

# CITY COUNCIL AGENDA

JUNE 10, 2019

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**GLADSTONE CITY COUNCIL**  
**OPEN STUDY SESSION MEETING**  
**MONDAY, JUNE 10, 2019**

**AGENDA**

**TIME: 7:00 pm**

1. **NNI 2018-2019 Annual Report-** Ed Linnebur, Director of Planning and Development at NNI will present the organization's annual report.
2. **Pay Study-** HR Administrator Charlene Leslie will review the proposed Compensation and Classification policy for discussion.



***Community Development Department  
Memorandum***

**DATE:** June 5, 2019

**TO:** Scott Wingerson, City Manager

**FROM:** Alan D. Napoli, Community Development Administrator / Building Official

**CC:** Bob Baer, Assistant City Manager

**RE:** Northland Neighborhoods, Inc. 2018-2019 Annual Report

Northland Neighborhoods, Inc. (NNI) a nonprofit organization dedicated to neighborhood improvement and revitalization in the Northland, Clay and Platte Counties. During the June 10, 2019 study session Ed Linnebur the Director of Planning and Development for NNI will present the organization's annual report for 2018-2019, along with information on their work with Hamilton Heights Neighborhood Home Organization (NHO); and will answer any questions the City Council may have.

Mr. Linnebur will also update the Council on the minor home repairs that they have done over the past year.

Staff is working with NNI on the 2019-2020 contract. This contract will not be working with creating new NHO's, but will be meeting with the existing NHO's to see what is working, not working, who needs more assistance, etc. Staff will be bringing this contract before the City Council for their consideration late June or in July.



**GENERAL ADMINISTRATION**  
**Human Resources CML 19-04003**

DATE: June 4, 2019  
TO: Scott Wingerson, City Manager  
Mike Hasty, Public Safety Director  
Tim Nebergall, Public Works Director  
FROM: Charlene Leslie, HR Administrator *Charlene*  
RE: Compensation & Classification Discussion

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The City of Gladstone has recently performed a Compensation and Classification update survey through Higbee and Associates. The objective of the study was to provide a review and analysis of the City's existing salary system, compare specific pay and benefit provisions with the selected comparator group and make recommendations to modify or enhance the existing compensation and benefit programs, if needed. In 2015, the City implemented a revised Position Classification Schedule and Compensation Plan after working with Higbee and Associates during the 2014 year. However, more recently due to our recruitment and retention hurdles, it became evident that there may be a need to complete an update to our current schedule. Like many municipalities, the City of Gladstone has been especially challenged with the recruitment and retention of the best Public Safety and Public Works employees. We invited Higbee and Associates to provide some initial perspective and general cost projections, which in turn were used with the 2019 ½ cent sales tax initiative. Thanks to the Gladstone citizenry, this important action was passed.

Following the successful passing of the tax, the City immediately began the 2019 updated compensation and classification survey process with the comparator group previously used by Higbee and Associates. They are Blue Springs, MO; Grandview, MO; Independence, MO; Kansas City, MO; Lee's Summit, MO; Lenexa, KS; Liberty, MO; North Kansas City, MO; Olathe, KS; Raytown, MO; and Riverside, MO. Questions were specifically designed to address pay practices, strategies and offerings. Under the current classification structure, Gladstone has approximately 101 distinct full-time titles embracing 28 pay grades. Based on the updated results, Higbee and Associates recommends that we continue to maintain pay grades with revised minimums and maximums utilizing the attached revised position classification schedule. Jobs within this schedule are placed in ranges based on average market minimums.

However, the recommendation also suggested the City remove commissioned police officers, paramedic/firefighters, animal control personnel and communication officers from the current classification schedule to a step structure. The challenge to implement the consultant's recommendation is keeping pace with the market and differentiating pay based on experience and performance, as well as maintaining a pay structure that rewards exceptional performance.

Each of the aforementioned specified positions (police officers, paramedic/firefighter, etc.) have processed the resignation and transfer of various employees to other agencies and the private sector

after the employee has obtained initial training and experience with the City of Gladstone. Additionally, the pool of potential candidates for these positions has decreased. For example, police academies have limited the number of program offerings due to low enrollment numbers. Public Safety Director Mike Hasty recently shared with me that the Metropolitan Community College – Blue River campus May 2019 Law Enforcement graduate class consisted of 11 persons (several years ago the average was 30 graduates).

We are also anticipating that there will be ongoing regional low unemployment and a continued pending wave of baby-boom generation retirements that threatens to reduce the experience level of both Public Safety and Public Works departments and their leadership. Rather than embracing a pure step-plan (similar to our comparator group), the staff is recommending a structured proficiency-based compensation plan (for specified classifications only), which is built on the achievement of certain training milestones, certifications, skillsets, and performance standards which corresponds to certain pay levels. This program supports the vision that was shared with Gladstone citizens specific to the ½ cent sales tax initiative. Utilizing the attached compensation outlines, the program would recognize mastery and/or fulfillment of certain high-level position-specific signposts based on an identified period of experience. This would support the City's goal to offer competitive compensation and benefits to address recruitment and retention as well as address on-going development, growth and performance within these specified positions.

Higbee and Associates recommends a two-step approach with the updated compensation plan. First, we move our minimums in line with the marketplace. And, second, we address the salary compression issues within the positions based on a 3% step differential up to five years "time in position" maximum. Based on this model, we have approximately 55 Public Safety and Public Works positions whose current salary is below the minimums in the marketplace. The cost to implement the action of making adjustments to the minimums and of addressing salary compression (with the increased costs of corresponding benefits - Social Security, Medicare, workers compensation, etc.) is estimated at \$710,000 annualized. This cost would be addressed through the anticipated ½ cent tax revenue.

The new Structured Proficiency-based Compensation Plan structure establishes a Master Level designation for the following classified positions: Police Officer, Police Corporal, Police Sergeant, Paramedic/Firefighter, Fire Captain, and Battalion Chief. It is recommended that the designation be based on demonstrated advanced skills and development of eligible candidates that impacts Public Safety department operations. The designation may not be achieved through personal/professional development alone. Only candidates not presently on Introductory Status at the top of their regular pay range may be considered for the Master Level designation. This would support that an identified period of experience in the field is needed among other skillsets to demonstrate mastery in the position. It is further recommended that the Master Level designation be based on specific, identified specialized training and personal/professional development criteria with assigned point values developed by the Public Safety Director. The eligible candidate would submit a written request for consideration to their supervisor, who would need to support the request and recommend that a review panel be convened to consider the movement. Once consensus was reached by the panel, a written summary of the panel's recommendation would be made to the Public Safety Director and eventually approved by the City Manager.

A similar proficiency-based master designation is recommended for Public Works maintenance positions supporting the movement from laborer to maintenance worker-in-training to full maintenance

worker to public works specialist to public works master worker. Each movement would require the demonstration of advanced skills, knowledge, time-in-position and personal development as determined by the Public Works Director. These title designations would be recognized as reclassifications within the attached classification schedule; no compensation levels would be assigned. These positions would continue to be evaluated annually under the current pay-for-performance merit structure. Within this structure, the eligible candidate would submit a request for consideration to their supervisor, who would need to support the request and recommend that a review panel be convened to consider the reclassification. Ultimately, the Public Works Director may provide a recommendation for City Manager approval..

Staff is also recommending the establishment of a lateral transfer program specifically for Police Officer and Paramedic/Firefighter positions to compete with other larger and area municipalities and agencies. This would support an increase to the average experience level of Public Safety personnel. Upon recommendation of the Public Safety Director a candidate may be hired at one pay level for every year of credited or recognized service (up to a level of five). Again it is recommended that a similar program be established within the Public Works department to compete with both private and other employers.

For the FY 2020 midyear budget and beyond, we anticipate policy discussion centered on benefit and contribution strategies. Recommendations include considerations of moving the Missouri Local Government Employee Retirement System (LAGERS) to a non-contributory provision. The law governing LAGERS provides for either a contributory plan or a non-contributory plan, with benefits based on either a 5 year or 3 year Final Average Salary (FAS). The city has elected the 5 year FAS which currently appears to be in line with the regional marketplace. Under the contributory plan, each covered employee contributes 4% of gross compensation to LAGERS. If an employee terminates before being eligible for an immediate benefit, the employee's contributions, plus any interest credited to the member's individual account, are refunded upon request. Under the non-contributory plan, there is no individual employee contribution to the plan, no individual account is maintained for each employee, and no refund is paid to employees who terminate before being eligible for a benefit. Under our current system, for example, a police officer who leaves the City of Gladstone's employment after two or three years and moves to Kansas City Missouri (KCMO) employment would receive a LAGERS lump sum payment (based on their prior 4% contributions) as well as move to an approximate \$5,000 per year higher pay range with KCMO. KCMO Police has a separate retirement system apart from LAGERS. The current KCMO Police POST certified police officer starting annualized salary is \$45,564 compared to Gladstone's \$40,472 annualized salary. Furthermore, at looking at our applicable Missouri comparator cities, the majority of them do not require an employee contribution with LAGERS:

LAGERS Plan Provision	Gladstone	Liberty	North Kanas City	Riverside	Blue Springs	Grandview	Raytown	Lee's Summit
Contributory Requirement	4%	4%	None	None	None	None	None	None

Four percent of gross wages is the applicable contribution amount under the LAGERS Contributory benefit; there are no other contribution percentages currently available for election. It is also significant to mention that it is our understanding that the City of Liberty is either presently undergoing

or is considering the initiation of a compensation review which may result in changes to their LAGERS election.

To consider an alternate LAGERS benefit option, an actuarial valuation report has been prepared to consider potential costs for all three employee populations (police, fire, and general employees). The city is unable to make provisional changes to only one employee group. The attached supplemental actuarial valuation report, in accordance with Section 105.675 RSMo must be made available to the public and the Joint Committee on Public Employee Retirement (and certified by the City Clerk) for inspection for at least 45 calendar days before the Council may elect to adopt the proposed change. The best way to start the 45 day Public Information Period is to include in the Council's meeting minutes that we have received the Cost Study and it is available in the City Clerk's office. The language may be worded as follows:

"The Council of the City of Gladstone has received cost information for a possible change in retirement benefits for the employees under the Missouri Local Government Employees Retirement System. In accordance with Section 105.675 Revised Statutes of Missouri, said cost information shall be made available for public inspection for at least 45 calendar days from today prior to the adoption of any benefit change. Interested parties may view a copy of this cost information by contacting City Clerk Ruth Bocchino."

A typical benefit change in LAGERS will take a minimum of 3 to 4 months from start to finish. At the end of the Public Information Period, the Council may adopt a resolution with the applicable effective date. The earliest the City of Gladstone could possibly make the benefit change effective is October 1; the benefit change must be effective the first of the month. It may be more effective to adopt the benefit effective date in coordination with the implementation of the new classification structures and equity adjustments.

Other benefit strategy changes the City of Gladstone may want to further discuss involve considerations such as placing a maximum on time off accruals and other similar efforts to reduce unfunded liability and address market comparable fringe benefits. It is our recommendation that these additional options be further evaluated with a future presentation date to Council.

Thank you for the opportunity to be involved in this important recruitment and retention project to support the city's workforce.

C: Leadership Team

Proposed Classification Schedule 2019/2020

GRADE	MINIMUM	MAXIMUM	JOB CLASS TITLE
A	\$26,087	\$39,257	Kennel Attendant
B	\$27,393	\$41,219	PS Administrative Clerk Customer Service Clerk
C	\$28,762	\$43,280	Finance Clerk Assistant Court Clerk Records Clerk
D	\$30,200	\$45,444	Accounts Payable Clerk Assistant Aquatics Specialist Billing Clerk PW Secretary Standards Coordinator/Records Clerk P & F Maintenance Worker IT PW Maintenance Worker IT Secretary/Permit Technician
E	\$31,710	\$47,716	P & F Maintenance Worker PW Maintenance Worker Community Center Office Manager Locate Specialist Athletic Field Specialist Maintenance Specialist Property & Evidence Officer Water Services Specialist
F	\$33,295	\$50,102	Administrative Assistant HR Assistant Athletic Field Specialist PW Maintenance Specialist
G	\$34,960	\$52,608	Billing Coordinator Fleet Mechanic PW Master Worker
H	\$36,708	\$55,237	Aquatics Specialist Community Center Building Operator Water Plant Operator Fitness Specialist Banquet Coordinator Fleet Maintenance Coordinator Business Relations & Maintenance Coordinator (PT Code Enforcement Officer) Residential Relations & Maint Coordinator (Code Enforcement Officer) P & F Crew Leader Recreation Specialist
I	\$38,544	\$58,000	Accreditation/Records Unit Supervisor HR Coordinator Marketing & Events Coordinator Building Inspector PW Crew Leader Construction Coordinator

J	\$40,472	\$60,900	Crime Analyst Community Building Inspector Planning Specialist
K	\$42,495	\$63,945	Court Administrator Aquatics Supervisor
L	\$44,619	\$67,143	Museum Manager City Clerk Contracts Administrator Engineer in Training Assistant Community Center Administrator
M	\$46,850	\$70,499	Accountant Water Plant Supervisor
N	\$49,192	\$74,024	Financial Analyst Accounting Supervisor/City Collector Staff Engineer
O	\$51,651	\$77,726	Community Development Administrator/Building Official HR Generalist Planning Administrator/Assistant to City Manager Senior Accountant Senior IT Analyst
P	\$54,235	\$81,612	Water Services Superintendent Recreation Superintendent P & F Superintendent
Q	\$56,947	\$85,692	PW Superintendent Community Center Administrator
R	\$59,794 / \$90,609		City Engineer
S	\$62,783 / \$94,475		HR Administrator
T	\$65,923 / \$99,199		IT Manager
U	\$69,219 / \$104,159		
V	\$72,680 / \$109,368		
W	\$76,315 / \$ 114,837		
X	\$80,131 / \$139,584		Assistant City Manager Community Development Director City Counselor Finance Director Parks & Recreation Director Public Safety Director Public Works Director
Unclassified	\$80,131 / \$139,584		City Manager

