



City of Springfield

Agenda

City Council Special Meeting

Jeff Schrag, Mayor

Zone Councilmembers

Monica Horton, Zone 1
Abe McGull, Zone 2
Brandon Jenson, Zone 3
Bruce Adib-Yazdi, Zone 4

General Councilmembers

Heather Hardinger, General A
Craig Hosmer, General B
Callie Carroll, General C
Derek Lee, General D

May 27, 2025

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 2025-115 (Schrag)

A special ordinance authorizing the City of Springfield, Missouri, to enter into an agreement with David Cameron for the purpose of employing him as City Manager; authorizing payment of salary and benefits in accordance with the provisions of said agreement; and authorizing the Mayor to execute the same by and on behalf of the City of Springfield.

3. COMMUNITY REVITALIZATION STRATEGY AREA PRESENTATION.

4. CLOSED SESSION.

City Council will hold a closed meeting to discuss legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys pursuant to Section 610.021(1), RSMo.; and this meeting, record, and vote shall be closed, and the City Council shall stand adjourned at the end of the closed session.

4.1. SPECIAL MEETING NOTICE



EXPLANATION TO COUNCIL BILL 2025-115 (SCHRAG)

FILED: 05/14/2025

ORIGINATING DEPARTMENT: Law

TITLE: A special ordinance authorizing the City of Springfield, Missouri, to enter into an agreement with David Cameron for the purpose of employing him as City Manager; authorizing payment of salary and benefits in accordance with the provisions of said agreement; and authorizing the Mayor to execute the same by and on behalf of the City of Springfield.

PURPOSE: Authorizing the City of Springfield, Missouri, to enter into an agreement with David Cameron for the purpose of employing him as City Manager; authorizing payment of salary and benefits in accordance with the provisions of said agreement; and authorizing the Mayor to execute the same by and on behalf of the City of Springfield.

BACKGROUND INFORMATION: The City of Springfield, Missouri, has concluded its executive search for a new city manager and desires to appoint David Cameron as the next city manager per Sec. 2.7 of the City Charter. The new city manager's employment will be at-will for an indefinite term pursuant to the terms and conditions of the attached employment agreement. The next city manager's start date will be Monday July 7, 2025.

Submitted By: Jordan Paul, City Attorney

Authorized for inclusion on the agenda pursuant to City Code section 2-33:
Collin Quigley, Interim City Manager

Attachments:

1. CB RE City Manager Employment K 2025
2. Cameron Employment Agreement v.NN 5.7.25 - City 5.13.25

One-rdg. _____
P. Hrngs. _____
Pgs. 11
Filed: 05-14-25

Sponsored by: Schrag

First Reading: _____

Second Reading: _____

COUNCIL BILL 2025-115

SPECIAL ORDINANCE _____

AN ORDINANCE

1 AUTHORIZING the City of Springfield, Missouri, to enter into an agreement with
2 David Cameron for the purpose of employing him as City Manager;
3 authorizing payment of salary and benefits in accordance with the
4 provisions of said agreement; and authorizing the Mayor to execute
5 the same by and on behalf of the City of Springfield.
6 _____
7

8 WHEREAS, the City Council desires to employ David Cameron as the city
9 manager for the City of Springfield, Missouri; and
10

11 WHEREAS, David Cameron desires to be employed by the City Council as the city
12 manager for the City of Springfield, Missouri.
13

14 NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF
15 SPRINGFIELD, MISSOURI, as follows, that:
16

17 Section 1 – That the agreement with David Cameron for the purpose of employing
18 him as City Manager, a true and accurate copy of said agreement being attached hereto
19 and incorporated as Exhibit “A,” be and the same is hereby approved.
20

21 Section 2 – That the Mayor of the City of Springfield, Missouri, is hereby authorized
22 and directed to execute said agreement by and on behalf of the City of Springfield.
23

24 Section 3 – That this Ordinance shall become effective immediately upon its
25 passage.
26

27 Passed at meeting: _____
28

29 _____
30 Mayor
31

32 Attest: _____, City Clerk
33

34 Filed as Ordinance: _____

35

36

37 Approved as to form:  _____, City Attorney

38

39

40 Approved for Council action:  _____, Interim City Manager

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (“this Agreement”) is made and entered into this _____ day of _____, 2025 (“the Effective Date”), by and between CITY OF SPRINGFIELD, MISSOURI (“the City”), and DAVID CAMERON (“Employee”), and with the City and Employee being referred to collectively as “the Parties.”

