



City Council

Regular Meeting

~ Final ~

36 Court Street
Springfield, MA 01103
<http://www.springfieldcityhall.com>

Gladys Oyola-Lopez

Monday, June 2, 2025

7:00 PM

City Hall -- Room 200

Call to Order

7:00 PM Meeting called to order on June 2, 2025 at City Hall -- Room 200, 36 Court Street, Springfield, MA.

Attendee Name	Title	Status	Arrived
Kateri B. Walsh	At-Large Councilor	Present	
Timothy C. Allen	Ward 7 Councilor	Present	
Jose Delgado	City Councilor	Present	
Lavar Click-Bruce	Ward 5 City Councilor	Present	
Zaida Govan	Ward 8 City Councilor	Remote	
Malo Brown	Ward 4 Councilor	Present	7:08 PM
Victor Davila	Ward 6 Councilor	Present	
Sean Curran	At-Large Councilor	Present	7:08 PM
Brian Santaniello	City Councilor	Present	
Melvin A. Edwards	Ward 3 Councilor	Present	
Tracye Whitfield	At Large City Councilor	Present	
Maria Perez	Ward 1 City Councilor	Remote	
Michael A. Fenton	President	Present	

Informational

1. Order (ID # 8688)

April Revenue Vs. Expenditure Report

COMMENTS - Current Meeting:

ACTING COMPTROLLER STEPHEN LONERGAN SPOKE ON THE ITEM.

ATTACHMENTS:

- April Rev Exp Report (PDF)

RESULT:	ADOPTED [11 TO 0]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Davila, Santaniello, Edwards, Whitfield, Perez, Fenton
ABSENT:	Malo Brown, Sean Curran

Petitions

2. Petition (ID # 8691)

EVERSOURCE- Oak Street I/O

COMMENTS - Current Meeting:

ITEMS 2-6 WERE TAKEN TOGETHER.

DPW DIRECTOR CHRIS CIGNOLI GAVE AN OVERVIEW ON THE PETITIONS.

COUNCILOR DAVILA ASKED FOR ADDITIONAL INFORMATION ON THE PORTER LAKE DRIVE PETITION.

ATTACHMENTS:

- Oak St IO. Report (PDF)
- 19763606 sketch (PDF)
- 19763606 OAK ST IO (PDF)

RESULT: APPROVED [UNANIMOUS]**AYES:** Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton**3. Petition (ID # 8693)**

EVERSOURCE - Brookdale Dr.

COMMENTS - Current Meeting:

ITEMS 2-6 WERE TAKEN TOGETHER.

DPW DIRECTOR CHRIS CIGNOLI GAVE AN OVERVIEW ON THE PETITIONS.

ATTACHMENTS:

- Brookdale Dr. Springfield, MA - Sketch (PDF)
- Brookdale Dr. Springfield, MA - UG Petition (PDF)
- Brookdale Dr. Report (PDF)

RESULT: APPROVED [UNANIMOUS]**AYES:** Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton**4. Petition (ID # 8694)**

SWSC- Oak Hollow Rd.

COMMENTS - Current Meeting:

ITEMS 2-6 WERE TAKEN TOGETHER.

DPW DIRECTOR CHRIS CIGNOLI GAVE AN OVERVIEW ON THE PETITIONS.

ATTACHMENTS:

- Oak Hollow Road Report (PDF)
- E0714-085_2025.01.28 (PDF)
- Oak Hollow Rd. Petition (PDF)
- New plan 2025.05.29-E0714-085 Sheet Set (PDF)

RESULT: APPROVED [UNANIMOUS]**AYES:** Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton**5. Petition (ID # 8695)**

EVERSOURCE - 74 Edgewood St.

COMMENTS - Current Meeting:

ITEMS 2-6 WERE TAKEN TOGETHER.

DPW DIRECTOR CHRIS CIGNOLI GAVE AN OVERVIEW ON THE PETITIONS.

ATTACHMENTS:

- 74 Edgewood St. Report (PDF)
- 20409870 SKETCH (PDF)
- PET # 20409870 EDGEWOOD ST SPFLD (PDF)

RESULT:	APPROVED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

6. Petition (ID # 8698)

EVERSOURCE - Porter Lake Dr.

COMMENTS - Current Meeting:

ITEMS 2-6 WERE TAKEN TOGETHER.