**City of Gladstone MO  
Public Safety Department  
Law Enforcement Pay Structure**

5/31/2019 DRAFT\*

## Structured Proficiency Based Compensation Plan

Title	A	B	C	D	E	F
Entrant Officer	\$42,495					
Police Officer	\$ 44,620	\$ 45,959	\$ 47,337	\$ 48,757	\$ 50,220	\$ 51,727
Detective	\$ 44,620	\$ 45,959	\$ 47,337	\$ 48,757	\$ 50,220	\$ 51,727
Investigator	\$ 44,620	\$ 45,959	\$ 47,337	\$ 48,757	\$ 50,220	\$ 51,727
Master Police Officer	\$ 53,278	\$ 54,876	\$ 56,523	\$ 58,218	\$ 59,965	\$ 61,764
Master Detective	\$ 53,278	\$ 54,876	\$ 56,523	\$ 58,218	\$ 59,965	\$ 61,764
Master Investigator	\$ 53,278	\$ 54,876	\$ 56,523	\$ 58,218	\$ 59,965	\$ 61,764
Corporal	\$ 53,963	\$ 55,582	\$ 57,249	\$ 58,967		
Master Corporal	\$ 60,736	\$ 62,558	\$ 64,435			
Sergeant	\$ 62,381	\$ 64,252	\$ 66,180	\$ 68,165	\$ 70,210	\$ 72,317
Master Sergeant	\$ 74,486	\$ 76,721	\$ 79,022	\$ 81,393		

***\*Subject to further financial analysis and Council approval***

City of Gladstone MO  
Public Safety Department  
EMS/Fire Pay Structure  
**Structured Proficiency Based Compensation Plan**

DRAFT 05/31/19\*

EMT/FAO/ Firefighter	Legacy Position	\$36,708 - \$50,812
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Title	A	B	C	D	E	F	
Entrant Paramedic	\$ 42,495						
Paramedic/FAO/ Firefighter	\$ 44,620	\$ 45,959	\$ 47,337	\$ 48,757	\$ 50,220	\$ 51,727	
Master Paramedic/FAO	\$ 53,278	\$ 54,876	\$ 56,523	\$ 58,218	\$ 59,965	\$ 61,764	
Fire Marshal/EMT	\$ 42,495	\$ 44,620	\$ 45,959	\$ 47,337	\$ 48,757	\$ 50,220	\$ 51,727
Fire Captain	\$ 58,660	\$ 60,420	\$ 62,232	\$ 64,099			
Masters Fire Captain	\$ 66,022	\$ 68,003	\$ 70,043				
Battalion Chief	\$ 62,381	\$ 64,252	\$ 66,180	\$ 68,165	\$ 70,210	\$ 72,317	
Masters Battalion Chief	\$ 74,486	\$ 76,721	\$ 79,022	\$ 81,393	\$ 83,835		

***\*Subject to further financial analysis and Council approval***



# **The City of Gladstone**

Supplemental Actuarial Valuation of Alternate  
LAGERS Benefits  
February 28, 2018



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March 14, 2019

The City of Gladstone  
Gladstone, Missouri

Ladies and Gentlemen:

Submitted in this report are the results of an actuarial valuation prepared to determine the employer contribution rates required to support, for your employees, certain benefits provided by the Missouri Local Government Employees Retirement System (LAGERS). This report contains the information needed to comply with Missouri state disclosure requirements regarding changes in LAGERS benefits by a political subdivision (Sections 105.660 - 105.685 RSMo).

The contribution requirement for benefits likely to accrue as a result of the future service of your employees is described in this report as the current cost plus the disability cost. This contribution rate, expressed as a percent of active employee payroll, will depend on the benefit plan adopted.

The contribution requirement to pay for benefits likely to result from service rendered by your employees prior to the valuation date, the liability for which is not covered by present employer account balances, is described in this report as the prior service cost. The prior service cost is the rate of contribution designed to pay for any unfunded actuarial accrued liability.

Section 70.730 of the Revised Statutes of Missouri requires participating employers to contribute the current cost, disability cost, and prior service cost for the benefit plan in effect. These contributions are mandatory.

The actuarial assumptions and methods used to determine the stated costs are described in Appendix I of this report. In our opinion, they do produce results which, in the aggregate, are reasonable. Additional miscellaneous and technical assumptions as well as disclosures required by the actuarial standards of practice may be found in the LAGERS Compiled Annual Actuarial Valuation report as of February 28, 2018. Annual actuarial valuation results for the political subdivision and information pertaining to those results may be found in the political subdivision's annual actuarial valuation report as of February 28, 2018.

The computed contribution rates will permit the System to continue to operate in accordance with the actuarial principles of level cost financing and the state law which governs LAGERS. Summary provisions of the law as well as benefit illustrations can be found in Appendices II and III.

In accordance with 105.675 RSMo, note that this entire report must be available as public information for at least 45 calendar days prior to the date final official action is taken by your governing body to adopt an alternate benefit plan. You may wish to make notice of this report in the official minutes of the next meeting of your governing body. This action would not be binding on your subdivision, yet would establish the beginning date of the 45 day waiting period. The statement of cost must also be provided to the Joint Committee on Public Employee Retirement. The statement can be mailed to the State Capitol, Room 219-A, Jefferson City, MO 65101 or e-mailed to [JCPER@senate.mo.gov](mailto:JCPER@senate.mo.gov).

The valuation was based on the same data as was used in your February 28, 2018 annual actuarial valuation. If you have any questions concerning this report or LAGERS in general, please contact the LAGERS office in Jefferson City.

Mita D. Drazilov is a Member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinions contained herein.

Respectfully submitted,



Mita D. Drazilov, ASA, FCA, MAAA



## Alternate Plan Provisions Affecting Employer Contribution Rates

The law governing LAGERS provides for either a contributory plan or a non-contributory plan, with benefits based on either a 5 year or 3 year Final Average Salary (FAS).

**Contributory Plan.** Under the contributory plan, each covered member contributes 4% of compensation to LAGERS. If an employee terminates before being eligible for an immediate benefit, the member's contributions, plus any interest credited to the member's individual account, are refunded upon request.

**Non-Contributory Plan.** Under the non-contributory plan, there is no individual employee contribution to the plan, no individual account maintained for each employee, and no refund paid to employees who terminate before being eligible for a benefit.

The law further provides for nine different benefit programs (benefit formula factors) and allows an employer to elect "rule of 80" eligibility for benefits. Under the rule of 80, employees are eligible for unreduced benefits at the earlier of (i) attainment of their minimum service retirement age or (ii) such time as their years of age plus years of LAGERS credited service equals 80.

In total this allows for 72 different combinations of benefit plans, giving employers considerable latitude in designing the retirement program that best suits their particular situation.

The applicable combinations of these items may be changed from time to time, however, there are limitations on the frequency of changes. A more detailed description of plan provisions may be found in Appendix II of this report.

# The City of Gladstone

## Computed Employer Contribution Rates - General Employees

### As of February 28, 2018

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
Benefit Program:	L-6	L-6
Final Average Salary:	5 year	5 year
# Member Contributions:	Contributory	Non-Contributory
Retirement Eligibility:	Regular	Regular

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<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	7.8%
Disability Cost	0.5
Prior Service Cost	<u>5.4</u>
Total	13.7%
 <u>Alternate Plan</u>	
Current Service Cost	11.3%
Disability Cost	0.5
Prior Service Cost*	<u>5.8</u>
Total	17.6%
 <b>Increase In Contribution Rate For Alternate Plan</b>	 <u><b>3.9%</b></u>

Employer contribution rates shown above are for the fiscal year beginning in 2019. If the alternate plan is adopted prior to the fiscal year beginning in 2019, 3.9% would be added to the employer contribution rate currently in effect.

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$232,847 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

# The City of Gladstone

## Projected Estimated Employer Contribution Rates - General Employees

### As of February 28, 2018

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2018	\$4,425,448	13.7%	\$606,286	\$2,836,521	17.6%	\$778,879	\$3,069,368	3.9%	\$172,593	\$232,847
2019	4,569,275	13.7	625,991	2,794,593	17.6	804,192	3,026,828	3.9	178,201	232,235
2020	4,717,776	13.7	646,335	2,741,579	17.6	830,329	2,972,589	3.9	183,994	231,010
2021	4,871,104	13.7	667,341	2,676,414	17.6	857,314	2,905,523	3.9	189,973	229,109
2022	5,029,415	13.7	689,030	2,597,947	17.6	885,177	2,824,412	3.9	196,147	226,465
2023	5,192,871	13.7	711,423	2,504,935	17.6	913,945	2,727,937	3.9	202,522	223,002
2024	5,361,639	13.7	734,545	2,396,034	17.6	943,648	2,614,677	3.9	209,103	218,643
2025	5,535,892	13.7	758,417	2,269,797	17.6	974,317	2,483,097	3.9	215,900	213,300
2026	5,715,808	13.7	783,066	2,124,660	17.6	1,005,982	2,331,542	3.9	222,916	206,882
2027	5,901,572	13.7	808,515	1,958,935	17.6	1,038,677	2,158,222	3.9	230,162	199,287

AAL = Actuarial Accrued Liability

AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2018, the actuarial value of assets is \$10,630,837; the estimated market value of assets is \$11,062,265; the actuarial accrued liability is \$13,467,358; and the funded ratio is 78.9%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2018, there is no difference between the capped and uncapped employer contribution rate.

# The City of Gladstone

## Computed Employer Contribution Rates - Police Employees

### As of February 28, 2018

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
Benefit Program:	L-6	L-6
Final Average Salary:	5 year	5 year
# Member Contributions:	Contributory	Non-Contributory
Retirement Eligibility:	Regular	Regular

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<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	7.7%
Disability Cost	0.8
Prior Service Cost	<u>3.6</u>
Total	12.1%
 <u>Alternate Plan</u>	
Current Service Cost	11.3%
Disability Cost	0.8
Prior Service Cost*	<u>3.9</u>
Total	16.0%
 Increase In Contribution Rate For Alternate Plan	 <u>3.9%</u>

Employer contribution rates shown above are for the fiscal year beginning in 2019. If the alternate plan is adopted prior to the fiscal year beginning in 2019, 3.9% would be added to the employer contribution rate currently in effect.

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$102,707 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

# The City of Gladstone

## Projected Estimated Employer Contribution Rates - Police Employees

### As of February 28, 2018

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2018	\$2,563,456	12.1%	\$310,178	\$1,151,601	16.0%	\$410,153	\$1,254,308	3.9%	\$99,975	\$102,707
2019	2,646,768	12.2	322,906	1,140,771	16.1	426,130	1,243,208	3.9	103,224	102,437
2020	2,732,788	12.3	336,133	1,122,921	16.2	442,712	1,224,818	3.9	106,579	101,897
2021	2,821,604	12.4	349,879	1,097,400	16.3	459,921	1,198,458	3.9	110,042	101,058
2022	2,913,306	12.5	364,163	1,063,507	16.4	477,782	1,163,399	3.9	113,619	99,892
2023	3,007,988	12.6	379,006	1,020,482	16.5	496,318	1,118,847	3.9	117,312	98,365
2024	3,105,748	12.7	394,430	967,504	16.6	515,554	1,063,946	3.9	121,124	96,442
2025	3,206,685	12.7	407,249	903,687	16.6	532,310	997,772	3.9	125,061	94,085
2026	3,310,902	12.8	423,795	828,073	16.7	552,921	919,327	3.9	129,126	91,254
2027	3,418,506	12.9	440,987	739,630	16.8	574,309	827,534	3.9	133,322	87,904

AAL = Actuarial Accrued Liability

AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2018, the actuarial value of assets is \$6,408,061; the estimated market value of assets is \$6,668,118; the actuarial accrued liability is \$7,559,662; and the funded ratio is 84.8%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2018, there is no difference between the capped and uncapped employer contribution rate.

# The City of Gladstone

## Computed Employer Contribution Rates - Fire Employees

### As of February 28, 2018

<u>Benefit Plans</u>	<u>Present</u>	<u>Alternate</u>
Benefit Program:	L-6	L-6
Final Average Salary:	5 year	5 year
# Member Contributions:	Contributory	Non-Contributory
Retirement Eligibility:	Regular	Regular

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<u>Present Plan</u>	<u>Rates</u>
Current Service Cost	10.6%
Disability Cost	1.0
Prior Service Cost	<u>(0.7)</u>
Total	10.9%
 <u>Alternate Plan</u>	
Current Service Cost	14.4%
Disability Cost	1.0
Prior Service Cost*	<u>(0.6)</u>
Total	14.8%
 Increase In Contribution Rate For Alternate Plan	 <u>3.9%</u>

Employer contribution rates shown above are for the fiscal year beginning in 2019. If the alternate plan is adopted prior to the fiscal year beginning in 2019, 3.9% would be added to the employer contribution rate currently in effect.

# Change in provisions from present plan.

\* Adoption of the alternate plan would increase the actuarial accrued liability by \$33,020 which was amortized over a 20 year period to compute the increase in the Prior Service Cost.