W I T N E S S E T H:

WHEREAS, the City Council desires to employ David Cameron as the city manager for the City of Springfield, Missouri, pursuant to the City Charter, on the terms and conditions described herein; and

WHEREAS, David Cameron desires to be employed by the City Council as the city manager for the City of Springfield, Missouri, pursuant to the City Charter, on the terms and conditions described herein.

NOW, THEREFORE, in exchange for valuable consideration each received from the other, the receipt and sufficiency of which are hereby acknowledged, the Parties do hereby agree as follows:

1. **Recitals Incorporated.** The above recitals are incorporated as if restated in full herein.
2. **Start Date.** Employee shall begin his employment as city manager on July 7, 2025 (“the Start Date”).
3. **Term.** This Agreement is for employment-at-will under Missouri law for a term commencing on the Start Date and continuing thereafter for an indefinite term, until terminated in accordance with the City Charter, this Agreement, or other law.
4. **Employment.** Employee shall serve as City Manager and discharge the duties and responsibilities of such office in accordance with the City Charter, this Agreement, and as assigned by the City Council. Employee shall devote 100% of his business hours to the City, except as otherwise provided in this Agreement. Subject to the approval of the City Council, nothing in this Agreement shall preclude Employee from devoting reasonable periods as may be required for outside activities and engagements that do not generate income, will not reflect adversely on the City, do not create a conflict with Employee’s duties and responsibilities as City Manager, and are not inconsistent with the City Charter or the mission or purposes of the City, including, but not limited to, such activities as the following: (a) fulfilling speaking engagements; or (b) engaging in charitable and community activities. This paragraph shall not be construed to authorize outside employment.
5. **Performance.** The City Council shall no less than annually review the performance of Employee and designate specific performance goals for Employee. At least one performance review shall occur in the fourth quarter of the City’s fiscal year.

6. **Residency.** Employee shall establish his primary residence within the corporate limits of the City no later than the Start Date and maintain his primary residence therein for the term of this Agreement.

7. **Compensation.** Beginning on the Start Date, for all services provided to the City by Employee, Employee shall be paid the following compensation:

A. Base Salary. Annual base salary in the amount of \$350,000.00 (the “Base Salary”), payable in equal installments not less often than biweekly. The City Council shall annually review Employee’s base salary in conjunction with the performance review that occurs in the fourth quarter of the fiscal year and may increase or decrease said salary based on performance, budgetary guidelines, market comparability, or other reasons.

B. Fringe and Welfare Benefits.

i. **Automobile Allowance.** The City agrees to offer Employee an auto allowance equal to and on the same terms as that which is provided to other employees with said benefit. The current automobile allowance is \$7,800.00 per year. Employee shall be eligible for travel reimbursement pursuant to City policy.

ii. **Paid Leave.** The City agrees to offer Employee the following paid leave benefits: (a) as of the Effective Date, Employee shall be deemed to have 20 hours of vacation leave accrued and vested, shall accrue vacation leave at the rate of 80 hours per year in the first year of this contract, and shall accrue vacation leave at the rate of 100 hours per year in the second and subsequent years of this contract (max accrual of 200 hours); (b) as of the Effective Date, Employee shall be deemed to have 24 hours of sick leave accrued and shall accrue sick leave at the rate of 96 hours per year (max accrual of 1,440 hours); (c) Employee shall be provided such other paid leave equal to and on the same terms as that which is provided to full time unclassified employees, including but not limited to holidays, floating holidays, exempt leave, pin day, military leave, jury duty, and funeral leave, including, but not limited to the following per calendar year: 11 holidays, 4 floating holidays, and 40 hours exempt leave; (d) Employee shall receive 120 hours executive leave per calendar year; and (e) Employee shall be eligible to participate in Sick Leave Redemption pursuant to Merit Rule 21.2.1. The Parties acknowledge and agree that Employee shall have no vested benefit in any form of paid leave other than vacation leave.

iii. **Insurance.** The City agrees to offer Employee insurance plans equal to and on the same terms as those which are provided to full time unclassified employees, including but not limited to health, dental, vision, and life insurance, and subject to City’s rights to amend or terminate any such plans at any time.

iv. **Retirement.** The City participates in the Missouri Local Government Employees Retirement System (“LAGERS”), specifically L-6. The

City agrees to make 100% of the required contributions on behalf of Employee. In addition to LAGERS, the City agrees to offer Employee with a supplementary Section 457 retirement plan ("457 Plan") equal to and on the same terms as those which are provided to full time unclassified employees. The City agrees to annually contribute \$15,600.00 into Employee's 457 Plan account during May of each calendar year; however, in the first year of this contract said contribution shall occur in a month of Employee's choosing so long as such contribution occurs after the Start Date and in calendar year 2025.

v. Other Benefits. In addition to the fringe and welfare benefits set forth herein, Employee may participate, on the same terms, in any other fringe and welfare benefits offered to full time unclassified employees, including any future changes thereto.