DPW DIRECTOR CHRIS CIGNOLI GAVE AN OVERVIEW ON THE PETITIONS.

COUNCILOR DAVILA ASKED FOR ADDITIONAL INFORMATION ON THIS ITEM

ATTACHMENTS:

- Porter Lake Dr Springfield Sketch (PDF)
- Porter Lake Dr. Springfield, MA - UG Petition (PDF)
- Porter Lake Report (PDF)

RESULT:	APPROVED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

Reports of Committee

Councilor Allen reported on the Finance Committee

Councilor Walsh reported out on the DIF funding portion of the Finance Committee.

Councilor Davila reported on the PILOT Revenue Committee

Councilor Delgado reported on the Audit Committee

Order

7. Order (ID # 8669)

Budget Transfer Across Departments - \$196,000

FINANCIAL IMPACT:

Budget Transfer Across Departments - \$196,000

COMMENTS - Current Meeting:

CAFO CATHY BUONO SPOKE ON THE ITEM.

THE TRANSFER WAS TO COVER BUDGET SHORTFALLS.

CLERKS - RETIREMENT PAYOUT & POSTAGE AND DELIVERY?

COUNCILOR DAVILA ASKED HOW MUCH WENT TO THE DEPARTMENTS.

CAFO BUONO NOTED THAT SHE DID NOT HAVE A BREAKDOWN OF WHAT AMOUNTS WERE DIRECTLY FOR SALARIES AND WAGES.

ATTACHMENTS:

- CAFO Cert - Reserve for Contingency to Various Departments (PDF)

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

8. Order (ID # 8670)

FY24 Free Cash to Various Deficits - \$1,365,000

COMMENTS - Current Meeting:

CAFO CATHY BUONO SPOKE ON THE ITEM.

EXAMPLES: DEFICITS IN DPW, COMPTROLLERS AND FIRE DEPARTMENT.

ATTACHMENTS:

- CAFO Cert - Free Cash Transfer to Cover Deficits (PDF)

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

9. Order (ID # 8687)

Bond Authorization - Citywide Vehicles - \$3,300,000.00

COMMENTS - Current Meeting:

CAFO CATHY BUONO SPOKE ON THE ITEM.

COUNCILOR SANTANIELLO ASKED FOR CONFIRMATION ON WHAT DEPARTMENTS WOULD BE RECEIVING THE VEHICLES.

DPW DIRECTOR CIGNOLI GAVE DETAILS ON THE VEHICLE PURCHASE INCLUDING THE DEPARTMENTS, FUNCTIONALITY AND POSSIBLE COST SAVINGS.

COUNCILOR DAVILA ASKED FOR ADDITIONAL CLARIFICATIONS ON THE VEHICLES. WHY WAS THE FIRE DEPT. NOT INCLUDED IN THIS BOND?

CIGNOLI NOTED THE POLICE AND FIRE WOULD BE DOING A SEPARATE BOND. THIS WILL BE ACCOMPLISHED BY DEVELOPING A COMPREHENSIVE PLAN TO PRESENT TO THE COUNCIL.

ATTACHMENTS:

- CAFO Cert - Bond Authorization - \$3.3M Citywide Vehicles (PDF)

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

10. Order (ID # 8692)

Order Establishing the Springfield Crossing Development District and Invested Revenue District, the Springfield Crossing Development District Development Program and Invested Revenue District Development Program and Authorizing a Pledge of Certain Future Property Tax Revenue to the Payment of Bonds to be Issued by the Massachusetts Development Finance Agency (Mayor Sarno)

COMMENTS - Current Meeting:

COUNCILOR ALLEN ASKED TO BE RECUSED FROM THE ITEM

CHIEF DEVELOPMENT OFFICER, TIM SHEEHAN PRESENTED DETAILS OF THE \$8 MILLION PUBLIC SUBSIDY TO COVER EXTRAORDINARY DEVELOPMENT COSTS, WITH THE TOTAL PROJECT VALUE ESTIMATED AT 147 MILLION ACROSS THREE PHASES. THE COUNCIL REVIEWED BENEFITS INCLUDING LOCAL BUSINESS PRIORITIZATION, EMERGENCY RESPONSE PARKING, AND COMMUNITY INITIATIVES, WHILE DISCUSSING THE 10 YEAR LIFE OF THE DIF DISTRICT WITH PAYMENTS EXPECTED TO BE COMPLETED BY YEAR 7 OR 8. THE PROJECT IS EXPECTED TO OPEN IN OCTOBER OR NOVEMBER, WITH THE EXCEPTION OF ONE TENANT OPENING IN Q1 2026.