# The City of Gladstone

## Projected Estimated Employer Contribution Rates - Fire Employees

### As of February 28, 2018

Valuation Date Feb. 28	Estimated Projected Payroll	Present Plan			Alternate Plan			Change Due to Proposed Provisions		
		Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA	Estimated Employer Contribution		Estimated Difference Between AAL and AVA
		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars		As a % of Payroll	Annual Dollars	
2018	\$1,949,454	10.9%	\$212,490	\$(70,230)	14.8%	\$288,519	\$(37,210)	3.9%	\$76,029	\$33,020
2019	2,012,811	11.1	223,422	(61,058)	15.0	301,922	(28,125)	3.9	78,500	32,933
2020	2,078,227	11.4	236,918	(55,686)	15.3	317,969	(22,927)	3.9	81,051	32,759
2021	2,145,769	11.6	248,909	(54,442)	15.5	332,594	(21,952)	3.9	83,685	32,490
2022	2,215,506	11.8	261,430	(57,677)	15.7	347,834	(25,562)	3.9	86,404	32,115
2023	2,287,510	12.0	274,501	(65,769)	15.9	363,714	(34,145)	3.9	89,213	31,624
2024	2,361,854	12.1	285,784	(79,131)	16.0	377,897	(48,125)	3.9	92,113	31,006
2025	2,438,614	12.3	299,950	(98,208)	16.2	395,055	(67,960)	3.9	95,105	30,248
2026	2,517,869	12.5	314,734	(123,481)	16.4	412,931	(94,143)	3.9	98,197	29,338
2027	2,599,700	12.6	327,562	(155,471)	16.5	428,950	(127,210)	3.9	101,388	28,261

AAL = Actuarial Accrued Liability

AVA = Actuarial Value of Assets

Notes regarding the above projections:

- 1) The purpose of the above projections is to comply with the requirements of Section 105.665 of the Revised Statutes of Missouri (RSMo). The projection results may not be applicable for other purposes.
- 2) For purposes of the above projections, it was assumed that all actuarial assumptions would be realized. In particular, it was assumed that the actuarial value of assets would earn 7.25% in each year.
- 3) Estimated projected payroll is based upon the valuation payroll, increased each future year by 3.25%.
- 4) Due to the estimated nature of the above projections, certain but not all aspects of the Missouri LAGERS funding policy have been incorporated in the above projections.
- 5) Differences between fiscal end dates of the employer and the actuarial valuation date of February 28<sup>th</sup> have not been incorporated in the above results.
- 6) The actual employer contribution rates for future valuation dates will be based upon actual data as of the future valuation date.

Other disclosures required by Section 105.665 of the Revised Statutes of Missouri (RSMo):

- 1) As of February 28, 2018, the actuarial value of assets is \$4,796,861; the estimated market value of assets is \$4,991,531; the actuarial accrued liability is \$4,726,631; and the funded ratio is 101.5%. These results are based on the assets and liabilities associated with the Employer Accumulation Fund and the Member Deposit Fund for this division.
- 2) Under Section 70.730 of the Revised Statutes of Missouri, the computed employer contribution rate shall not exceed the contribution rate for the immediately preceding fiscal year by more than one percent (not including the effects of any benefit changes). As of February 28, 2018, there is no difference between the capped and uncapped employer contribution rate.

## **APPENDIX I**

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### **SUMMARY OF FINANCIAL ASSUMPTIONS**

# Summary of Assumptions Used in Actuarial Valuations

## Assumptions Adopted by Board of Trustees after Consulting with Actuary

1. The investment return rate used in making the valuations was 7.25% per year, net of investment expenses, compounded annually. This rate of return is not the assumed real rate of return. The real rate of return is the rate of investment return in excess of the inflation rate. The price inflation rate used in making the valuations was 2.50% and the wage inflation rate used in making the valuations was 3.25%. The 7.25% investment return rate translates to an assumed real rate of return over price inflation of 4.75% and over wage inflation of 4.00%. Adopted 2011 and 2016.
2. The healthy retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were the RP-2014 Healthy Annuitant mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. The disabled retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were the RP-2014 disabled mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. The pre-retirement mortality tables used were the RP-2014 employees mortality table for males and females, adjusted for mortality improvement back to the observation period base year of 2006. For both the post-retirement and pre-retirement tables, the base year for males was then established to be 2017. Mortality rates for a particular calendar year are determined by applying the MP-2015 mortality improvement scale to the above described tables. Adopted 2016.
3. The probabilities of withdrawal and disability from service, together with individual pay increase assumptions, are shown in Schedule 1. Adopted 2016.
4. The probabilities of retirement with an age and service allowance are shown in Schedule 2. Adopted 2016.
5. Post-retirement cost of living allowances are assumed to be 2.50% per year. Adopted 2016.
6. Total active member payroll is assumed to increase 3.25% a year, which is the portion of the individual pay increase assumptions attributable to wage inflation. In effect, this assumes no change in the number of active members per employer. Adopted 2016.
7. An individual entry-age actuarial cost method of valuation was used in determining age and service allowance actuarial liabilities and normal cost. Adopted 1986.
8. The data about persons now covered was furnished by the political subdivision. Although examined for general reasonableness, the data was not audited by us.

## Schedule 1.

### Separations From Active Employment (Not Including Death-In-Service) Before Age & Service Retirement and Individual Pay Increase Assumptions

Sample Ages	Years of Service	Percent of Active Members Separating Within Next Year							
		General Members				Police		Fire	
		Men		Women		Disability	Withdrawal	Disability	Withdrawal
		Disability	Withdrawal	Disability	Withdrawal				
All	0		19.00%		22.00%			18.00%	10.00%
	1		17.00		20.00			17.00	8.00
	2		15.00		17.00			16.00	7.00
	3		13.00		14.00			13.00	6.00
	4		11.00		13.00			12.00	6.00
25	5 & Over	0.09%	7.30	0.02%	10.80	0.10%	9.80	0.06%	5.00
30		0.12	6.50	0.03	8.90	0.11	7.80	0.10	4.00
35		0.15	5.00	0.06	7.40	0.16	6.10	0.23	2.80
40		0.21	3.70	0.10	5.70	0.22	4.40	0.35	2.20
45		0.30	3.00	0.16	4.20	0.34	3.20	0.56	1.80
50		0.44	2.40	0.24	3.30	0.53	1.80	0.85	1.00
55		0.68	1.80	0.34	2.50	0.88	1.00	1.31	0.50
60		1.02	1.00	0.48	1.20		0.00		0.00
65			0.00		0.00		0.00		0.00

Sample Ages	Percent Increase in Individual's Pay During Next Year	
	General & Police	Fire
25	6.55%	7.15%
30	5.75	6.05
35	5.25	5.15
40	4.75	4.45
45	4.25	4.15
50	3.85	3.85
55	3.65	3.65
60	3.55	3.25
65	3.25	3.25

## Schedule 2.

### Percent of Eligible Active Members Retiring Within Next Year Without Rule of 80 Eligibility

#### Early Retirement

Retirement	General Members		Retirement		
Ages	Men	Women	Ages	Police	Fire
55	3.00%	3.00%	50	2.50%	2.50%
56	3.00%	3.00%	51	2.50%	2.50%
57	3.00%	3.00%	52	2.50%	2.50%
58	3.00%	3.00%	53	2.50%	2.50%
59	3.00%	3.00%	54	2.50%	2.50%

#### Normal Retirement

Retirement	General Members		Retirement		
Ages	Men	Women	Ages	Police	Fire
60	10%	10%	55	10%	13%
61	10	10	56	10	13
62	25	15	57	10	13
63	20	15	58	10	13
64	20	15	59	10	13
65	25	25	60	10	15
66	25	25	61	10	15
67	20	25	62	25	20
68	20	25	63	20	20
69	20	20	64	20	20
70	100	100	65	100	100

## Schedule 2. (Continued)

### Percent of Eligible Active Members Retiring Within Next Year With Rule of 80 Eligibility

Retirement Ages	General Members		Police	Fire
	Men	Women		
50	15%	15%	25%	25%
51	15	15	25	20
52	15	15	15	20
53	15	15	15	20
54	15	15	15	20
55	15	15	15	20
56	15	15	15	20
57	15	15	15	25
58	15	15	15	25
59	15	15	15	25
60	15	15	15	35
61	15	15	25	35
62	30	15	30	45
63	30	15	30	45
64	30	20	30	45
65	30	25	100	100
66	30	25		
67	30	25		
68	30	25		
69	30	25		
70	100	100		

## **APPENDIX II**

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### **SUMMARY OF LAGERS PROVISIONS**

# Missouri Local Government Employees Retirement System

## Brief Summary of LAGERS

### Benefits and Conditions Evaluated and/or Considered as of February 28, 2018

#### (Section References are to RSMo)

**Voluntary Retirement.** Sections 70.645 & 70.600. A member may retire with an age & service allowance after both (i) completing 5 years of credited service, and (ii) attaining the minimum service retirement age.

The minimum service retirement age is age 60 for a general employee and age 55 for a police or fire employee. Optionally, employers may also elect to provide for unreduced benefits for employees whose combination of years of age and years of service equals 80 or more.

**Final Average Salary.** Section 70.600. The average of a member's monthly compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) of credited service producing the highest monthly average, which period is contained within the 120 consecutive months of credited service immediately preceding retirement.

**Age & Service Allowance.** Section 70.655. The allowance, payable monthly for life, equals a specified percent of a member's final average salary multiplied by the number of years of credited service. Each employer elects the percent applicable to its members, from the following programs:

L-1 Benefit Program:	1.00% for life
L-3 Benefit Program:	1.25% for life
L-7 Benefit Program:	1.50% for life
L-9 Benefit Program:	1.60% for life
L-12 Benefit Program:	1.75% for life
L-6 Benefit Program:	2.00% for life
LT-4(65) Benefit Program:	1.00% for life, plus 1.00% to age 65
LT-5(65) Benefit Program:	1.25% for life, plus 0.75% to age 65
LT-8(65) Benefit Program:	1.50% for life, plus 0.50% to age 65
LT-10(65) Benefit Program:	1.60% for life, plus 0.40% to age 65
LT-14(65) Benefit Program:	1.75% for life, plus 0.25% to age 65

The only LT benefit programs available for adoption after August 1, 1994 are the LT(65) programs.

Benefit programs L-9 and LT-10(65) are unavailable for adoption after August 1, 2005.

Benefit program L-11, available only to groups not covered by social security, provides for 2.5% for life.

Subsequent to joining the System the governing body can elect to change benefit programs for the employees, but not more often than once every 2 years.

**Early Allowance.** Section 70.670. A member may retire with an early allowance after both (i) completing 5 years of credited service, and (ii) attaining age 55 if a general employee or age 50 if a police or fire employee. The early allowance amount, payable monthly for life, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of early retirement, but reduced to reflect the fact that the age when payments begin is younger than the minimum service retirement age. The amount of the reduction is  $\frac{1}{2}$  of 1% (.005) for each month the age at retirement is younger than the minimum service retirement age.

**Deferred Allowance.** Section 70.675. If a member leaves LAGERS-covered employment (i) before attaining the early retirement age, and (ii) after completing 5 years of credited service, the member becomes eligible for a deferred allowance; provided the former member lives to the minimum service retirement age and does not withdraw the accumulated contributions.

The deferred allowance amount, payable monthly for life from the minimum service retirement age, is computed in the same manner as an age & service allowance, based upon the service and earnings record to time of leaving LAGERS coverage.

Deferred allowances are also payable any time after reaching the early retirement age, with the reduction for early retirement noted on the previous page.

**Non-Duty Disability Allowance.** Section 70.680. A member with 5 or more years of credited service who becomes totally and permanently disabled from other than duty-connected causes becomes eligible to receive a non-duty disability allowance computed in the same manner as an age & service allowance, based upon the service & earnings record to time of disability.

**Duty Disability Allowance.** Section 70.680. A member regardless of credited service who becomes totally and permanently disabled from duty-connected causes becomes eligible to receive a duty disability allowance computed in the same manner as an age & service allowance, based upon the earnings record to time of disability but based upon the years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

**Death-in-Service.** Section 70.661. Upon the death of a member who had completed 5 years of credited service, the eligible surviving dependents receive the following benefits:

- (a) The surviving spouse receives an allowance equal to the Option A allowance (joint and 75% survivor benefit) computed based upon the deceased members' service & earnings record to time of death.
- (b) When no spouse benefit is payable, the dependent children under age 18 (age 23 if they are full time students) each receive an equal share of 60% of an age & service allowance computed based upon the deceased member's service & earnings record to time of death.
- (c) If the death is determined to be duty related, the 5 year service requirement is waived and the benefit is based on years of credited service the member would have completed had the member continued in LAGERS-covered employment to age 60.

**Benefit Changes After Retirement.** Section 70.655. For retirements effective after September 28, 1975, there is an annual redetermination of monthly benefit amount, beginning the October first following 12 months of retirement. As of each October first the amount of each eligible benefit is redetermined as follows:

- (a) Subject to the maximum in (b), the redetermined amount is the amount otherwise payable multiplied by: 100% plus up to 4%, as determined by the LAGERS Board of Trustees, for each full year of retirement.
- (b) The redetermined amount may not exceed the amount otherwise payable multiplied by the ratio of the Consumer Price Index for the immediately preceding month of June to the Consumer Price Index for the month of June immediately preceding retirement.

**Member Contributions.** Sections 70.690 & 70.705. Each member contributes 4% of compensation beginning after completion of sufficient employment for 6 months of credited service.

If a member leaves LAGERS-covered employment before an allowance is payable, the accumulated contributions are refunded to the member. If the member dies, his accumulated contributions are refunded to a designated beneficiary.

The law governing LAGERS also has a provision for the adoption of a non-contributory plan in which the full cost of LAGERS participation is paid by the employer. Adoption of the non-contributory provisions may be done at the time of membership or a later date; however, a change from contributory to non-contributory or vice-versa may not be made more frequently than every 2 years. Under the non-contributory provisions there is no individual account maintained for each employee and no refund of contributions if an employee terminates before being eligible for a benefit.