8. Job-Related Expenses and Professional Development. The City agrees to pay for Employee's job-related expenses and professional development, subject to annual budget appropriation and City policy.

9. Termination. Notwithstanding anything contrary regarding Employee's employment as City Manager as may be contained within the City Charter or any other source, including Sec. 2.7 of the City Charter, this Agreement may be terminated by the City (by majority vote of the City Council), or by Employee, as follows:

A. By City – Without Cause. This Agreement may be terminated without "Cause" (as defined below) by the City upon 30 days' prior written notice to Employee. In the event of an involuntary termination without Cause, the City reserves the right, at its sole option, at any time within the 30-day notice period, to assign Employee transitional duties in addition to or in lieu of Employee's regular duties; provided, however, that the City will not diminish Employee's Compensation before the involuntary termination without cause becomes effective as of the expiration of the 30-day notice period.

In the event the City terminates Employee's employment for any reason other than Cause (as defined below) or if Employee resigns from his employment hereunder for Good Reason (as defined below) (any such termination or resignation being hereinafter collectively referred to as an "Involuntary Termination"), Employee shall be entitled to his salary accrued up to and including the date of termination or resignation, any vested benefits, and any unreimbursed authorized expenses (collectively, the "Accrued Benefits"). In addition, in the event of an Involuntary Termination, conditioned on Employee executing a full release of any claims relating to Employee's employment with the City, including the termination of that employment, the City shall pay Employee a one-time lump payment in an amount equal to nine (9) months of Employee's then-current Base Salary ("the Severance Payment"), and all obligations of the City to Employee shall cease effective upon the date of termination.

B. By City – For Cause. The City may terminate this Agreement at any time for Cause (as defined below), which termination shall be effective upon the City's written

notice to Employee of its election to terminate. For purposes of this Agreement, termination of Employee's employment by the City would be for "Cause" in the event Employee, as determined at the City Council's reasonable discretion: (i) commits a willful act, or willfully fails to act to the material detriment of the City; (ii) substantially violates any policy or reasonable expectation of the City Council regarding appropriate employee behavior or conduct; (iii) acts or fails to act in any way that materially and adversely impacts the City, including but not limited to a violation by Employee of the City Charter, City Code, or City policy; (iv) commits an act of dishonesty, deceit, malfeasance, or breach of fiduciary duty in the performance of Employee's duties as an employee of the City; (v) is convicted of, or pleads nolo contendere to any crime or offense involving dishonesty with respect to the City, any felony, or any misdemeanor involving moral turpitude, or any illegal act involving personal gain to Employee; (vi) terminates his employment without Good Reason (as defined below); (vii) misrepresented or failed to disclose relevant information that was requested from Employee or that Employee reasonably should have known to disclose to the City during the selection process, including application and interviews, for the city manager position ("relevant information" includes, but is not limited to, representations regarding Employee's qualifications, education, legal proceedings involving Employee, and allegations of misconduct against Employee); or (viii) materially breaches any provision of this Agreement. Notwithstanding the foregoing, with respect to subclauses (i), (ii), (iii), and (viii) of this Section 9(B), "Cause" shall only exist if the City provides written notice to Employee of the Cause event and, if curable, Employee fails to correct such Cause event within thirty (30) days following Employee's receipt of such notice, and, upon cure thereof by Employee to the reasonable satisfaction of the City, such event shall no longer constitute Cause for purposes of this Agreement. Should Employee be terminated for Cause by the City, Employee shall be entitled to the Accrued Benefits, but the City shall not be obligated or required to make any Severance Payment. In the event the City terminates this Agreement for Cause, all obligations of the City to Employee hereunder shall cease effective upon the date of termination.

C. By Employee – Without Good Reason. This Agreement may be terminated without "Good Reason" (as defined below) by Employee upon 60 days' prior written notice to the City. In the event Employee terminates his employment hereunder without Good Reason, the City reserves the right, at its sole option, at any time within the 60-day notice period, to assign Employee transitional duties in addition to or in lieu of Employee's regular duties. Further, in the event that Employee terminates his employment hereunder without Good Reason, Employee shall be entitled to the Accrued Benefits, but the City shall not be obligated or required to make any Severance Payment.