FORMER MAYOR MARY HURLEY EXPRESSED STRONG SUPPORT FOR THE PROJECT AND ANTON'S COMMITMENT TO SPRINGFIELD. SHE REITERATED THAT THE DIF IS NECESSARY FOR THE PROJECT'S FINANCING. COUNCILORS RAISED CONCERNS ABOUT TARGET, BUT ANTON CONFIRMED THAT THERE IS A BINDING CONTRACT.

COUNCILORS ASKED FOR CLARIFICATION ON THE TIMELINE AND SECURITY MEASURES WHICH WERE ADDRESSED BY THE DEVELOPER.

ATTACHMENTS:

- Springfield Crossing DIF Plan (DOCX)

RESULT:	ADOPTED [12 TO 0]
AYES:	Walsh, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton
RECUSED:	Timothy C. Allen

Grant

11. Order (ID # 8686)

HOME-ARP Grant Amendment Increase - No Match Required \$9,048.00

COMMENTS - Current Meeting:

BELOW THRESHOLD - VOTE TAKEN IMMEDIATELY

ATTACHMENTS:

- Home- ARP Amendment (PDF)

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

12. Order (ID # 8689)

DPW Rideshare Funding - No Match - \$120,352.00

COMMENTS - Current Meeting:

DPW DIRECTOR CHRIS CIGNOLI SPOKE ON THE ITEM.

DEPARTMENT OF PUBLIC UTILITIES RECEIVED FROM UBER AND LYFT FUNDING. FUNDS ARE USED FOR SIDEWALK REPAIRS.

ATTACHMENTS:

- DPW Municipal Rideshare Funding(PDF)

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

13. Order (ID # 8685)

PEG Access and Cable Related Fund FY25 Q4 Franchise Fee Payment - \$132,605.19

COMMENTS - Current Meeting:

CAFO CATHY BUONO SPOKE ON THE ITEM.

4TH QUARTER PAYMENT FOR FOCUS SPRINGFIELD.

ATTACHMENTS:

- FY25 PEG Cable Access Franchise Fee Q4 (PDF)

RESULT:	ADOPTED [12 TO 0]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton
AWAY:	Malo Brown

14. Order (ID # 8690)

Community Compact Grant - In-Kind Match Required - \$250,000.00

COMMENTS - Current Meeting:

IT DIRECTOR ANDY DOTY SPOKE ON THE GRANT.

ATTACHMENTS:

- ITD FY25 CCM Fiber Grant (PDF)

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton

15. Order (ID # 8672)

ESG Entitlement Grant - No Match Required - \$328,743.00

COMMENTS - Current Meeting:

TINA QUAGLIATO SULLIVAN SPOKE ON ITEMS 15-18.

FUND EVERYTHING FROM HOMELESS, TO FOLKS WITH HIV/AIDS, PUBLIC INFRASTRUCTURE, REHAB AND NON PROFIT SERVICES.

COUNCILOR WHITFIELD ASKED HOW RESIDENTS GET THESE SERVICES FROM THE CITY AND ASKED FOR A LIST OF REFERRALS.

COUNCILOR BROWN ECHOED THE SAME CONCERNS. AND ASKED TO BE CONTACTED DIRECTLY WHEN THE REQUEST FOR THE PROPOSALS GET ADVERTISED.

THIS FUNDS PROGRAMS IN THE CITY, THE CITY DOES NOT PROVIDE SERVICES.

COUNCILOR PEREZ ASKED TO BE RECUSED

ATTACHMENTS:

- 20250522141803166 - ESG (PDF)

RESULT:	ADOPTED [12 TO 0]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Fenton
RECUSED:	Maria Perez

16. Order (ID # 8671)

HOPWA Entitlement Grant - No Match - \$825,958.00

COMMENTS - Current Meeting:

TINA QUAGLIATO SULLIVAN SPOKE ON ITEMS 14-18.

FUND EVERYTHING FROM HOMELESS, TO FOLKS WITH HIV/AIDS, PUBLIC INFRASTRUCTURE, REHAB AND NON PROFIT SERVICES.

COUNCILOR WHITFIELD ASKED HOW RESIDENTS GET THESE SERVICES FROM THE CITY AND ASKED FOR A LIST OF REFERRALS.