**Employer Contributions.** Section 70.730. Each employer contributes the remainder amounts necessary to finance the employees' participation in LAGERS. Contributions to LAGERS are determined based upon level-percent-of-payroll principles, so that contribution rates do not have to increase over decades of time.

**APPENDIX III**



**BENEFIT ILLUSTRATIONS**

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts

For Sample Combinations of Service & Salary  
(L-1 Benefit Program is Years of Credited Service  
times: 1.00% of FAS <sup>1</sup> )

Final		Estimated	Estimated	
Average	LAGERS	Social	Monthly Total	
Salary (FAS) <sup>1</sup>	BENEFIT <sup>3</sup>	Security <sup>2</sup>	\$	% of FAS
35 Years of Service:				
\$1,500	\$ 525	\$ 889	\$1,414	94%
2,000	700	1,032	1,732	87%
2,500	875	1,175	2,050	82%
3,000	1,050	1,318	2,368	79%
3,500	1,225	1,462	2,687	77%
4,000	1,400	1,604	3,004	75%
25 Years of Service:				
\$1,500	\$ 375	\$ 889	\$1,264	84%
2,000	500	1,032	1,532	77%
2,500	625	1,175	1,800	72%
3,000	750	1,318	2,068	69%
3,500	875	1,462	2,337	67%
4,000	1,000	1,604	2,604	65%
15 Years of Service:				
\$1,500	\$225	\$ 889	\$1,114	74%
2,000	300	1,032	1,332	67%
2,500	375	1,175	1,550	62%
3,000	450	1,318	1,768	59%
3,500	525	1,462	1,987	57%
4,000	600	1,604	2,204	55%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts For Sample Combinations of Service & Salary (L-3 Benefit Program is Years of Credited Service times: 1.25% of FAS <sup>1</sup> )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated	
			Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$ 656	\$ 889	\$1,545	103%
2,000	875	1,032	1,907	95%
2,500	1,094	1,175	2,269	91%
3,000	1,313	1,318	2,631	88%
3,500	1,531	1,462	2,993	86%
4,000	1,750	1,604	3,354	84%
25 Years of Service:				
\$1,500	\$ 469	\$ 889	\$1,358	91%
2,000	625	1,032	1,657	83%
2,500	781	1,175	1,956	78%
3,000	938	1,318	2,256	75%
3,500	1,094	1,462	2,556	73%
4,000	1,250	1,604	2,854	71%
15 Years of Service:				
\$1,500	\$281	\$ 889	\$1,170	78%
2,000	375	1,032	1,407	70%
2,500	469	1,175	1,644	66%
3,000	563	1,318	1,881	63%
3,500	656	1,462	2,118	61%
4,000	750	1,604	2,354	59%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
(L-7 Benefit Program is Years of Credited Service  
times: 1.50% of FAS <sup>1</sup> )

Final		Estimated	Estimated	
Average	LAGERS	Social	Monthly Total	
Salary (FAS) <sup>1</sup>	BENEFIT <sup>3</sup>	Security <sup>2</sup>	\$	% of FAS
35 Years of Service:				
\$1,500	\$ 788	\$ 889	\$1,677	112%
2,000	1,050	1,032	2,082	104%
2,500	1,313	1,175	2,488	100%
3,000	1,575	1,318	2,893	96%
3,500	1,838	1,462	3,300	94%
4,000	2,100	1,604	3,704	93%
25 Years of Service:				
\$1,500	\$ 563	\$ 889	\$1,452	97%
2,000	750	1,032	1,782	89%
2,500	938	1,175	2,113	85%
3,000	1,125	1,318	2,443	81%
3,500	1,313	1,462	2,775	79%
4,000	1,500	1,604	3,104	78%
15 Years of Service:				
\$1,500	\$338	\$ 889	\$1,227	82%
2,000	450	1,032	1,482	74%
2,500	563	1,175	1,738	70%
3,000	675	1,318	1,993	66%
3,500	788	1,462	2,250	64%
4,000	900	1,604	2,504	63%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> : Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
(L-9 Benefit Program is Years of Credited Service  
times: 1.60% of FAS <sup>1</sup> )

Final		Estimated	Estimated	
Average	LAGERS	Social	Monthly Total	
Salary (FAS) <sup>1</sup>	BENEFIT <sup>3</sup>	Security <sup>2</sup>	\$	% of FAS
35 Years of Service:				
\$1,500	\$ 840	\$ 889	\$1,729	115%
2,000	1,120	1,032	2,152	108%
2,500	1,400	1,175	2,575	103%
3,000	1,680	1,318	2,998	100%
3,500	1,960	1,462	3,422	98%
4,000	2,240	1,604	3,844	96%
25 Years of Service:				
\$1,500	\$ 600	\$ 889	\$1,489	99%
2,000	800	1,032	1,832	92%
2,500	1,000	1,175	2,175	87%
3,000	1,200	1,318	2,518	84%
3,500	1,400	1,462	2,862	82%
4,000	1,600	1,604	3,204	80%
15 Years of Service:				
\$1,500	\$360	\$ 889	\$1,249	83%
2,000	480	1,032	1,512	76%
2,500	600	1,175	1,775	71%
3,000	720	1,318	2,038	68%
3,500	840	1,462	2,302	66%
4,000	960	1,604	2,564	64%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(L-12 Benefit Program is Years of Credited Service**  
**times: 1.75% of FAS <sup>1</sup> )**

Final		Estimated	Estimated	
Average	LAGERS	Social	Monthly Total	
Salary (FAS) <sup>1</sup>	BENEFIT <sup>3</sup>	Security <sup>2</sup>	\$	% of FAS
35 Years of Service:				
\$1,500	\$ 919	\$ 889	\$1,808	121%
2,000	1,225	1,032	2,257	113%
2,500	1,531	1,175	2,706	108%
3,000	1,838	1,318	3,156	105%
3,500	2,144	1,462	3,606	103%
4,000	2,450	1,604	4,054	101%
25 Years of Service:				
\$1,500	\$ 656	\$ 889	\$1,545	103%
2,000	875	1,032	1,907	95%
2,500	1,094	1,175	2,269	91%
3,000	1,313	1,318	2,631	88%
3,500	1,531	1,462	2,993	86%
4,000	1,750	1,604	3,354	84%
15 Years of Service:				
\$1,500	\$ 394	\$ 889	\$1,283	86%
2,000	525	1,032	1,557	78%
2,500	656	1,175	1,831	73%
3,000	788	1,318	2,106	70%
3,500	919	1,462	2,381	68%
4,000	1,050	1,604	2,654	66%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
(L-6 Benefit Program is Years of Credited Service  
times: 2.00% of FAS <sup>1</sup> )

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>	Estimated Social Security <sup>2</sup>	Estimated	
			Monthly Total	
			\$	% of FAS
35 Years of Service:				
\$1,500	\$1,050	\$ 889	\$1,939	129%
2,000	1,400	1,032	2,432	122%
2,500	1,750	1,175	2,925	117%
3,000	2,100	1,318	3,418	114%
3,500	2,450	1,462	3,912	112%
4,000	2,800	1,604	4,404	110%
25 Years of Service:				
\$1,500	\$ 750	\$ 889	\$1,639	109%
2,000	1,000	1,032	2,032	102%
2,500	1,250	1,175	2,425	97%
3,000	1,500	1,318	2,818	94%
3,500	1,750	1,462	3,212	92%
4,000	2,000	1,604	3,604	90%
15 Years of Service:				
\$1,500	\$ 450	\$ 889	\$1,339	89%
2,000	600	1,032	1,632	82%
2,500	750	1,175	1,925	77%
3,000	900	1,318	2,218	74%
3,500	1,050	1,462	2,512	72%
4,000	1,200	1,604	2,804	70%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(L-11 Benefit Program is Years of Credited Service**  
**times: 2.50% of FAS <sup>1</sup> )**

Final		Estimated	Estimated	
Average	LAGERS	Social	Monthly Total	
Salary (FAS) <sup>1</sup>	BENEFIT <sup>3</sup>	Security <sup>2</sup>	\$	% of FAS
35 Years of Service:				
\$1,500	\$1,313		\$1,313	88%
2,000	1,750		1,750	88%
2,500	2,188		2,188	88%
3,000	2,625		2,625	88%
3,500	3,063		3,063	88%
4,000	3,500		3,500	88%
25 Years of Service:				
\$1,500	\$ 938		\$ 938	63%
2,000	1,250		1,250	63%
2,500	1,563		1,563	63%
3,000	1,875		1,875	63%
3,500	2,188		2,188	63%
4,000	2,500		2,500	63%
15 Years of Service:				
\$1,500	\$ 563		\$ 563	38%
2,000	750		750	38%
2,500	938		938	38%
3,000	1,125		1,125	38%
3,500	1,313		1,313	38%
4,000	1,500		1,500	38%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-4(62) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS <sup>1</sup> to age 62)**  
**1.00% of FAS <sup>1</sup> at age 62)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 737	\$1,050	\$1,262	70%	84%
2,000	1,400	700	855	1,400	1,555	70%	78%
2,500	1,750	875	973	1,750	1,848	70%	74%
3,000	2,100	1,050	1,091	2,100	2,141	70%	71%
3,500	2,450	1,225	1,209	2,450	2,434	70%	70%
4,000	2,800	1,400	1,327	2,800	2,727	70%	68%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 737	\$ 750	\$1,112	50%	74%
2,000	1,000	500	855	1,000	1,355	50%	68%
2,500	1,250	625	973	1,250	1,598	50%	64%
3,000	1,500	750	1,091	1,500	1,841	50%	61%
3,500	1,750	875	1,209	1,750	2,084	50%	60%
4,000	2,000	1,000	1,327	2,000	2,327	50%	58%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 737	\$ 450	\$ 962	30%	64%
2,000	600	300	855	600	1,155	30%	58%
2,500	750	375	973	750	1,348	30%	54%
3,000	900	450	1,091	900	1,541	30%	51%
3,500	1,050	525	1,209	1,050	1,734	30%	50%
4,000	1,200	600	1,327	1,200	1,927	30%	48%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
(LT-4(65) Benefit Program is Years of Credited Service  
times: 2.00% of FAS <sup>1</sup> to age 65)  
1.00% of FAS <sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 525	\$ 889	\$1,050	\$1,414	70%	94%
2,000	1,400	700	1,032	1,400	1,732	70%	87%
2,500	1,750	875	1,175	1,750	2,050	70%	82%
3,000	2,100	1,050	1,318	2,100	2,368	70%	79%
3,500	2,450	1,225	1,462	2,450	2,687	70%	77%
4,000	2,800	1,400	1,604	2,800	3,004	70%	75%
25 Years of Service:							
\$1,500	\$ 750	\$ 375	\$ 889	\$ 750	\$1,264	50%	84%
2,000	1,000	500	1,032	1,000	1,532	50%	77%
2,500	1,250	625	1,175	1,250	1,800	50%	72%
3,000	1,500	750	1,318	1,500	2,068	50%	69%
3,500	1,750	875	1,462	1,750	2,337	50%	67%
4,000	2,000	1,000	1,604	2,000	2,604	50%	65%
15 Years of Service:							
\$1,500	\$ 450	\$225	\$ 889	\$ 450	\$1,114	30%	74%
2,000	600	300	1,032	600	1,332	30%	67%
2,500	750	375	1,175	750	1,550	30%	62%
3,000	900	450	1,318	900	1,768	30%	59%
3,500	1,050	525	1,462	1,050	1,987	30%	57%
4,000	1,200	600	1,604	1,200	2,204	30%	55%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-5(62) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS <sup>1</sup> to age 62)**  
**1.25% of FAS <sup>1</sup> at age 62)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 737	\$1,050	\$1,393	70%	93%
2,000	1,400	875	855	1,400	1,730	70%	87%
2,500	1,750	1,094	973	1,750	2,067	70%	83%
3,000	2,100	1,313	1,091	2,100	2,404	70%	80%
3,500	2,450	1,531	1,209	2,450	2,740	70%	78%
4,000	2,800	1,750	1,327	2,800	3,077	70%	77%

25 Years of Service:

\$1,500	\$ 750	\$ 469	\$ 737	\$ 750	\$1,206	50%	80%
2,000	1,000	625	855	1,000	1,480	50%	74%
2,500	1,250	781	973	1,250	1,754	50%	70%
3,000	1,500	938	1,091	1,500	2,029	50%	68%
3,500	1,750	1,094	1,209	1,750	2,303	50%	66%
4,000	2,000	1,250	1,327	2,000	2,577	50%	64%

15 Years of Service:

\$1,500	\$ 450	\$281	\$ 737	\$ 450	\$1,018	30%	68%
2,000	600	375	855	600	1,230	30%	62%
2,500	750	469	973	750	1,442	30%	58%
3,000	900	563	1,091	900	1,654	30%	55%
3,500	1,050	656	1,209	1,050	1,865	30%	53%
4,000	1,200	750	1,327	1,200	2,077	30%	52%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-5(65) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS <sup>1</sup> to age 65)**  
**1.25% of FAS <sup>1</sup> at age 65)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 656	\$ 889	\$1,050	\$1,545	70%	103%
2,000	1,400	875	1,032	1,400	1,907	70%	95%
2,500	1,750	1,094	1,175	1,750	2,269	70%	91%
3,000	2,100	1,313	1,318	2,100	2,631	70%	88%
3,500	2,450	1,531	1,462	2,450	2,993	70%	86%
4,000	2,800	1,750	1,604	2,800	3,354	70%	84%
25 Years of Service:							
\$1,500	\$ 750	\$ 469	\$ 889	\$ 750	\$1,358	50%	91%
2,000	1,000	625	1,032	1,000	1,657	50%	83%
2,500	1,250	781	1,175	1,250	1,956	50%	78%
3,000	1,500	938	1,318	1,500	2,256	50%	75%
3,500	1,750	1,094	1,462	1,750	2,556	50%	73%
4,000	2,000	1,250	1,604	2,000	2,854	50%	71%
15 Years of Service:							
\$1,500	\$ 450	\$281	\$ 889	\$ 450	\$1,170	30%	78%
2,000	600	375	1,032	600	1,407	30%	70%
2,500	750	469	1,175	750	1,644	30%	66%
3,000	900	563	1,318	900	1,881	30%	63%
3,500	1,050	656	1,462	1,050	2,118	30%	61%
4,000	1,200	750	1,604	1,200	2,354	30%	59%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
**(LT-8(62) Benefit Program is Years of Credited Service**  
**times: 2.00% of FAS <sup>1</sup> to age 62)**  
**1.50% of FAS <sup>1</sup> at age 62)**

