



City of Springfield

Agenda

City Council Special Meeting

Ken McClure, Mayor

Zone Councilmembers

Monica Horton, Zone 1

Abe McGull, Zone 2

Brandon Jenson, Zone 3

Matthew Simpson, Zone 4

General Councilmembers

Heather Hardinger, General A

Craig Hosmer, General B

Callie Carroll, General C

Derek Lee, General D

December 19, 2023

11:30 AM

**Councilman Denny Whayne
Conference Room
Busch Building, 4th Floor
840 Boonville Avenue**

[Rules and procedures.](#)

1. ROLL CALL.

2. SECOND READING AND FINAL PASSAGE.

Citizens Have Spoken. May Be Voted On.

2.1. Council Bill 2023-297 (Carroll)

A special ordinance authorizing the City to participate in the Missouri Fire Fighters Critical Illness Trust and Pool, and further authorizing the City Manager, or designee, to execute such documents as may be necessary for the City's participation therein.

2.2. Council Bill 2023-298 (Hosmer)

A special ordinance approving a Memorandum Agreement between the City and the International Association of Fire Fighters, Southern Missouri Professional Fire Fighters Local 152, regarding applying for enrollment in the Missouri Fire Fighters Critical Illness Trust and Pool for calendar year 2024 for eligible bargaining unit members; and authorizing the City Manager, or his designee, to execute the Memorandum Agreement.

2.3. Council Bill 2023-299 (Hardinger)

A special ordinance approving a Memorandum Agreement between the City and the International Brotherhood of Electrical Workers AFL-CIO Local Union Number 753, the representative for a bargaining unit within the City's Crafts, Trades and Labor employee group, regarding applying for enrollment in the Missouri Fire Fighters Critical Illness Trust and Pool for calendar year 2024 for eligible bargaining unit members; and authorizing the City Manager, or designee, to execute the Memorandum Agreement.

2.4. Council Bill 2023-300 (Lee)

A general ordinance amending the Springfield City Code, Section 2-92, known as the 'Salary Ordinance,' to create a new subsection relating to participation in the Missouri Fire Fighters Critical Illness Trust and Pool.

3. NEW BUSINESS.

- 3.1. Springfield Police Officers' and Fire Fighters' Retirement System Board of Trustees Update.

4. ADJOURN.



EXPLANATION TO COUNCIL BILL 2023-297 (CARROLL)

FILED: 12/14/2023

ORIGINATING DEPARTMENT: Human Resources

TITLE: A special ordinance authorizing the City to participate in the Missouri Fire Fighters Critical Illness Trust and Pool, and further authorizing the City Manager, or designee, to execute such documents as may be necessary for the City's participation therein.

PURPOSE: To authorize the City to participate in the Missouri Fire Fighters Critical Illness Trust and Pool and authorize the City Manager, or designee, to sign any documents necessary for such participation.

BACKGROUND INFORMATION: Missouri law (sections 320.400 and 537.620 RSMo.) was amended in 2021 to allow at least three public sector agencies to create a critical illness pool to provide benefits for cancer diagnoses of eligible employees of participating employers. The Missouri Fire Fighters Critical Illness Pool ("MFFCIP") was created in 2022 to aid the state's fire professionals and fire service agencies to contain the human and financial burdens created by serious health issues by providing benefits to firefighters.

The MFFCIP provides coverage and monetary benefits to eligible firefighters diagnosed with any of 17 nationally recognized cancers in which firefighters are at increased risk associated with occupational exposure. The proposed Ordinance is being submitted to authorize the City to apply to participate in the MFFCIP.

Remarks: The proposed Ordinance is a model ordinance that the MFFCIP requires of all agencies seeking to join the Trust/Pool.