COUNCILOR BROWN ECHOED THE SAME CONCERNS. AND ASKED TO BE CONTACTED DIRECTLY WHEN THE REQUEST FOR THE PROPOSALS GET ADVERTISED.

THIS FUNDS PROGRAMS IN THE CITY, THE CITY DOES NOT PROVIDE SERVICES.

COUNCILOR PEREZ ASKED TO BE RECUSED

ATTACHMENTS:

- 20250522141745806 - HOPWA (PDF)

RESULT:	ADOPTED [12 TO 0]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Fenton
RECUSED:	Maria Perez

17. Order (ID # 8673)

HOME Entitlement Grant - No Match - \$1,488,620.88

COMMENTS - Current Meeting:

TINA QUAGLIATO SULLIVAN SPOKE ON ITEMS 14-18.

FUND EVERYTHING FROM HOMELESS, TO FOLKS WITH HIV/AIDS, PUBLIC INFRASTRUCTURE, REHAB AND NON PROFIT SERVICES.

COUNCILOR WHITFIELD ASKED HOW RESIDENTS GET THESE SERVICES FROM THE CITY AND ASKED FOR A LIST OF REFERRALS.

COUNCILOR BROWN ECHOED THE SAME CONCERNS. AND ASKED TO BE CONTACTED DIRECTLY WHEN THE REQUEST FOR THE PROPOSALS GET ADVERTISED.

THIS FUNDS PROGRAMS IN THE CITY, THE CITY DOES NOT PROVIDE SERVICES.

COUNCILOR PEREZ ASKED TO BE RECUSED

ATTACHMENTS:

- 20250522141826407 - HOME (PDF)

RESULT:	ADOPTED [12 TO 0]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Fenton
RECUSED:	Maria Perez

18. Order (ID # 8674)

CDBG Entitlement Grant - No Match - \$3,671,092.00

COMMENTS - Current Meeting:

TINA QUAGLIATO SULLIVAN SPOKE ON ITEMS 14-18.

FUND EVERYTHING FROM HOMELESS, TO FOLKS WITH HIV/AIDS, PUBLIC INFRASTRUCTURE, REHAB AND NON PROFIT SERVICES.

COUNCILOR WHITFIELD ASKED HOW RESIDENTS GET THESE SERVICES FROM THE CITY AND ASKED FOR A LIST OF REFERRALS.

COUNCILOR BROWN ECHOED THE SAME CONCERNS. AND ASKED TO BE CONTACTED DIRECTLY WHEN THE REQUEST FOR THE PROPOSALS GET ADVERTISED.

THIS FUNDS PROGRAMS IN THE CITY, THE CITY DOES NOT PROVIDE SERVICES.

COUNCILOR PEREZ ASKED TO BE RECUSED

ATTACHMENTS:

- 20250522141837852 - CDBG (PDF)

RESULT: **ADOPTED [12 TO 0]**

AYES: Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Fenton

RECUSED: Maria Perez

19. Order (ID # 8675)

HUD Continuum of Care Grant - No Match - \$9,380,533.00

COMMENTS - Current Meeting:

GERALDINE MCCAFFERTY SPOKE ON THE GRANT.

THE CITY RECEIVES THIS THROUGH HAMPDEN COUNTY AND GO TO CENTER FOR HUMAN DEVELOPMENT, GANDARA, MENTAL HEALTH ASSOCIATION, VALLEY OPPORTUNITY, NEW NORTH CITIZENS COUNCIL.

COUNCIL DAVILIA ASKED HOW MUCH MONEY IS RECEIVED FOR ADMINISTERING THE GRANT. THIS GRANT SUPPORTS A NUMBER OF CITY STAFF THAT MANAGE THIS GRANT IN HOUSING AND COMMUNITY DEVELOPMENT.