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 62	At 62		To 62	At 62	To 62	At 62
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 737	\$1,050	\$1,525	70%	102%
2,000	1,400	1,050	855	1,400	1,905	70%	95%
2,500	1,750	1,313	973	1,750	2,286	70%	91%
3,000	2,100	1,575	1,091	2,100	2,666	70%	89%
3,500	2,450	1,838	1,209	2,450	3,047	70%	87%
4,000	2,800	2,100	1,327	2,800	3,427	70%	86%

25 Years of Service:

\$1,500	\$ 750	\$ 563	\$ 737	\$ 750	\$1,300	50%	87%
2,000	1,000	750	855	1,000	1,605	50%	80%
2,500	1,250	938	973	1,250	1,911	50%	76%
3,000	1,500	1,125	1,091	1,500	2,216	50%	74%
3,500	1,750	1,313	1,209	1,750	2,522	50%	72%
4,000	2,000	1,500	1,327	2,000	2,827	50%	71%

15 Years of Service:

\$1,500	\$ 450	\$338	\$ 737	\$ 450	\$1,075	30%	72%
2,000	600	450	855	600	1,305	30%	65%
2,500	750	563	973	750	1,536	30%	61%
3,000	900	675	1,091	900	1,766	30%	59%
3,500	1,050	788	1,209	1,050	1,997	30%	57%
4,000	1,200	900	1,327	1,200	2,227	30%	56%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 62 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

# Missouri LAGERS

## Illustrations of Age and Service Allowance Amounts

### For Sample Combinations of Service & Salary

(LT-8(65) Benefit Program is Years of Credited Service

times: 2.00% of FAS <sup>1</sup> to age 65)

1.50% of FAS <sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 788	\$ 889	\$1,050	\$1,677	70%	112%
2,000	1,400	1,050	1,032	1,400	2,082	70%	104%
2,500	1,750	1,313	1,175	1,750	2,488	70%	100%
3,000	2,100	1,575	1,318	2,100	2,893	70%	96%
3,500	2,450	1,838	1,462	2,450	3,300	70%	94%
4,000	2,800	2,100	1,604	2,800	3,704	70%	93%

25 Years of Service:

\$1,500	\$ 750	\$ 563	\$ 889	\$ 750	\$1,452	50%	97%
2,000	1,000	750	1,032	1,000	1,782	50%	89%
2,500	1,250	938	1,175	1,250	2,113	50%	85%
3,000	1,500	1,125	1,318	1,500	2,443	50%	81%
3,500	1,750	1,313	1,462	1,750	2,775	50%	79%
4,000	2,000	1,500	1,604	2,000	3,104	50%	78%

15 Years of Service:

\$1,500	\$ 450	\$338	\$ 889	\$ 450	\$1,227	30%	82%
2,000	600	450	1,032	600	1,482	30%	74%
2,500	750	563	1,175	750	1,738	30%	70%
3,000	900	675	1,318	900	1,993	30%	66%
3,500	1,050	788	1,462	1,050	2,250	30%	64%
4,000	1,200	900	1,604	1,200	2,504	30%	63%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
(LT-10(65) Benefit Program is Years of Credited Service  
times: 2.00% of FAS <sup>1</sup> to age 65)  
1.60% of FAS <sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 840	\$ 889	\$1,050	\$1,729	70%	115%
2,000	1,400	1,120	1,032	1,400	2,152	70%	108%
2,500	1,750	1,400	1,175	1,750	2,575	70%	103%
3,000	2,100	1,680	1,318	2,100	2,998	70%	100%
3,500	2,450	1,960	1,462	2,450	3,422	70%	98%
4,000	2,800	2,240	1,604	2,800	3,844	70%	96%
25 Years of Service:							
\$1,500	\$750	\$ 600	\$ 889	\$ 750	\$1,489	50%	99%
2,000	1,000	800	1,032	1,000	1,832	50%	92%
2,500	1,250	1,000	1,175	1,250	2,175	50%	87%
3,000	1,500	1,200	1,318	1,500	2,518	50%	84%
3,500	1,750	1,400	1,462	1,750	2,862	50%	82%
4,000	2,000	1,600	1,604	2,000	3,204	50%	80%
15 Years of Service:							
\$1,500	\$ 450	\$360	\$ 889	\$ 450	\$1,249	30%	83%
2,000	600	480	1,032	600	1,512	30%	76%
2,500	750	600	1,175	750	1,775	30%	71%
3,000	900	720	1,318	900	2,038	30%	68%
3,500	1,050	840	1,462	1,050	2,302	30%	66%
4,000	1,200	960	1,604	1,200	2,564	30%	64%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.

**Missouri LAGERS**  
**Illustrations of Age and Service Allowance Amounts**  
**For Sample Combinations of Service & Salary**  
(LT-14(65) Benefit Program is Years of Credited Service  
times: 2.00% of FAS <sup>1</sup> to age 65)  
1.75% of FAS <sup>1</sup> at age 65)

Final Average Salary (FAS) <sup>1</sup>	LAGERS BENEFIT <sup>3</sup>		Estimated Social Security <sup>2</sup>	Estimated Monthly Total		Percent of FAS	
	To 65	At 65		To 65	At 65	To 65	At 65
35 Years of Service:							
\$1,500	\$1,050	\$ 919	\$ 889	\$1,050	\$1,808	70%	121%
2,000	1,400	1,225	1,032	1,400	2,257	70%	113%
2,500	1,750	1,531	1,175	1,750	2,706	70%	108%
3,000	2,100	1,838	1,318	2,100	3,156	70%	105%
3,500	2,450	2,144	1,462	2,450	3,606	70%	103%
4,000	2,800	2,450	1,604	2,800	4,054	70%	101%

25 Years of Service:

\$1,500	\$ 750	\$ 656	\$ 889	\$ 750	\$1,545	50%	103%
2,000	1,000	875	1,032	1,000	1,907	50%	95%
2,500	1,250	1,094	1,175	1,250	2,269	50%	91%
3,000	1,500	1,313	1,318	1,500	2,631	50%	88%
3,500	1,750	1,531	1,462	1,750	2,993	50%	86%
4,000	2,000	1,750	1,604	2,000	3,354	50%	84%

15 Years of Service:

\$1,500	\$ 450	\$ 394	\$ 889	\$ 450	\$1,283	30%	86%
2,000	600	525	1,032	600	1,557	30%	78%
2,500	750	656	1,175	750	1,831	30%	73%
3,000	900	788	1,318	900	2,106	30%	70%
3,500	1,050	919	1,462	1,050	2,381	30%	68%
4,000	1,200	1,050	1,604	1,200	2,654	30%	66%

<sup>1</sup> "Final Average Salary" means the monthly average of an employee's compensation during the period of 60 consecutive months (or optionally, 36 consecutive months) when they were highest, contained within the last 120 months of Credited Service.

<sup>2</sup> "Estimated Social Security" means, for an employee covered by Social Security, an employee's estimated OASDI retirement benefit. The benefit is based upon an estimated "average indexed monthly earnings" for an employee retiring at age 65 in 2018 - it does not include any amounts which might be payable to an eligible spouse or children.

<sup>3</sup> Amounts are shown to nearest \$1, for simplicity; actual amounts are to nearest 1¢.



March 14, 2019 E-mail

Mr. Robert Wilson  
Executive Secretary  
Missouri Local Government  
Employees Retirement System  
P.O. Box 1665  
Jefferson City, Missouri 65102

Dear Bob:

Enclosed is the report of the February 28, 2018 Supplemental Actuarial Valuation of LAGERS benefits for the employees of:

The City of Gladstone

Sincerely,

A handwritten signature in black ink that reads "Mita Drazilov".

Mita D. Drazilov, ASA, FCA, MAAA

MDD:rmg  
Enclosure



**CITY COUNCIL MEETING  
GLADSTONE, MISSOURI  
MONDAY, JUNE 10, 2019**

**CLOSED SESSION**

The City Council will meet in Closed Executive Session at 6:30 pm Monday, June 10, 2019, in the City Manager's office, Gladstone City Hall, 7010 North Holmes, Gladstone, Missouri. The Closed Executive Session is closed pursuant to RSMo. Open Meeting Act Exemption 610.021(1) for Litigation and Confidential or Privileged Communications with Legal Counsel, 610.021(2), Real Estate Acquisition Discussion, and 610.021(9) Employee Groups.

**OPEN STUDY SESSION 7:00 PM**

- 1. NNI 2018-2019 Annual Report-** Ed Linnebur, Director of Planning and Development at NNI, will present the organization's annual report.
- 2. Pay Study-** HR Administrator Charlene Leslie will review the proposed Compensation and Classification policy for discussion.

**REGULAR MEETING: 7:30 PM**

**TENTATIVE AGENDA**

- 1. Meeting Called to Order.**
- 2. Roll Call.**
- 3. Pledge of Allegiance to the Flag of the United States of America.**
- 4. Approval of Agenda.**
- 5. Approval of the May 13, 2019, Closed City Council Meeting Minutes.**
- 6. Approval of the May 13, 2019, Regular City Council Meeting Minutes.**
- 7. Approval of the May 23, 2019, Closed City County Meeting Minutes.**

**8. Approval of the May 23, 2019, Regular City Council Meeting Minutes.****9. CONSENT AGENDA**

**RESOLUTION R-19-19** A Resolution declaring certain city property surplus and authorizing the sale of such property held by the city to the highest bidder via online auction and/or sealed bid.

**RESOLUTION R-19-20** A Resolution authorizing acceptance of a proposal from Key Equipment for the acquisition of a trailer vacuum excavator in the total amount of \$48,041.00.

**RESOLUTION R-19-21** A Resolution authorizing the City Manager to execute a contract with Blue Nile Contractors, Incorporated, in the total amount not to exceed \$1,018,913.49 for the 2019 and 2020 Water and Sewer Main Replacement for Projects WP1986.

**RESOLUTION R-19-22** A Resolution authorizing the City Manager to execute a contract with Metro Asphalt, Incorporated, in the total amount not to exceed \$877,189.90 for the 2019 Mill and Overlay Program for Project TP2006.

**RESOLUTION R-19-23** A Resolution authorizing acceptance of work under contract with AB Creative, Incorporated, for the Hobby Hill Park Playground Equipment, Park Shelters and Restroom project, and authorizing final payment in the amount of \$4,664.11 for Project CO1656AM.

**RESOLUTION R-19-24** A Resolution authorizing acceptance of work under contract with AB Creative, Incorporated, for the Hobby Hill Park Adult Challenge and Fitness Area Project, and authorizing final payment in the amount of \$391.59 for Project CO1656AM2.

**RESOLUTION R-19-25** A Resolution authorizing acceptance of work under contract with Genesis Environmental Solutions, Incorporated, for the painting outdoor swimming pool project, and authorizing final payment in the amount of \$2,615.95 for Project OP1957.

**RESOLUTION R-19-26** A Resolution authorizing the City Manager to enter into a Third Amendment to the Antenna Site Lease with Rural Cellular Corporation D/B/A Verizon Wireless, at the Water Treatment Plant.

# **APPROVE FINANCIAL REPORT FOR MONTH END APRIL 2019**

## **REGULAR AGENDA**

- 10. Communications from the Audience.**
- 11. Communications from the City Council.**
- 12. Communications from the City Manager.**
- 13. PUBLIC HEARING Special Use Permit-Creative Arts Academy**
- 14. FIRST READING BILL NO. 19-21** An Ordinance granting a Special Use Permit subject to certain conditions to Creative Arts Academy for purposes of operating a Gymnastics Center in an R-1 Zone at 1904 Northeast Englewood Road.
- 15. PUBLIC HEARING Special Use Permit-Tailor Operation**
- 16. FIRST READING BILL NO. 19-22** An Ordinance granting continuance of a Special Use Permit subject to certain conditions to Jon H. Kim for operation of a Tailor Operation in an R-1 Zoning on property at 2404 Northeast 72nd Street.
- 17. RESOLUTION R-19-27** A Resolution amending or revising the 2019 General Fund for the City of Gladstone, Missouri, and authorizing expenditures of funds.
- 18. PUBLIC HEARING FY2020 BUDGET**
- 19. RESOLUTION R-19-28** A Resolution adopting the 2020 Annual Operating Budget for the City of Gladstone, Missouri, and authorizing the expenditures of funds for municipal services.
- 20. PUBLIC HEARING SEWER RATE CHARGES**
- 21. FIRST READING BILL NO. 19-23** An Ordinance amending Section 6.110.570 of the Code of Ordinances of the City of Gladstone, Missouri, levying sewer service charges and commodity rate charges in the city.
- 22. FIRST READING BILL NO. 19-24** An Ordinance directing the City Manager to execute a Mutual Aid Agreement with the Platte County Sheriff's Department for Intergovernmental Law Enforcement Service and Assistance.