Submitted By: Rochelle Yoap, Assistant Director of Human Resources

Authorized for inclusion on the agenda pursuant to City Code section 2-33:

Attachments: 1. Application for Participation in Missouri Fire Fighters Critical Illness Pool _ Ord

One-rdg. _____
P. Hrngs. _____
Pgs. 3
Filed: 12-05-23

Sponsored by: Carroll

First Reading: _____

Second Reading: _____

COUNCIL BILL 2023-297

SPECIAL ORDINANCE _____

AN ORDINANCE

1 AUTHORIZING the City to participate in the Missouri Fire Fighters Critical Illness Trust
2 and Pool, and further authorizing the City Manager, or designee, to
3 execute such documents as may be necessary for the City's
4 participation therein.
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7 WHEREAS, the Missouri Fire Fighters Critical Illness Trust and Pool (herein
8 "MFFCIT") has created a critical illness pool as authorized by Section 320.400 and
9 537.620 RSMo., to create an alternative for public sector agencies seeking to control
10 rising costs due to critical illnesses, including cancers, in firefighters; and
11

12 WHEREAS, Missouri statutes require such an entity to be formed by agreement of at
13 least three public sector agencies; and
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15 WHEREAS, upon a proper application, a new entity has been created and approved
16 by the Director of the Division of Commerce and Insurance and Missouri Secretary of
17 State; and
18

19 WHEREAS, the new entity, called "Missouri Fire Fighters Critical Illness Trust and
20 Pool," is a separate body corporate and trust, under the oversight of a Board of
21 Trustees and the participating agencies; and
22

23 WHEREAS, MFFCIT will safeguard, manage, and provide for administrative services
24 for MFFCIT; and
25

26 WHEREAS, by agreeing to be one of the agencies participating in MFFCIT, the City
27 is not forever bound to participate in MFFCIT; and
28

29 WHEREAS, upon proper consideration, the City believes that participating in the
30 MFFCIT risk pool is in the best interests of the City.
31

32 NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
33 SPRINGFIELD, MISSOURI, as follows, that:

34 Section 1 – The City hereby declares its intent to become a member of MFFCIT and
35 to participate thereof upon approval of Board of Trustees of MFFCIT.

36
37 Section 2 – The City Manager, or his designee, is hereby authorized and directed to
38 sign all documents necessary or expedient for the City to participate in MFFCIT,
39 including Trust/Pool Agreement and Bylaws, agreeing to adhere to the rules of said
40 documents, and to be bound together with other members thereby.

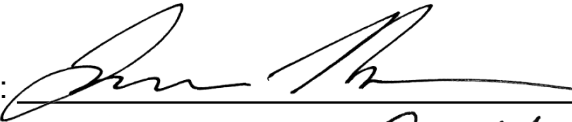
41
42 Section 3 – This Ordinance shall be in full force and effect from and after passage.

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44 Passed at meeting: _____

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46 _____
47 Mayor

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49 Attest: _____, City Clerk

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51 Filed as Ordinance: _____

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54 Approved as to form:  Assistant City Attorney

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57 Approved for Council action:  City Manager



EXPLANATION TO COUNCIL BILL 2023-298 (HOSMER)

FILED: 12/14/2023

ORIGINATING DEPARTMENT: Fire

TITLE: A special ordinance approving a Memorandum Agreement between the City and the International Association of Fire Fighters, Southern Missouri Professional Fire Fighters Local 152, regarding applying for enrollment in the Missouri Fire Fighters Critical Illness Trust and Pool for calendar year 2024 for eligible bargaining unit members; and authorizing the City Manager, or his designee, to execute the Memorandum Agreement.

PURPOSE: To authorize the City Manager, or his designee, to enter into a memorandum agreement with the International Association of Fire Fighters, Southern Missouri Professional Fire Fighters Local 152 ("IAFF"), regarding the Missouri Fire Fighters Critical Illness Trust and Pool.

BACKGROUND INFORMATION: The Missouri Fire Fighters Critical Illness Pool ("MFFCIP") was created to aid the state's fire professionals and fire service agencies to contain the human and financial burdens created by serious health issues by providing benefits to firefighters.