In the event Employee voluntarily resigns or terminates his employment without providing the notice required pursuant to this paragraph, all obligations of the City to Employee hereunder shall cease effective upon the date of notice by Employee of resignation or termination.

D. By Employee – For Good Reason. Employee may terminate this Agreement at any time for Good Reason (as defined below), which termination shall be effective upon Employee's written notice to the City of Employee's election to terminate. For purposes of

this Agreement, termination of this Agreement would be for “Good Reason” in the event the City: (i) acts to amend (or the citizens or legislature act to amend) any provisions of the City Charter, City Code, or Missouri law pertaining to the role, powers, duties, authority, or responsibilities of Employee’s position that substantially changes the form of government; (ii) imposes on Employee an involuntary material reduction in Compensation of more than 20%; (iii) materially breaches any provision of this Agreement; or (iv) City materially changes the scope of duties and responsibilities to be provided by Employee hereunder or reassigns Employee to a different position without his consent. Notwithstanding the foregoing, Good Reason shall not be deemed to exist unless written notice of termination on account thereof (specifying a termination date of thirty (30) days from the date of such notice) is given by Employee to the City no later than thirty (30) days after the time at which the event or condition purportedly giving rise to Good Reason first occurs or arises; and, provided that if there exists an event or condition that constitutes Good Reason, the City shall have thirty (30) days from the date notice of such a termination is given to cure such event or condition and, if the City does so, such event or condition shall not constitute Good Reason hereunder. In the event Employee terminates his employment hereunder for Good Reason, Employee shall be entitled to payment of his Accrued Benefits and, conditioned on Employee executing a full release of any claims relating to Employee’s employment with the City, including the termination of that employment, the Severance Payment.

In the event Employee voluntarily resigns or terminates his employment without providing the notice required pursuant to this paragraph, all obligations of the City to Employee hereunder shall cease effective upon the date of notice by Employee of resignation or termination.

E. Effect of Death. In the event of Employee’s death during the period of his employment pursuant to this Agreement, this Agreement shall terminate, and Employee’s legal representative shall be entitled to the unpaid Base Salary and Accrued Benefits earned by Employee through the date of death.

F. Effect of Disability. In the event of Employee’s disability during the period of Employee’s employment pursuant to this Agreement, the City may terminate this Agreement by giving Employee written notice of termination, which termination shall be effective upon the City providing Employee (or Employee’s agent) written notice of its election to terminate. For purposes of this Agreement, the term “disability” shall mean Employee’s mental or physical impairment occurring during the period of Employee’s employment pursuant to this Employment Agreement which, as reasonably determined by the City, renders Employee unable, with or without reasonable accommodation, to safely and effectively perform the essential duties and responsibilities of his position for a period of six (6) consecutive months. The City may make the disability determination prospectively and does not have to allow a period of six months of Employee being unable to perform before the City may terminate this Agreement under this provision, provided that Employee is paid his Base Salary for a period of six months after notice of termination based upon the disability determination.

In the event this Agreement is terminated in accordance with this paragraph (8)(F) of this Agreement, then Employee shall be entitled to the unpaid Base Salary and Accrued Benefits earned by Employee through the date of termination, unless the City made the disability determination prospectively as set forth above.

10. Amendments. The covenants and obligations herein contained are the full and complete terms of this Agreement, and no alteration, amendments, or changes to such terms shall be binding unless first reduced to writing and executed with the same formality as this Agreement.

11. Assignment. This Agreement, including payment hereunder, shall not be sub-let, assigned, or otherwise disposed of, except with the prior written consent of the City.

12. Choice of Law and Venue. This Agreement has been made, and its validity, performance and effect shall be determined, in accordance with the laws of the State of Missouri and venue for litigation between the Parties shall be solely and exclusively in Greene County, Missouri.

13. Compliance with Laws. Employee shall observe and comply with all Federal, State, and local laws.

14. Consequential Damages. In no event shall the City be liable to Employee for special, indirect, or consequential damages.

15. Counterparts. This Agreement may be signed in counterparts, each of which shall be deemed an original, but all of which shall constitute one and the same instrument. Facsimile signatures shall be given the same force and effect as original signatures.

16. Joint Drafting. The Parties have participated jointly in the negotiation and drafting of this Agreement. In the event an ambiguity or question of intent or interpretation arises, this Agreement shall be construed as if drafted jointly by the Parties and no presumption or burden of proof shall arise favoring or disfavoring any Party by virtue of the authorship of any of the provisions of this Agreement.

17. Entire Agreement. This Agreement constitutes the entire agreement between the Parties with respect to the matters covered and replaces any and all prior written and verbal agreements and negotiations with respect to such matters. Employee has not relied upon any promise or statement that is not specified in this Agreement.