## 23. Other Business.

## 24. Adjournment.

Representatives of the News Media may obtain copies of this notice by contacting:

City Clerk Ruth Bocchino    Posted at 3:30 pm  
City of Gladstone            June 6, 2019  
7010 North Holmes  
Gladstone, MO 64118  
816-423-4096



**MINUTES  
REGULAR CITY COUNCIL MEETING  
GLADSTONE, MISSOURI  
MONDAY, MAY 13, 2019**

**PRESENT:** Mayor Carol Suter  
Mayor Pro Tem Jean Moore  
Councilman Bill Garnos  
Councilman R.D. Mallams  
Councilman Kyle Yarber  
  
City Manager Scott Wingerson  
Assistant City Manager Bob Baer  
City Clerk Ruth Bocchino  
Attorney Padraic Corcoran

**Item No. 1. On the Agenda.** Meeting Called to Order.

**Mayor Suter** opened the Regular City Council Meeting Monday, May 13, 2019, at 7:45 pm in the Gladstone City Council Chambers.

**Item No. 2. On the Agenda.** ROLL CALL.

All Councilmembers were present.

**Item No. 3. On the Agenda.** PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA.

**Mayor Suter** asked all to join in the Pledge of Allegiance to the Flag of the United States of America.

**Item No. 4. On the Agenda.** Approval of Agenda.

The Agenda was approved as published.

**Item No. 5. On the Agenda.** Approval of the April 22, 2019, Closed City Council Meeting Minutes.

**Councilman Mallams** moved to approve the minutes of the April 22, 2019, Closed City Council meeting as presented. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Item No. 6. On the Agenda.** Approval of the April 22, 2019, Regular City Council Meeting Minutes.

**Councilman Mallams** moved to approve the minutes of the April 22, 2019, Regular City Council meeting as presented. **Councilman Garnos** seconded. The Vote: “aye”, Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Item No. 7. On the Agenda.** **PROCLAMATION: WORLD ELDER ABUSE AWARENESS DAY.**

**Mayor Suter** presented the Proclamation to Tina Uridge from the Senior Citizens Services Board.

**Item No. 8. On the Agenda.** **CONSENT AGENDA.**

Following the Clerk’s reading:

**Mayor Pro Tem Moore** moved to approve the Consent Agenda as published. **Councilman Garnos** seconded. The Vote: “aye”, Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Mayor Pro Tem Moore** moved to approve **RESOLUTION R-19-18** A Resolution authorizing acceptance of a proposal from OMNI Entertainment to provide performance artists for the 2019 Sounds on the Square Friday and Saturday Night Concert Series and Festivals at Linden Square stage beginning June 14, 2019, through October 12, 2019, for an amount not to exceed \$38,250.00 and authorizing the City Manager to execute the OMNI Venue Booking Agreement. **Councilman Garnos** seconded. The Vote: “aye”, Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Mayor Pro Tem Moore** moved to **APPROVE OUTDOOR SPECIAL EVENT PERMITS:**

Woofstock: 602 NE 70<sup>th</sup> Street, Linden Square, June 1, 2019, 6:30 am – 8:00 pm.

Life 88.5 Concert in the Park: 602 NE 70<sup>th</sup> Street, Linden Square, Thursday, June 13, 2019, 12:00 pm - 8:00 pm.

Northland Pride: 602 NE 70<sup>th</sup> Street, Linden Square, Sunday, June 30, 2019, 3:00 pm - 6:00 pm.

**Councilman Garnos** seconded. The Vote: “aye”, Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Mayor Pro Tem Moore** moved to **APPROVE BUILDING PERMIT:** Wendy’s, 6303 North Antioch Road. **Councilman Garnos** seconded. The Vote: “aye”, Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

## REGULAR AGENDA.

### Item No. 8. On the Agenda. Communications from the Audience.

J. Nathan Hernandez approached Council and stated: *"My name is J. Nathan Hernandez. I live at 6817 Jason Smith Court. Good evening, Mayor Suter and Councilmembers. This is going to be a difficult conversation and I don't expect to get the answers but I would like for there to be continued discussion. I understand the city is working towards strictly enforcing city ordinances and cracking down on code violations. I understand the need to keep the city in order and I understand the merit of upholding standards. But I want to shed some light on something this evening and get a real dialogue started about gentrification and weaponization of code enforcement. I want to ensure that the city is doing its best, not only to enforce code violations, but also equipped to acknowledge when residents use the arm of the law in order to bully, shame, and drive out neighbors who they feel don't belong. According to the National League of Cities, in 2017 U. S. Commissions on Civil Rights reports reviewed census data from 20,000 cities and found positive correlations between cities Black and Latino populations and the reliance on fines and fees. Key findings included that unchecked discretion or stringent requirements to impose fines or fees can lead to, and have led to, discrimination and inequitable excess to justice when not exercised in accordance with the protections offered under the due process and equal protection clauses of the United States Constitution. I don't want to see Gladstone fall into this rhetoric and I want to make sure that our city continues to provide protection to the most vulnerable residents in our community. I wanted to bring this up because there are some Gladstone residents who, on the closing of their first day of their first house, go to the Gladstone DMV to update their address and get asked to show their green card. I wanted to bring this up because there are some Gladstone residents who, on the first week of living in their new home, get stopped while walking their dog by a neighbor who just wanted to make sure they belonged here. I wanted to bring this up because there are some Gladstone residents who, during the first month of living in their new home, are the only ones on the street to receive a code violation notice for keeping garbage bins in the same location as the rest of the street. I wanted to bring this up because there are some Gladstone residents who, during the first summer of living in their new home, receive a citation notice of the grass being too long right after they've mowed, while their neighbors have longer grass and more weeds than in their own home. I want to bring this up because there are some Gladstone residents who, after having this experience for their first year of living in Gladstone, may feel unwelcomed, bothered, and pushed out of this community. I wanted to bring this up because there are some Gladstone residents who, unlike me, are not stubborn, optimistic, and resilient. They may decide Gladstone isn't a welcoming place as they may have thought. I'm not looking for answers nor am I looking for suggestions. Honestly I'm not even looking for sympathy or empathy. I want the City Council to consider the other side of the coin. Signs posted in lawns may have been the intended action of letting neighbors know when a code violation has been handled, but it can be weaponized to become a tactic used to invoke shame on residents while empowering the bullies. The sign's verbiage as it currently stands further perpetuates this. It directly and publicly threatens homeowners, rather than giving indication the city has acknowledged this and will re-inspect at a later date. I'm looking for an opportunity to have a real open dialogue in regard to how to handle code violations in a way to protect the marginalized classes from those that would*

*otherwise bully the system and bully neighbors who think they don't belong. Thank you for your time."*

City Manager Scott Wingerson stated: *"Mayor Suter, of course as Mr. Hernandez suggests we are open to the conversation. I do want to take a second and talk a little bit about the signs which were one of the key points he raised. The signs are really a strategy to enhance neighborhood preservation and do a couple of things. One is to provide the property owner where the alleged violation exists, with advance notice so that they can remedy the concern as soon as possible. It's not about shaming, it's not about discrimination, it's about mowing the grass and cleaning up the trash to preserve our community. Any other reading into the use of those signs is erroneous and inaccurate. It's really about neighborhood preservation and property maintenance at a fundamental core level. When a person receives a sign in their yard, the grass is already 10 inches high. It doesn't matter who lives there, the grass is 10 inches high when the city's ordinance is seven inches, number 1. Number 2, the sign is followed up by a letter that provides a very clear description of the violation and how to remedy that as well as resources that might be available to solve the concern. It's not until all of those remedies are exhausted, or approximately 28-35 days to remedy the concern that we even talk about abating the violation at the expense of the property owner or citing into Municipal Court. We are not talking about someone who has extenuating circumstances in their personal life or anything like that, or rainy season like we are in now, we are talking about severe over growth of properties at 10-12 inches, 14 inches by the time it is mowed in many, many cases. Sort of the final part of that equation is the repeat violator who continues to impact the neighboring property owners and neighborhoods with using the city as a reminder to mow and in fact people say to us, and have said to us for years, 'I mow when the city reminds me to mow.' Well that is really not fair to property owners who are maintaining their property at a higher level. We are very open to Mr. Hernandez's conversation. We don't want any unintended consequences to happen to any type of community but I think it is critically important this community focus on property maintenance and preservation of its property because that is where our future lies in maintaining what we have now. I'd be glad to connect with Mr. Hernandez after this meeting to set up a time and we can talk further."*

**Councilman Mallams** stated: *"I have just one comment and it is mine, personally. Nathan, I would really like to know, and you have access to me either through email or through the phone; I would like to be made aware of the alleged specific forms of discrimination, bullying, or weaponization as you referred to it as, when those occur. I want to know. I want to be aware of these. So please, I'm asking you, to share those with me so that I can be as knowledgeable as you are of what is happening in our city."*

**Mayor Suter** stated: *"It has been my experience with code enforcement in Gladstone that our code officers do everything they can to speak with property owners before anything else happens, to have a personal interaction. The letter that goes out tells people to please contact the city if they have any personal issues, financial issues, health issues, whatever those are that need to be taken into account and they are taken into account when people let us know what they are. I've experienced it just recently with a property my husband and I are rehabbing with both code and public safety officers in the neighborhood around a bunch of different kinds of issues in that neighborhood and found them to be flexible, sensitive, concerned about the welfare of the*

neighborhood and of individual neighbors with mental health issues and substance abuse issues and other kinds of issues. My experience, especially recently, would say that we still have a very big heart in our enforcement proceedings. The State Legislature has tied our hand significantly in recent years by reducing the amount of fines that can be issued and by reducing the number of nuisances that can even be charged for. It gets harder and harder for a city, people come to us and say 'why aren't you taking care of this, and why aren't you taking care of that, why don't you fine them so they stop doing it,' we can't, because State Legislature has prohibited us from doing those things. We find it even harder now to be able to work with code violations, hence the signs, which mostly are repeat offenders, as the City Manager said, we have people who it is just the cost of business to them. They just let their property be run down. We do everything we can legally and eventually they pay a fine and they just keep offending. We need to up the ante and this is a Council that is very much concerned about maintaining the quality of life in this community. We want to do everything that we can in light of these changing circumstances with the legislature to make sure that we can keep properties up. If people are unable to maintain their property they need some other kind of social service help and the answer never is to just let it go. We are available to provide resources and as the City Manager said, we give referrals to all kinds of grant funds, neighborhood helping organizations, we have them here in Gladstone that can help people maintain their properties if they are unable to. Thank you for bringing your concerns. We appreciate that."

**Item No. 10. On the Agenda. Communications from the City Council.**

**Councilman Yarber** stated: "Yes, thank you. There were several great events over the last three days that involved our Public Safety Department. We had, the weekend before last, Touch a Truck in Happy Rock Park. Some of the bicycle officers joined the bike club at Antioch Middle School for a run through the city on their bikes and then this past weekend the North Kansas City SAGE program sponsored a Public Safety First Responders Celebration in Linden Square. What is great about these events is it allows the public to interact with Public Safety Officers in a social way. One of the things I love about our officers that ride bikes is that it is a lot easier to approach an officer on a bicycle than in a vehicle with the windows closed where you can interact with them and the more that, especially young people, see this that they are human beings and are here to help when they need help it establishes a much better relationship and I'm glad that this is something that we do in our community and that our officers are there and that they also demonstrated during the dance off that some of them are very good dancers. Hats off to our Public Safety Department for their great interaction with our community."

**Councilman Garnos** stated: "Thank you. Like Councilman Yarber there are so many good events going on in Gladstone these days. I also wanted to mention, I believe last week, was Municipal Clerk's Week and we missed that so hopefully Ruth can write a Proclamation for herself. I also wanted to acknowledge the National Day of Prayer that we had on City Hall steps and thank our friends at Antioch Bible Baptist for organizing that every year. We had the ribbon cutting at iWerx which is very exciting, and another grand opening coming up this week. Also, the Household Hazardous Waste was another successful weekend with that. A lot of good things going on."