The MFFCIP provides coverage and benefits to eligible firefighters to help cover out-of-pocket expenses for 17 nationally recognized cancers in which firefighters are at increased risk associated with occupational exposure.

This Ordinance shall approve the entering into of a memorandum agreement with the IAFF which will authorize the City of Springfield to apply to participate for calendar year 2024 in the MFFCIP for all active and eligible members of the bargaining unit represented by IAFF.

The memorandum agreement has been tentatively agreed to between the City of Springfield and IAFF.

The City Council approved and appropriated funding within the Fiscal Year 2024 Fire Department budget for initiation of this new benefit.

Remarks:

The City of Springfield and the Union shall address the terms and conditions for continuation of enrollment in the MFFCIP beyond the 2024 calendar year during the collective bargaining process.

The MFFCIP was established under Missouri law in 2021 (RSMo 320.400).



Submitted By: David Pennington, Fire Chief

Authorized for inclusion on the agenda pursuant to City Code section 2-33:

Attachments:

1. Missouri Fire Fighters Critical Illness Pool_Ord
2. Ex. 1 IAFF Memo Agreement Critical Illness Pool (1)

One-rdg. _____
P. Hrngs. _____
Pgs. 5
Filed 12-05-23

Sponsored by Hosmer

First Reading _____

Second Reading _____

COUNCIL BILL 2023-298

SPECIAL ORDINANCE _____

AN ORDINANCE

1 APPROVING a Memorandum Agreement between the City and the International
2 Association of Fire Fighters, Southern Missouri Professional Fire
3 Fighters Local 152, regarding applying for enrollment in the Missouri
4 Fire Fighters Critical Illness Trust and Pool for calendar year 2024 for
5 eligible bargaining unit members; and authorizing the City Manager,
6 or his designee, to execute the Memorandum Agreement.
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9 WHEREAS, in 2021, sections 320.400 and 537.620 RSMo. were amended or
10 became effective and allowed for three or more political subdivisions to create a critical
11 illness pool to provide cancer benefits for eligible employees of participating employers;
12 and
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14 WHEREAS, in 2022 the Missouri Fire Fighters Critical Illness Trust and Pool was
15 created; and
16

17 WHEREAS, the City negotiated with the Southern Missouri Professional Fire
18 Fighters Local 152 ("IAFF") a proposed, tentative Memorandum Agreement, by which
19 the City tentatively agreed that for calendar year 2024 the City would apply to
20 participate in the Missouri Fire Fighters Critical Illness Trust and Pool for the active and
21 eligible bargaining unit employees within the IAFF bargaining unit.
22

23 NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
24 SPRINGFIELD, MISSOURI, as follows, that:
25

26 Section 1 – Having reviewed and considered the Memorandum Agreement, which is
27 attached hereto as "Exhibit 1," City Council hereby approves entering into the
28 Memorandum Agreement.
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30 Section 2 – City Council hereby authorizes and directs the City Manager, or his
31 designee, to execute the Memorandum Agreement.
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33 Section 3 – This Ordinance shall be in full force and effect from and after passage.

34 Passed at meeting: _____

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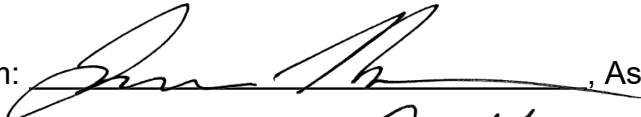
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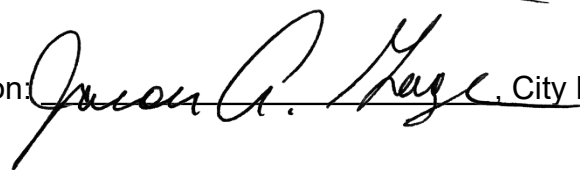
47

Mayor

Attest: _____, City Clerk

Filed as Ordinance: _____

Approved as to form:  _____, Assistant City Attorney

Approved for Council action:  _____, City Manager

Memorandum Agreement

The City of Springfield ("the City") and the International Association of Fire Fighters, Southern Missouri Professional Fire Fighters Local 152 ("IAFF"), have agreed as follows:

For calendar year 2024 the City and Springfield Fire Department will apply to participate in the Missouri Fire Fighters Critical Illness Pool established by section 320.400 RSMo. for its active and eligible bargaining unit employees.

