wanted to send a note of thanks to you and the officers who worked Thanksgiving morning to keep everyone safe during the Turkey Trot. The extra police presence, along with the beefed up safety measures throughout the route were noticeable and appreciated. Thanks for helping to make this Springfield tradition safe for all to enjoy.

Jeff Del Vecchio

To: Kara Bills

I have to once again brag on Kara Bills. Last Wednesday, the day before Thanksgiving, I requested a special type of keyboard for the computer lab. I had a candidate request it for her typing test. Kara did not have one in stock, but knew she had ordered one in the past for a Health department employee who was no longer at the City. Kara immediately called the department, made a trip to the Health department to pick it up, and set it up for me. She did this even though the Help Desk had closed for the day. Additionally, she checked in on me Monday morning to make sure it worked smoothly.

I can’t tell you how much I appreciate her willingness to jump on a request like this. She is resourceful, knowledgeable, and always eager to help.

Amie Davis