**Mayor Pro Tem Moore** stated: *"Thank you, Mayor. I just wanted to report that I attended the Capital Improvements Committee meeting on April 25<sup>th</sup> and this is a one time a year meeting, extremely informative, and I just wanted to give a special call out to Director Merkey and Director Nebergall for their great job in showcasing the fiscal year 2019 projects and presenting the five-year capital plan for this important Board and Commission. I also wanted to echo the Saturday First Responders event. The dance contest was certainly not to be missed! It was a close call. It was a nail-biter. In the end, the audience chose the Firefighters who did a rousing rendition of YMCA. Not to be missed. On a more serious note, all the Firefighters and the Police Officers that were there showed great humor and great spirit and it was really wonderful for them to participate in this event with such enthusiasm."*

**Mayor Suter** stated: *"I thought the Sheriff's Department had a disadvantage because they were all in heavy gear and Gladstone was dressed light. They weren't going to stand a chance on that dance off. It has been a busy time in Gladstone that's for sure, the last couple of weeks. I wanted to thank Director Merkey for presenting with me at the Aging Conference, a workshop on multi-generational playground and play equipment. I appreciate him taking the time to work on that. We had the opportunity to speak at the SAGE event on Saturday. A couple of weeks ago we had the privilege to host a Climate Action event which is an ad-hoc group of elected officials in the region who are committing themselves to making a higher priority out of climate change action. At the Northland Foundation Breakfast I was privileged to attend the table for Mayor's and other elected officials. The Shepherd's Center had a fundraising event, we had the iWerx ribbon cutting which was a fun event as well. This time of year, in the winter time we often give KUDOS to Public Works for all of the road snow, potholes, and all of that; it's that time of year now for the Parks Department to really get special KUDOS. Saturday was one of those kind of crazy days in Gladstone where there was Hazardous Waste drop off at Public Works, there was a flag football competition at Happy Rock, there was a Super Hero's event at the Community Center, there was the SAGE event at Linden Square, and at the Atkins-Johnson Farm there was an afternoon tea. That is a lot of stuff for one day in the life of a small city and a small staff like we have at Parks. They also have to put up with the rain. For those people who have been concerned about not getting their yards mowed, our Parks people have been under so much stress to try to get parks in shape and keep them in shape with the rain which is constant and everything growing so fast so KUDOS to you all for the maintenance job that you do."*

**Item No. 11. On the Agenda. Communications from the City Manager.**

City Manager Wingerson stated: *"Thank you, Mayor, just a few shout-outs really. First, Elder Abuse Awareness Month, Tina Uridge was here to receive the Proclamation. Clay County Senior Services is a great partner of Gladstone in a lot of ways and the most physical way is subsidizing the Silver Sneaker Program at our Community Center. We are very thankful to have an organization like that as a proud partner of the city. As part of your Consent Agenda you approved a building permit for a new Wendy's location. It will be Gladstone's only Wendy's at Chestnut and Antioch Road near the McDonalds. The old Lawson Bank facility. I would just like to thank Wendy's for their work and investment. I know it has been a long time coming and we are very happy to have them here and there is a representative, I understand, from Wendy's here so I'd just like to say thank you publicly for your investment and support of our community. Spring Brush Drop Off was May 3-5 at our Public Works facility. Over 1100 loads were*

*received. That's another busy day in Gladstone. It is up significantly over the last few years so people really seem to like that. The Gladstone Municipal Pool, outdoor pool, opens on May 25 for the summer season. It's hard to believe it is here and that is just a couple of weeks away. Finally, we did a great job of sanding and restriping the Community Center gym floor; added Pickle Ball, resealed it, Pickle Ball players were the first to use it and then we determined that the polyurethane sealant was inadequate and it will be sanded and replaced. No good deed goes unpunished in this case but good to know that Director Merkey and his staff observed the defect right away and have taken action. That will be done before school is out for the summer in a couple of weeks. A little inconvenience but better end result. Thank you."*

**Item No. 12. On the Agenda. FIRST READING BILL NO. 19-18** An Ordinance directing the City Manager to execute a Cooperative Agreement with the North Kansas City School District No. 74 for providing a School Resource Officer at Antioch Middle.

**Councilman Mallams** moved Bill No. 19-18 be placed on its First Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0). The Clerk read the Bill.

**Councilman Mallams** moved to accept the First Reading of Bill No. 19-18, waive the rule, and place the Bill on its Second and Final Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0). The Clerk read the Bill.

**Councilman Mallams** moved to accept the Second and Final Reading of Bill No. 19-18, and enact the Bill as **Ordinance 4.469**. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Item No. 13. On the Agenda. FIRST READING BILL NO. 19-19** An Ordinance directing the City Manager to execute a Cooperative Agreement with the North Kansas City School District No. 74 to allow Public Safety Department access to streaming video in schools.

**Councilman Garnos** moved Bill No. 19-19 be placed on its First Reading. **Councilman Mallams** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0). The Clerk read the Bill.

**Councilman Garnos** moved to accept the First Reading of Bill No. 19-19, waive the rule, and place the Bill on its Second and Final Reading. **Councilman Mallams** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0). The Clerk read the Bill.

**Councilman Garnos** moved to accept the Second and Final Reading of Bill No. 19-19, and enact the Bill as **Ordinance 4.470**. **Councilman Mallams** seconded. The Vote: "aye",

Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Item No. 14. On the Agenda.** Other Business.

There was no other business to come before the Council.

**Item No. 18. On the Agenda.** Adjournment.

**Mayor Suter** adjourned the May 13, 2019, Regular City Council meeting at 8:15 pm.

Respectfully submitted:

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Ruth E. Bocchino, City Clerk

Approved as presented: \_\_\_\_

Approved as modified: \_\_\_\_

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Mayor Carol J. Suter



**MINUTES  
SPECIAL CITY COUNCIL MEETING  
GLADSTONE, MISSOURI  
THURSDAY, MAY 23, 2019**

**PRESENT:** Mayor Carol Suter  
Mayor Pro Tem Jean Moore  
Councilman Bill Garnos  
Councilman R.D. Mallams  
Councilman Kyle Yarber

City Manager Scott Wingerson  
Assistant City Manager Bob Baer  
City Clerk Ruth Bocchino  
Attorney Padraic Corcoran

**Item No. 1. On the Agenda.** Meeting Called to Order.

**Mayor Suter** opened the Special City Council Meeting Thursday, May 23, 2019, at 9:00 am in the Gladstone City Council Chambers.

**Item No. 2. On the Agenda.** ROLL CALL.

All Councilmembers were present.

**Item No. 3. On the Agenda.** PLEDGE OF ALLEGIANCE TO THE FLAG OF THE UNITED STATES OF AMERICA.

**Mayor Suter** asked all to join in the Pledge of Allegiance to the Flag of the United States of America.

**Item No. 4. On the Agenda.** Approval of Agenda.

The Agenda was approved as published.

**REGULAR AGENDA.**

**Item No. 5. On the Agenda.** Communications from the Audience.

There were no communications from the audience.

**Item No. 6. On the Agenda.** Communications from the City Council.

**Councilman Yarber** stated: *"I'll just mention one thing that is coming up on June 1 in Happy Rock Park, the bike rodeo. It's a great event for kids. Bring your bikes, come on out, learn safety stuff. Public Safety will be out there. It's a good event."*

**Councilman Garnos** stated: *"I just wanted to mention we had a Parks and Recreation Advisory Board meeting and got updated on a lot of stuff going on, old and new."*

**Mayor Pro Tem Moore** stated: *"Just one comment. I had the opportunity last Saturday to attend Fire Station #2's open house. They did an amazing job. They had a huge crowd. Everybody had lots of fun and KUDOS to everybody who put that together. Tracey Cheney and all of the group."*

**Mayor Suter** stated: *"I did have the opportunity to speak at a couple of large sessions of a Career Day at Maple Woods Elementary and I got the opportunity to try and convince young impressionable minds that being a politician could be a good career move. For those of them who actually knew what a politician is or Mayor, actually, it was an interesting time. I'm happy to represent the city that way. And of course, this morning our hearts go out to all the folks in Missouri in particular who had such a difficult night, the loss of life overnight and the First Responders that had a long trying night in central Missouri and it continues today as they are continuing rescue operations for a few more hours. Our hearts and thoughts go out to all of the folks there."*

**Item No. 7. On the Agenda. Communications from the City Manager.**

There were no communications from the City Manager.

**Item No. 8. On the Agenda. FIRST READING BILL NO. 19-20** An Ordinance authorizing the execution of certain documents and taking of certain actions in connection with the refinancing of the iWerx North Project in the City.

**Councilman Garnos** moved Bill No. 19-20 be placed on its First Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0). The Clerk read the Bill.

**Councilman Garnos** moved to accept the First Reading of Bill No. 19-20, waive the rule, and place the Bill on its Second and Final Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0). The Clerk read the Bill.

**Councilman Garnos** moved to accept the Second and Final Reading of Bill No. 19-20, and enact the Bill as **Ordinance 4.471**. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Kyle Yarber, Councilman R.D. Mallams, Councilman Bill Garnos, Mayor Pro Tem Jean Moore, and Mayor Carol Suter. (5-0)

**Item No. 9. On the Agenda. Other Business.**

There was no other business to come before the Council.

**Item No. 10. On the Agenda.** Adjournment.

**Mayor Suter** adjourned the May 23, 2019, Special City Council meeting at 9:05 am.

Respectfully submitted:

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Ruth E. Bocchino, City Clerk

Approved as presented: \_\_\_\_

Approved as modified: \_\_\_\_

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Mayor Carol J. Suter

**RESOLUTION NO. R-19-19**

**A RESOLUTION DECLARING CERTAIN CITY PROPERTY SURPLUS AND AUTHORIZING THE SALE OF SUCH PROPERTY HELD BY THE CITY TO THE HIGHEST BIDDER VIA ONLINE AUCTION AND/OR SEALED BID.**

**WHEREAS**, the items set forth in the attachment, Exhibit "A", are no longer necessary for any municipal public purpose of the City; and

**WHEREAS**, the City Council finds that it is in the best interest of the citizens of the City of Gladstone that all of said items be sold to the highest bidder via online auction, sealed bid and/or disposed of appropriately.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the items set forth in Exhibit "A" are hereby declared surplus property of the City of Gladstone; and

**FURTHER, THAT**, the City Manager of the City of Gladstone is hereby authorized to sell the items set forth in Exhibit "A" to the highest bidder via online auction, sealed bid, or otherwise disposed of as appropriate.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE CITY COUNCIL OF GLADSTONE, MISSOURI, THIS 10<sup>TH</sup> DAY OF JUNE 2019.**

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Mayor Carol J. Suter

ATTEST:

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Ruth Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # R-19-19

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/4/2019

Department: Public Works

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Surplus City Property

Background: Authorization to dispose of surplus property through online auction and/or sealed bid as listed on Exhibit "A." Revenue generated from the sale of surplus property shall be deposited into the funds where the purchase originated.

Budget Discussion: Funds are budgeted in the amount of \$ from the Fund. Ongoing costs are estimated to be \$ N/A annually. Previous years' funding was \$

Public/Board/Staff Input:

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Tim Nebergall  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

Exhibit A					
Asset Number	Vehicle Description	VIN	Department	Gen Fund	CWSS
1419	2009 Ford Escape	1FMCU49339KA99898	Public Works	X	
1470	2012 Dodge 3500 4x4	1GBJK341635179515	Public Works	X	
1394	2008 Ford F-350	1FDWW30RX8ED75414	Public Works		X

**RESOLUTION NO. R-19-20**

**A RESOLUTION AUTHORIZING ACCEPTANCE OF A PROPOSAL FROM KEY EQUIPMENT FOR THE ACQUISITION OF A TRAILER VACUUM EXCAVATOR IN THE TOTAL AMOUNT OF \$48,041.00.**

**WHEREAS**, staff issued a request for bids for the purchase of a Trailer Vacuum Excavator. The request for bids was sent to five (5) vendors. All of the vendors submitted bids; and

**WHEREAS**, the lowest bid that meets all of the specifications is that of Key Equipment; and

**WHEREAS**, it is the recommendation of the Department of Public Works to accept the bid of Key Equipment for a Ring-o-Matic Vacuum Excavator, Model VL550VX equipped with all requested options in the total amount of \$48,041.00.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone, Missouri, be and is hereby authorized to accept the proposal of Key Equipment in the amount of \$48,041.00.

**FURTHER, THAT**, funds for such purpose are authorized from the CWSS Fund.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 10<sup>th</sup> DAY OF JUNE 2019.**

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Mayor Carol J. Suter

Attest:

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Ruth Bocchino, City Clerk



## ***Request for Council Action***

RES ☒ # R-19-20

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/5/2019

Department: Public Works

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Trailer Vacuum Excavator Purchase.

Background: Staff issued a request for bids for the purchase of a Trailer Vacuum Excavator and received five (5) bids as follows:

Company	Total
VacMasters	\$38,289.00
Vermeer	\$41,109.00
Ditch Witch	\$43,748.60
Key Equipment	\$48,041.00
Dyna-Vac	\$50,824.00
VacMasters	\$56,098.00
Dyna-Vac	\$59,201.00
Ditch Witch	\$59,865.43
VacMasters	\$97,511.00

Budget Discussion: Funds are budgeted in the amount of \$50,000 from the CWSS Fund. Ongoing costs are estimated to be \$ 350.00 annually. Previous years' funding was \$N/A

Public/Board/Staff Input: After reviewing the bids received, it recommendation of the Department of Public Works to accept the bid of Key Equipment for a Ring-o-Matic Vacuum Excavator, Model VL550VX equipped with all requested options in the total amount of \$48,041. The three (3) lowest bidders do not have local representation. Key Equipment has local representation and has provided equipment to the City in the past.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Timothy A. Nebergall  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

**RCA DUE TO CITY CLERK WEDNESDAY 12:00 PM**

**RESOLUTION NO. R-19-21**

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH BLUE NILE CONTRACTORS, INCORPORATED, IN THE TOTAL AMOUNT NOT TO EXCEED \$1,018,913.49 FOR THE 2019 AND 2020 WATER AND SEWER MAIN REPLACEMENT FOR PROJECTS WP1986.**

**WHEREAS**, five proposals were received for the 2019 and 2020 Water and Sewer Main Replacement Projects WP1986, and the proposal of Blue Nile Contractors, Incorporated, in the amount of \$1,018,913.49 has been determined by the Director of Public Works to be the lowest and best proposal.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone, Missouri, is hereby authorized to execute a contract with Blue Nile Contractors, Incorporated for work as outlined in the contract for a total amount not to exceed \$1,018,913.49.

**FURTHER, THAT**, funds for such purpose are authorized from the Combined Waterworks and Sewerage System Funds Budget.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10<sup>TH</sup> DAY OF JUNE 2019.**

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Mayor Carol J. Suter

ATTEST:

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Ruth E. Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # 19-21

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/4/2019

Department: Public Works

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Contract Award, Project WP1986, 2019 and 2020 Water & Sewer Main Replacement Projects

Background: Five bids were received for this project, including Bid Alternate 1. Blue Nile Contractors, Inc. was the low bidder with a bid of \$1,018,913.49, followed by Holthouse Construction (\$1,091,792.50), SheDigsIt, Inc (\$1,339,049.00), Linaweaver Construction, Inc. (\$1,436,641.00) and J & N Utilities, Inc. (\$1,438,939.00). The project consists of the installation of over 6,600 feet of new 6" and 8" water mains on N. Montgall from NE 67th Terrace to N. Agnes, N. Agnes from N. Montgall to NE 67th Terrace, N. Olive from NE 61st Terrace to Shady Lane, N. Wayne from Northaven Drive to NE 67th Terrace, NE 75th Terrace from N. Highland to N. Woodland, and the installation of approximately 400 feet of new 8" sanitary sewer in the 6800 block of N. Grand.