Chad Davis, President
IAFF Local 152

Jason Gage, City Manager

Date

Date

Certification that this Memorandum Agreement is within the purpose of any appropriation to which it is to be charged and that there is an unencumbered balance to the credit of such appropriation sufficient to pay therefor:

David Holtmann, Director of Finance

Approved as to form:

City Attorney or designee



EXPLANATION TO COUNCIL BILL 2023-299 (HARDINGER)

FILED: 12/14/2023

ORIGINATING DEPARTMENT: Human Resources

TITLE: A special ordinance approving a Memorandum Agreement between the City and the International Brotherhood of Electrical Workers AFL-CIO Local Union Number 753, the representative for a bargaining unit within the City's Crafts, Trades and Labor employee group, regarding applying for enrollment in the Missouri Fire Fighters Critical Illness Trust and Pool for calendar year 2024 for eligible bargaining unit members; and authorizing the City Manager, or designee, to execute the Memorandum Agreement.

PURPOSE: To approve the entering into a memorandum agreement with the International Brotherhood of Electrical Workers, Local No. 753 ("IBEW Local No. 753") affiliated with the AFL-CIO, the Exclusive Representative of a certain Bargaining Unit within the Crafts, Trades, and Labor ("CTL") Employee Group, regarding the Missouri Fire Fighters Critical Illness Trust and Pool and authorizing the City Manager to execute the memorandum agreement and authorize the City of Springfield to apply to participate in the Missouri Fire Fighters Critical Illness Pool for the 2024 calendar year.

BACKGROUND INFORMATION: The Missouri Fire Fighters Critical Illness Pool ("MFFCIP") was created to aid the state's fire professionals and fire service agencies to contain the human and financial burdens created by serious health issues by providing benefits to firefighters.

The MFFCIP provides coverage and benefits to eligible firefighters to help cover out-of-pocket expenses for 17 nationally recognized cancers in which firefighters are at increased risk associated with occupational exposure.

Certain employees within the CTL bargaining unit represented by the IBEW Local No. 753, such as aircraft rescue firefighter personnel, may qualify for the MFFCIP Trust. This Ordinance shall approve the entering into of a memorandum agreement with the IBEW Local No. 753 which will authorize the City of Springfield to apply to participate for calendar year 2024 in the MFFCIP for all active and eligible members of the bargaining unit represented by the IBEW.

The memorandum agreement has been tentatively mutually agreed upon between the City of Springfield and the IBEW Local No. 753, for application to participate in the MFFCIP for members of the IBEW Local No. 753 bargaining unit for the 2024 calendar year.

Remarks: The City of Springfield and the IBEW Local No. 753 shall address the terms and conditions for continuation of enrollment in the MFFCIP beyond the 2024 calendar



year during the collective bargaining process.

The MFFCIP was established under Missouri law in 2021 (RSMo 320.400).

Submitted By: Darla Morrison, Director of Human Resources

Authorized for inclusion on the agenda pursuant to City Code section 2-33:

Attachments:

1. Ord. IBEW CTL Critical Illness Pool
2. Ex. 1 IBEW CTL Memo Agreement Critical Illness Pool(1)

One-rdg. _____
P. Hrngs. _____
Pgs. 5
Filed: 12-05-23

Sponsored by: Hardinger

First Reading: _____

Second Reading: _____

COUNCIL BILL 2023-299

SPECIAL ORDINANCE _____

AN ORDINANCE

1 APPROVING a Memorandum Agreement between the City and the International
2 Brotherhood of Electrical Workers AFL-CIO Local Union Number 753,
3 the representative for a bargaining unit within the City's Crafts, Trades
4 and Labor employee group, regarding applying for enrollment in the
5 Missouri Fire Fighters Critical Illness Trust and Pool for calendar year
6 2024 for eligible bargaining unit members; and authorizing the City
7 Manager, or designee, to execute the Memorandum Agreement.
8 _____
9