COUNCILOR PEREZ ASKED TO BE RECUSED

ATTACHMENTS:

- CoC Grant (PDF)

RESULT:	ADOPTED [12 TO 0]
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Fenton
RECUSED:	Maria Perez

Ordinances

(20.) **ORD-2025-4 Amending Chapter 270, Sec 270-11(B)**

AN ORDINANCE AMENDING CHAPTER 270 OF THE CODE OF THE CITY OF SPRINGFIELD, BY FURTHER AMENDING SECTION 270-11, part 11(B)

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF SPRINGFIELD, AS FOLLOWS:

Section 270-11(B) of Chapter 270, Pawnbrokers and Junk Dealers, is hereby deleted in its entirety and replaced with the following:

B. This section shall take effect upon enactment, and shall be valid until June 30, 2028.

RESULT:	FIRST STEP [12 TO 0]	Next: 6/9/2025 7:00 PM
MOVER:	Timothy C. Allen, Ward 7 Councilor	
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Fenton	
RECUSED:	Maria Perez	

COMMENTS - Current Meeting:
COUNCILOR ALLEN SPOKE ON THE ORDINANCE AMENDMENT.

WOULD CONTINUE THE PAWN BROKER ORDINANCE FOR 3 MORE YEARS. MAKES IT DIFFICULT FOR THIEVES TO SELL STOLEN ITEMS. THE POLICE DEPARTMENT IS IN FAVOR OF KEEPING THIS ORDINANCE IN PLACE THE WAY IT IS.

COUNCILOR DAVILA ASKED WHY THIS CAME BE MADE PERMANENT. COUNCIL PRESIDENT STATED THAT THERE ARE CONSTITUTIONAL ISSUES WITH MAKING THE ORDINANCE PERMANENT.

COUNCILOR PEREZ RECUSED HERSELF.

(21.) **ORD-2025-6 Amending Chapter 140, of the Revised Ordinances of the City of Springfield, 1986, as Amended, by Adding a New Article Iii Thereto Titled: Requirements for Building Permits for Adaptive Reuse and New Construction of Apartments and Condominium Square Footage Standards**

AMENDING CHAPTER 140, OF THE REVISED ORDINANCES OF THE CITY OF SPRINGFIELD, 1986, AS AMENDED, BY ADDING A NEW ARTICLE III THERETO TITLED: REQUIREMENTS FOR BUILDING PERMITS FOR ADAPTIVE REUSE AND NEW CONSTRUCTION OF APARTMENTS AND CONDOMINIUM SQUARE FOOTAGE STANDARDS

Chapter 140, of the Revised Ordinances of the City of Springfield, 1986, as amended, is hereby further amended by adding the following new Article III thereto:

Article III

REQUIREMENTS FOR BUILDING PERMITS FOR ADAPTIVE REUSE AND NEW
CONSTRUCTION OF APARTMENTS AND CONDOMINIUM SQUARE FOOTAGE STANDARDS

§140-14 Definitions:

- A. Adaptive Reuse - the reuse of an existing building for a purpose other than that for which it was originally built or designed.

§140-15 Requirements.

- A. Any new construction or adaptive reuse of an apartment or condominium within the City of Springfield must meet the following minimum square foot construction guidelines and definitions.
- (1) Studio Apartments - minimum of 500 square feet.
 - (2) One Bedroom apartments - minimum of 600 square feet.
 - (3) Two Bedroom Apartments - minimum of 750 square feet.
 - (4) Three Bedroom Apartments - minimum of 1000 square feet.
 - (5) Four Bedroom Apartments - minimum of 1,100 square feet.
- B. All new construction or adaptive reuse of an existing building must contain 500 square feet of living space per proposed apartment or condominium unit.
- C. Waiver. The building of apartments or condominiums of less than 500 square feet of living space, whether it be new construction or adaptive reuse of an existing building, shall require a waiver from the City Council. Requests for waivers shall contain supporting documentation and shall be filed with the City's Building Commissioner, who shall make a written recommendation to the City Council within thirty (30) days of the filing of the request for a waiver. Grounds for granting a waiver shall include, but not be limited to any conflict with the Massachusetts State Building Code. The City Council shall vote at a regular meeting of the body to approve or reject a request for waiver (via a simple majority) within thirty (30) days of the receipt of the Building Commissioner's recommendation. In the event that the Building Commissioner fails to provide a recommendation to the City Council in compliance with the time requirements of this section, or the City Council fails to act in

compliance with the requirements of this section, the waiver request shall be automatically deemed approved.

§140-16 Effective Date. This ordinance shall take effect thirty (30) days from date of passage by the City Council. Permits for construction or adaptive reuse that have been applied for prior to the enactment of this ordinance shall not be subject to the requirements set forth herein.

§140-17 Severability. If any section of this ordinance (§140-14 through §140-16) is found to be unconstitutional or otherwise invalid by a court of competent jurisdiction, then the offending section shall be removed and the remainder of the ordinance shall remain full force and effect.