18. Headings. The headings of paragraphs in this Agreement are for convenience only. The headings form no part of this Agreement and shall not affect its interpretation.

19. Notices. All notices required or permitted hereunder and required to be in writing may be given by first class mail addressed to the City and Employee, along with the delivery of an electronic copy, at the addresses as follows:

City of Springfield, Missouri

David Cameron

ATTN: City Attorney
840 N. Boonville Ave.
Springfield, MO 65802

1436 E. Cherokee
Springfield, MO 65804
Email: dcameron.go@gmail.com

The date of delivery of any notice given by mail shall be the date falling on the second full day after the day of its mailing.

20. Representations. The signatories hereto represent and warrant that they have read this Agreement, that they are fully authorized in the capacities shown, that they understand the terms of this Agreement, and that they are executing the same voluntarily and solely for the consideration described herein.

21. Severability. If any of the provisions of this Agreement shall be construed to be invalid or illegal, the legality or validity of the other provisions of this Agreement shall not be affected thereby. Any illegal or invalid provision of this Agreement shall be severable, and any other provisions shall remain in full force and effect.

22. Third-Party Beneficiaries. This Agreement shall not confer any rights or remedies upon any person other than the Parties and their respective successors and permitted assigns.

23. Waiver. Waiver of any provision of this Agreement or breach of this Agreement shall not thereafter be deemed to be a consent by the waiving party to any further waiver, modification or breach by the other party, whether new or continuing, of the same or any other covenant, condition or provision of this Agreement. Failure by one of the parties to this Agreement to assert its rights for any breach of this Agreement shall not be deemed a waiver of such rights.

24. Indemnification. To the extent authorized by law, the City shall defend, save harmless and indemnify Employee against any tort, professional liability claim or demand or other legal action (collectively referred to as a "Claim"), whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties except for gross negligence or a more culpable act or omission, including recklessness or willful misconduct. As a condition precedent to any indemnification obligations hereunder, Employee shall give written notice to the City of any Claim that may be subject to indemnification, promptly after learning of such claim. If such Claim falls within the scope of the indemnification obligations of this paragraph 24, then the City shall assume the control and defense of such Claim with counsel selected by the City Attorney. The City may compromise and settle any such claim or suit and pay the amount of any settlement or judgement rendered thereon.

[REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the City of Springfield, Missouri, has caused this Agreement to be signed and executed on its behalf by Mayor Jeff Schrag, and duly attested by its City Clerk, and Employee has signed and executed this Agreement, in duplicate, the day and year first above written.

CITY OF SPRINGFIELD, MISSOURI

DAVID CAMERON

Jeff Schrag, Mayor

David Cameron

ATTEST:

APPROVED AS TO FORM:

Anita J. Cotter, City Clerk

Jordan L. Paul, City Attorney

Certification that this Employment 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



May 23, 2025

SPECIAL MEETING NOTICE
of the
SPRINGFIELD CITY COUNCIL

TO: All Members of City Council

IN ACCORDANCE WITH SECTION 2-32 OF THE SPRINGFIELD CITY CODE, NOTICE IS HEREBY GIVEN THAT A SPECIAL MEETING OF THE CITY COUNCIL IS HEREBY CALLED FOR THE FOLLOWING PURPOSE:

1. **ROLL CALL.**
2. **SECOND READING AND FINAL PASSAGE.**

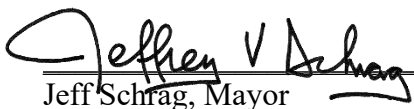
2.1 Council Bill 2025-115 (Schrag)

A special ordinance authorizing the City of Springfield, Missouri, to enter into an agreement with David Cameron for the purpose of employing him as City Manager; authorizing payment of salary and benefits in accordance with the provisions of said agreement; and authorizing the Mayor to execute the same by and on behalf of the City of Springfield.

3. **COMMUNITY REVITALIZATION STRATEGY AREA PRESENTATION.**
4. **CLOSED SESSION.**

City Council will hold a closed meeting to discuss legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between a public governmental body or its representatives and its attorneys pursuant to Section 610.021(1), RSMo.; and this meeting, record, and vote shall be closed, and the City Council shall stand adjourned at the end of the closed session.

SAID MEETING SHALL BE HELD beginning at **11:30 a.m. on Tuesday, May 27, 2025**, and is to be held at the Councilman Denny Wayne Conference Room (Busch Building, 4th Floor) 840 Boonville Avenue.


Jeff Schrag, Mayor