10 WHEREAS, in 2021, sections 320.400 and 537.620 RSMo. were amended or
11 became effective and allowed for three or more political subdivisions to create a critical
12 illness pool to provide cancer benefits for eligible employees of participating employers;
13 and
14

15 WHEREAS, in 2022 the Missouri Fire Fighters Critical Illness Trust and Pool was
16 created; and
17

18 WHEREAS, the City negotiated with the International Brotherhood of Electrical
19 Workers AFL-CIO Local Union Number 753 ("IBEW") a proposed, tentative
20 Memorandum Agreement, by which the City tentatively agreed that for calendar year
21 2024 the City would apply to participate in the Missouri Fire Fighters Critical Illness
22 Trust and Pool for the active and eligible bargaining unit employees within the IBEW
23 Crafts, Trades and Labor ("CTL") bargaining unit.
24

25 NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
26 SPRINGFIELD, MISSOURI, as follows, that:
27

28 Section 1 – Having reviewed and considered the Memorandum Agreement, which is
29 attached hereto as "Exhibit 1," City Council hereby approves entering into the
30 Memorandum Agreement.
31

32 Section 2 – City Council hereby authorizes and directs the City Manager, or
33 designee, to execute the Memorandum Agreement.

34 Section 3 – This Ordinance shall be in full force and effect from and after passage.

35
36 Passed at meeting: _____

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38 _____
39 Mayor

40
41 Attest: _____, City Clerk

42
43 Filed as Ordinance: _____

44
45
46 Approved as to form:  Assistant City Attorney

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48
49 Approved for Council action:  City Manager

Memorandum Agreement

The City of Springfield ("the City") and the International Brotherhood of Electrical Workers AFL-CIO Local Union Number 753 ("IBEW") as the bargain unit representative of a certain class of employees within the City's Crafts, Trades, and Labor employee group, have agreed as follows:

For calendar year 2024 the City and Springfield will apply to participate in the Missouri Firefighter Critical Illness Pool established by section 320.400 RSMo. for its active and eligible bargaining unit employees in its IBEW CTL employee group.

Brian Brawley, Business Manager
IAFF Local 152

Jason Gage, City Manager

Date

Date

Certification that this Memorandum Agreement is within the purpose of any appropriation to which it is to be charged and that there is an unencumbered balance to the credit of such appropriation sufficient to pay therefor:

David Holtmann, Director of Finance

Approved as to form:

City Attorney or designee



EXPLANATION TO COUNCIL BILL 2023-300 (LEE)

FILED: 12/14/2023

ORIGINATING DEPARTMENT: Human Resources

TITLE: A general ordinance amending the Springfield City Code, Section 2-92, known as the 'Salary Ordinance,' to create a new subsection relating to participation in the Missouri Fire Fighters Critical Illness Trust and Pool.

PURPOSE: To amend the Springfield City Code, Section 2-92, known as the 'Salary Ordinance,' to create a new subsection relating to participation in the Missouri Fire Fighters Critical Illness Trust and Pool for calendar year 2024.

BACKGROUND INFORMATION: Missouri law (sections 320.400 and 537.620 RSMo.) was amended in 2021 to allow at least three public sector agencies to create a critical illness pool to provide benefits for cancer diagnoses of eligible employees of participating employers. The Missouri Fire Fighters Critical Illness Pool ("MFFCIP") was created in 2022 to aid the state's fire professionals and fire service agencies to contain the human and financial burdens created by serious health issues by providing benefits to firefighters.

The MFFCIP provides coverage and monetary benefits to eligible firefighters diagnosed with any of 17 nationally recognized cancers in which firefighters are at increased risk associated with occupational exposure.