RESULT:	REFERRED TO COMMITTEE
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COMMENTS - Current Meeting:

COUNCILOR CURRAN SPOKE ON THE ITEM AND ASKED THAT THE ITEM BE SENT TO ECO DEV COMMITTEE.

PROVIDES DEFINITIONS ON HOW BIG APARTMENTS SHOULD BE, THIS INFORMATION WAS ATTAINED FROM THE STATE.

(22.) ORD-2025-5 Amending Chapter 73, of the Revised Ordinances of the City of Springfield, 1986, as Amended, by Adding a New Article IX Thereto Titled: Skills Based Hiring Practices

AMENDING CHAPTER 73, OF THE REVISED ORDINANCES OF THE CITY OF SPRINGFIELD, 1986, AS AMENDED, BY ADDING A NEW ARTICLE IX THERETO TITLED: SKILLS BASED HIRING PRACTICES.

Chapter 73, of the Revised Ordinances of the City of Springfield, 1986, as amended, is hereby further amended by adding the following new Article IX thereto:

Chapter 73

Article IX

SKILLS BASED HIRING PRACTICES

- § 73-54 Preamble and Purpose.
- § 73-55 Written Policy and Notice.
- § 73-56 Training.
- § 73-57 Assisting Private Employers.
- § 73-58 Effective date.

§73-54 Preamble and Purpose.

WHEREAS, to fill jobs and recruit the skilled workforce they need, employers must open opportunities to nontraditional candidates, find and develop untapped talent, acknowledge the importance of practical work experience, and eliminate unnecessary degree requirements that discourage qualified applicants; and

WHEREAS, many Springfield residents are ready, willing, and able to succeed in the jobs of the future based on their skills from real-world work experience, military service, apprenticeships, certificate programs, internships, and other on-the-job learning; and

WHEREAS, the City of Springfield is committed to exploring access to skill development opportunities-including through training partnerships, apprenticeship programs, early college, innovation and career pathways, and community colleges-that meet the workforce needs of the City and support long-lasting, family sustaining careers;

WHEREAS, as one of the largest employers in the region, the City of Springfield must continue to lead by example in its hiring practices and policies, and enhance its own recruitment and retention efforts for City employees; and

WHEREAS, the City's workforce should be as talented, diverse, capable, and resilient as the people it serves; and

WHEREAS, skills-based hiring practices will support efforts to continue to build a robust City workforce that is representative of the diversity of the city, and that has the knowledge, skills, abilities, and experiences to address the challenges of today and tomorrow.

- A. Purpose. The purpose of this chapter is to strongly encourage and all City Departments to prioritize and utilize skills-based employment practices in their efforts to attract, recruit, hire, retain, and develop the careers of talented employees wherever possible and allowed under the law. In making hiring decisions, appointing authorities are strongly encouraged to consider the full set of competencies that candidates bring to the job in addition to traditional education. Appointing authorities are strongly encouraged to align job requirements and positions prerequisites with the skills needed to accomplish a position's job duties.
- B. Job classifications issued or updated after the effective date of this Ordinance shall not specify a minimum level of education as an eligibility or threshold requirement for a

job classification, unless approved by the Director of Personnel or the Director of Labor Relations, who shall determine that a particular level of education is necessary to perform the job after completing a job analysis. In appropriate instances, years of relevant experience and or certifications may be substituted for a required degree.

§73-55 Written Policy and Notice. The Personnel Department and Labor Relations Department are authorized to develop and promulgate a written policy on skills-based hiring practices consistent with the terms of this ordinance, and provide said policy to all departments upon its completion.

§73-56 Training. The Personnel Department and Labor Relations Department are authorized to develop a training course on skills-based hiring at the direction of the Mayor, and to make said training course available to all department hiring managers and appointing authorities, to be updated by the Personnel Department and Labor Relations Department at appropriate intervals.

§73-57 Assisting Private Employers. The Personnel Department and Labor Relations Department, with guidance by the State's Human Resources Department & Executive Office of Labor and Workforce Development, is authorized to share resources to assist Springfield employers in adopting skills-based hiring practices as a strategy for addressing workforce challenges and attracting and retaining talented employees.

§73-58 Effective Date. This ordinance shall take effect immediately upon passage.