This Bill amends the Salary Ordinance to create a new section establishing that for calendar year 2024, the City will apply to enroll in the MFFCIP at the \$300,000.00 benefit level. The Bill also sets forth the eligibility requirements that must be met for an employee to be enrolled by the City with the MFFCIP. It also establishes that any individual critical illness benefit is not being provided directly by the City, but rather any such benefit is to be determined by the MFFCIP and its Board of Trustees as well as any coverage plan put in place by that Board.

Remarks: It is anticipated that after the City submits its proposed enrollment, the MFFCIP will notify the City of its required contribution to join the MFFCIP.

Submitted By: Darla Morrison, Director of Human Resources

Authorized for inclusion on the agenda pursuant to City Code section 2-33:

Attachments: 1. Salary Ordinance Critical Illness Pool

One-rdg. _____
P. Hrngs. _____
Pgs. 4
Filed: 12-05-23

Sponsored by: Lee

First Reading: _____

Second Reading: _____

COUNCIL BILL 2023-300

GENERAL ORDINANCE _____

AN ORDINANCE

AMENDING the Springfield City Code, Section 2-92, known as the 'Salary Ordinance,' to create a new subsection relating to participation in the Missouri Fire Fighters Critical Illness Trust and Pool.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF SPRINGFIELD, MISSOURI, as follows, that:

NOTE: **Bold** language is being added and ~~stricken~~ language is being deleted.

Section 1 – Springfield City Code, Section 2-92, known as the 'Salary Ordinance,' is amended to create a new subsection, to be placed at a location the City Attorney deems appropriate, and which relates to participation in the Missouri Fire Fighters Critical Illness Trust and Pool:

Participation in the Missouri Fire Fighters Critical Illness Trust and Pool

A. For calendar year 2024 only, the City will apply to enroll in the Missouri Fire Fighters Critical Illness Trust and Pool, at the \$300,000.00 benefit level, any active non-bargaining unit employee who:

- i. Is a paid employee who has been assigned to at least five years of fire fighting hazardous duty as a paid employee of the City;**
- ii. Who was last assigned to such hazardous duty within the previous fifteen years; and**
- iii. Who is under seventy years of age.**

B. For calendar year 2024 only, the City will also apply to enroll in the Missouri Fire Fighters Critical Illness Trust and Pool, at the \$300,000.00 benefit level, any bargaining unit employee who meets the criteria set forth in subparts i., ii., and iii. of A. above, and whose bargaining unit representative has entered into an agreement with the City allowing the City to take such action.

C. In order to obtain any benefit from the Missouri Fire Fighters Critical Illness

Trust and Pool, any such eligible, enrolled employee will have to meet all requirements set forth in Section 320.400 RSMo. as well as all requirements established by the Missouri Fire Fighters Critical Illness Trust and Pool, including any requirements imposed by any cancer coverage plan maintained by the Missouri Fire Fighters Critical Illness Trust and Pool.

- D. By agreeing to apply to participate in the Missouri Fire Fighters Critical Illness Trust and Pool, the City is not agreeing to directly provide any cancer benefit to any employee and is not obligated to do so. Rather, upon acceptance into the Missouri Fire Fighters Critical Illness Trust and Pool, any right to any benefits will be determined by the Missouri Fire Fighters Critical Illness Trust and Pool and/or its coverage administrator.

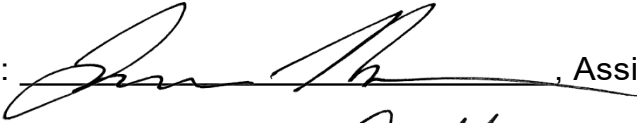
Section 2 – This Ordinance shall be in full force and effect from and after passage.

Passed at meeting: _____

Mayor

Attest: _____, City Clerk

Filed as Ordinance: _____

Approved as to form:  _____, Assistant City Attorney

Approved for Council action:  _____, City Manager