RESULT:	FIRST STEP [UNANIMOUS]	Next: 6/9/2025 7:00 PM
MOVER:	Jose Delgado, City Councilor	
AYES:	Walsh, Allen, Delgado, Click-Bruce, Govan, Brown, Davila, Curran, Santaniello, Edwards, Whitfield, Perez, Fenton	

COMMENTS - Current Meeting:

COUNCILOR DELGADO INTRODUCED THE ORDINANCE AMENDMENT AND READ A LETTER INTO THE RECORD SUBMITTED BY NICOLE POLITE

CHELSEA PARMENTIER, SPOKE ON THE ORDINANCE.

CRYSTAL SMITH, CENTRAL ST SPOKE ON THE ORDINANCE AND SHARED HER 25 YEARS OF EXPERIENCE WITH THE CITY OF SPRINGFIELD.

COUNCILOR EDWARDS SPOKE ON THE ORDINANCE. HE NOTED THAT THE ISSUE CAME UP WITH THE CURRENT CAFO. HE NOTED THAT MANAGERIAL TRAINING WAS VERY IMPORTANT AS PART OF THE DEVELOPMENT PIECE OF THE EMPLOYEES. HE NOTED HIS SUPPORT FOR THE ORDINANCE AMENDMENT.

COUNCILOR WHITFIELD NOTED THAT SHE WAS IN SUPPORT OF THE ORDINANCE AMENDMENT. SHE NOTED THE CITY OF SPRINGFIELD COLLABORATION WITH SPRINGFIELD COLLEGE. IS IT GIVING THE OPPORTUNITY TO GIVE FAVORITISM. SHE SUGGESTED THAT IT NEEDS TO SEE PROGRAM MORE FLUSHED OUT. SHE IS NOT PREPARED TO VOTE ON THIS JUNCTURE. WE SHOULD BE MOTIVATING

COUNCILOR BROWN SPOKE ON THE ORDINANCE AND NOTED THAT CERTAIN MUNICIPAL JOBS CANNOT BE TRAINED.

COUNCILOR CURRAN SPOKE ON THE ORDINANCE AMENDMENT. EXAMPLE GIVEN WAS CODE ENFORCEMENT AND THE POSSIBILITY OF RECRUITING PUTNAM VOCATIONAL.

COUNCILOR WALSH ASKED TO BE A SPONSOR AND NOTED THAT IT WOULD OPEN A TALENT POOL OF INDIVIDUALS WOULD LIKE TO APPLY FOR MUNICIPAL JOBS.

COUNCILOR DAVILA SPOKE ON THE ORDINANCE AMENDMENT. HE ASKED COUNCILOR DELGADO IF THE HR DIRECTOR WOULD HAVE THE FINAL SAY ON WHO IS HIRED.

COUNCILOR DELGADO NOTED THAT THIS DOESN'T REMOVE THE DEGREE REQUIREMENT. IT IS MEANT TO PREVENT SOMEONE FROM BEING DISQUALIFIED BECAUSE THEY DO NOT HAVE A COLLEGE DEGREE. COUNCILOR DAVILA ASKED TO BE ADDED AS A CO-SPONSOR.

COUNCILOR GOVAN SPOKE IN SUPPORT OF THE ORDINANCE AMENDMENT AND SPOKE ABOUT HER EXPERIENCE BEFORE SHE RECEIVED A DEGREE. SHE NOTED THE CORRELATION BETWEEN COLLEGE DEGREES AND SALARY EXPECTATIONS. COUNCILOR GOVAN ASKED TO BE ADDED TO THE ORDINANCE.

COUNCILOR ALLEN THANKED COUNCILOR DELGADO FOR BRINGING FORTH THE LEGISLATION ASKED TO BE ADDED TO ORDINANCE.

COUNCILOR WHITFIELD SPOKE AGAIN AND NOTED THAT SHE IS NOT AGAINST THE ORDINANCE BUT NOTED THAT SHE BELIEVES IT SHOULD BE FLESHED OUT.

Resolutions

23. Resolution (ID # 8583)

In Support of CPR and AED Training for High School Students

HISTORY:

05/12/25 City Council CONTINUE
Next: 06/02/25

COMMENTS - Current Meeting:

COUNCILOR CLICK-BRUCE ASKED FOR THE ITEM TO REMOVED FROM THE AGENDA. THE INTENTION IS TO UPDATE THE LANGUAGE AND RESUBMIT AT A LATER MEETING.