Budget Discussion: Funds are budgeted in the amount of \$ 1,150,000 from the CWSS Fund. Ongoing costs are estimated to be \$ N/A annually. Previous years' funding was \$650,000.00

Public/Board/Staff Input: Blue Nile Contractors has been awarded numerous water and sewer projects in recent years, including last year's water and sewer mains replacement. Staff has always been pleased with their performance, and is looking forward to working with them again on this project.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Tim Nebergall  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

**RESOLUTION NO. R-19-22**

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH METRO ASPHALT INCORPORATED, IN THE TOTAL AMOUNT NOT TO EXCEED \$877,189.90 FOR THE 2019 MILL AND OVERLAY PROGRAM FOR PROJECT TP2006.**

**WHEREAS**, two proposals were received for the 2019 Mill and Overlay Program Project TP2006, and the proposal of Metro Asphalt Incorporated, in the amount of \$877,189.90, has been determined by the Director of Public Works to be the lowest and best proposal.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone, Missouri, is hereby authorized to execute a contract with Metro Asphalt Incorporated, for work as outlined in the contract for a total amount not to exceed \$877,189.90.

**FURTHER, THAT**, funds for such purpose are authorized from the Transportation Sales Tax Fund.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10<sup>TH</sup> DAY OF JUNE 2019.**

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Mayor Carol J. Suter

ATTEST:

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Ruth E. Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # R-19-22

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 5/21/2019

Department: Finance

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Contract Award, Project TP2006, 2019 Mill and Overlay Program

Background: Two bids were received for this project. Metro Asphalt, Inc. was the low bidder with a bid of \$877,189.90, and Superior Bowen Asphalt was 2nd low with a bid of \$898,453.65. The project quantities include 500 tons of asphalt to allow the neighboring villages to piggyback onto our contract as in previous years.

Budget Discussion: Funds are budgeted in the amount of \$ 925,000.00 from the TST Fund. Ongoing costs are estimated to be \$ N/A annually. Previous years' funding was \$850,000.00

Public/Board/Staff Input: Metro Asphalt has been awarded the annual mill and overlay program in the past, as well as the 69th St. Reconstruction – N. Oak to N. Holmes. Staff has always been pleased with their performance, and is looking forward to working with them again on this project.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Tim Nebergall  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

**RESOLUTION NO. R-19-23**

**A RESOLUTION AUTHORIZING ACCEPTANCE OF WORK UNDER CONTRACT WITH AB CREATIVE, INCORPORATED, FOR THE HOBBY HILL PARK PLAYGROUND EQUIPMENT, PARK SHELTERS AND RESTROOM PROJECT, AND AUTHORIZING FINAL PAYMENT IN THE AMOUNT OF \$4,664.11 FOR PROJECT CO1656AM.**

**WHEREAS**, work under the contract with AB Creative, Incorporated, for the Hobby Hill Park Playground Equipment, Park Shelters and Restrooms, Project CO1656AM, has been completed to the satisfaction of the Director of Parks, Recreation and Cultural Arts.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone, Missouri is hereby authorized to accept work under the contract and make final payment as follows:

Original Contract Amount:	\$ 431,783.25
Change Orders:	<u>34,627.75</u>
Revised Contract Amount:	\$ 466,411.00
Amount Paid to Date:	<u>461,746.89</u>
<b>Total Amount Due Final Pay:</b>	<b><u>\$ 4,664.11</u></b>

**FURTHER, THAT**, funds for such purpose are authorized from the Hobby Hill Bond proceeds.

**INTRODUCED, READ, PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10<sup>th</sup> DAY OF JUNE 2019.**

\_\_\_\_\_  
Mayor Carol J. Suter

ATTEST:

\_\_\_\_\_  
Ruth E. Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # R-19-23

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/6/2019

Department: Parks & Recreation

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Final payment approval, Project CO1656AM, Hobby Hill Park Playground Equipment, Park Shelters and Restrooms.

Background: Work has been completed on the referenced project and the contractor, AB Creative, Inc., has made application for final pay. Staff has conducted a final inspection and determined the work to be completed in a satisfactory manner, in accordance with the specifications. Change orders of \$34,627.75 were to increase the size of the shelter house restrooms.

Budget Discussion: Funds are budgeted in the amount of \$ 466,500.00 from the OTHER Fund. Ongoing costs are estimated to be \$2,000.00 annually. Previous years' funding was \$0.00.

Public/Board/Staff Input:

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Justin Merkey  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

## RESOLUTION NO. R-19-24

**A RESOLUTION AUTHORIZING ACCEPTANCE OF WORK UNDER CONTRACT WITH AB CREATIVE, INCORPORATED, FOR THE HOBBY HILL PARK ADULT CHALLENGE AND FITNESS AREA PROJECT, AND AUTHORIZING FINAL PAYMENT IN THE AMOUNT OF \$391.59 FOR PROJECT CO1656AM2.**

**WHEREAS**, work under the contract with AB Creative, Incorporated, for the Hobby Hill Park Adult Challenge and Fitness Area, Project CO1656AM2, has been completed to the satisfaction of the Director of Parks, Recreation and Cultural Arts.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone, Missouri is hereby authorized to accept work under the contract and make final payment as follows:

Original Contract Amount:	\$ 39,159.00
Change Orders:	<u>-</u>
Revised Contract Amount:	\$ 39,159.00
Amount Paid to Date:	<u>38,767.41</u>
<b>Total Amount Due Final Pay:</b>	<b><u><u>\$ 391.59</u></u></b>

**FURTHER, THAT**, funds for such purpose are authorized from the Hobby Hill Bond proceeds.

**INTRODUCED, READ, PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10<sup>th</sup> DAY OF JUNE 2019.**

\_\_\_\_\_  
Mayor Carol J. Suter

ATTEST:

\_\_\_\_\_  
Ruth E. Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # R-19-24

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 5/21/2019

Department: Parks & Recreation

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Final payment approval, Project CO1656AM2, Hobby Hill Park Adult Challenge and Fitness Area.

Background: Work has been completed on the referenced project and the contractor, AB Creative, Inc., has made application for final pay. Staff has conducted a final inspection and determined the work to be completed in a satisfactory manner, in accordance with the specifications.

Budget Discussion: Funds are budgeted in the amount of \$ 40,000.00 from the OTHER Fund. Ongoing costs are estimated to be \$500.00 annually. Previous years' funding was \$0.00.

Public/Board/Staff Input:

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Justin Merkey  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

## RESOLUTION NO. R-19-25

**A RESOLUTION AUTHORIZING ACCEPTANCE OF WORK UNDER CONTRACT WITH GENESIS ENVIRONMENTAL SOLUTIONS, INCORPORATED, FOR THE PAINTING OUTDOOR SWIMMING POOL PROJECT, AND AUTHORIZING FINAL PAYMENT IN THE AMOUNT OF \$2,615.95 FOR PROJECT OP1957.**

**WHEREAS**, work under the contract with Genesis Environmental Solutions, Incorporated, for the Painting Outdoor Swimming Pool, Project OP1957, has been completed to the satisfaction of the Director of Parks, Recreation and Cultural Arts.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone, Missouri is hereby authorized to accept work under the contract and make final payment as follows:

Original Contract Amount:	\$ 31,842.00
Change Orders:	20,477.00
Revised Contract Amount:	\$ 52,319.00
Amount Paid to Date:	49,703.05
<b>Total Amount Due Final Pay:</b>	<b>\$ 2,615.95</b>

**FURTHER, THAT**, funds for such purpose are authorized from the Community Center Park Tax Fund.

**INTRODUCED, READ, PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10<sup>th</sup> DAY OF JUNE 2019.**

\_\_\_\_\_  
Mayor Carol J. Suter

ATTEST:

\_\_\_\_\_  
Ruth E. Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # 19-25

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/6/2019

Department: Parks & Recreation

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Final payment approval, Project OP1957, Painting Outdoor Swimming Pool.

Background: Work has been completed on the referenced project and the contractor, Genesis Environmental Solutions, has made application for final pay. Staff has conducted a final inspection and determined the work to be completed in a satisfactory manner, in accordance with the specifications. The original painting bid of \$31,842 was increased another \$6,336 to complete additional painting that was discovered/needed and not originally bid. Further, a leak test was completed prior to opening the pools and leaks found were repaired by caulking the pull gutters at a cost of \$11,778 and the pool pump surge pit was caulked at a cost of \$2,363.

Budget Discussion: Funds are budgeted in the amount of \$ 40,800.00 from the CCPT Fund. Ongoing costs are estimated to be \$0.00 annually. Previous years' funding was \$0.00.

Public/Board/Staff Input:

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Justin Merkey  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

## **RESOLUTION R-19-26**

### **A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A THIRD AMENDMENT TO THE ANTENNA SITE LEASE WITH RURAL CELLULAR CORPORATION D/B/A VERIZON WIRELESS, AT THE WATER TREATMENT PLANT.**

**WHEREAS**, Rural Cellular Corporation d/b/a Verizon Wireless (“Tenant”), currently maintains equipment at the City of Gladstone, Missouri (“City”) Water Treatment Plant tower pursuant to an Antenna Site Lease originally dated February 3, 1997 (“Lease”); and

**WHEREAS**, the term of the Lease expired on June 30, 2017; and

**WHEREAS**, the Tenant has requested that the term of the Lease be extended for a new initial term of fifteen years commencing on July 1, 2019, and for up to two additional five year terms thereafter; and

**WHEREAS**, the City and Tenant have negotiated terms for said extensions including rent adjustments pursuant to the terms of a Third Amendment to the Antenna Site Lease at the Water Treatment Plant Tower; and

**WHEREAS**, the City Council desires for the City to enter into the Third Amendment to Antenna Site Lease at the Water Treatment Plant Tower with the Tenant.

### **NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone is hereby authorized to execute the Third Amendment to Antenna Site Lease at the Water Treatment Plant Tower with Rural Cellular Corporation d/b/a Verizon Wireless.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 10<sup>th</sup> DAY OF JUNE, 2019.**

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Mayor Carol J. Suter

ATTEST:

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Ruth Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # 19-26

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/5/2019

Department: Finance

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Antenna Lease at Water Treatment Plant

Background: In 1997, a lease was executed to put wireless communication equipment at the water treatment plant. This lease has since expired. Staff has been working with Verizon Wireless and American Tower for several months to come to terms on a new lease.

Budget Discussion: Funds are budgeted in the amount of \$      from the      Fund. Ongoing costs are estimated to be \$      annually. Previous years' funding was \$

Public/Board/Staff Input: Over the past several months, staff has been working with American Tower and Verizon Wireless (Lessee) to come to terms on a new lease at the water treatment plant. Highlights of the new lease terms include an initial lease period of 15 years with the availability to extend the lease for two additional 5 year periods, an upfront cash payment, and a guaranteed annual rent increase.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Dominic Accurso  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager



# CITY OF GLADSTONE MISSOURI

Financial Report for 10 Months Ended  
April 30, 2019

## GENERAL FUND

Revenue Source	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
Property Tax	\$ 3,512,889	\$ 3,489,373	\$ 23,516	1%	99%	\$ 3,551,050
Sales Tax	3,403,638	3,312,195	91,443	3%	85%	4,025,000
Gross Receipts Tax	2,976,591	3,012,485	(35,894)	-1%	83%	3,587,000
Licenses & Permits	555,078	600,708	(45,630)	-8%	81%	682,550
Intergovernmental	1,178,328	1,172,463	5,865	1%	86%	1,371,500
Charges for Services	3,180,935	2,966,092	214,843	7%	85%	3,758,100
Fines & Forfeitures	563,012	694,243	(131,231)	-19%	75%	754,500
Operating Revenues	15,370,471	15,247,559	122,912	1%	87%	17,729,700
Misc. Revenue	807,838	830,068	(22,230)	-3%	81%	1,003,512
Equity Transfer	100,000	2,004,809	(1,904,809)	-95%	100%	100,000
Total Revenues	\$ 16,278,309	\$ 18,082,436	\$ (1,804,127)	-10%	86%	\$ 18,833,212

Total revenues for the General Fund through 10 months or 83% of this fiscal year are \$16,278,309 compared to total budgeted revenues for the year of \$18,833,212. Operating revenues for the General Fund are \$15,370,471 while last year at this time operating revenues were \$15,247,559 resulting in a \$122,912 increase from last year. Property tax collections are 1% or \$23,516 greater than last year. Sales tax on a cash basis is 3% higher than the same time last year by \$91,443. Gross receipts taxes are down 1% or \$35,894 from last year, mainly due to decreasing telecom and wireless gross receipts. License and Permits revenues are down 8% or \$45,630 from the same time as last year due to less new construction activity. Intergovernmental is up 1% or 5,865. Charges for Services are up 7% or \$214,843 compared to the previous year due to senior activities. Fines and Forfeitures are down 19% or \$131,231 from the same time last year due to the effects of state legislation and fewer citations issued. Miscellaneous Revenue is down 3% due mainly to fewer transfers into the General Fund from other funds and insurance settlements. Equity transfer is down due to prior year re-appropriations of \$2,004,809.

Expenditure Function	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
General Administration	\$ 1,022,144	\$ 1,036,095	\$ (13,951)	-1%	74%	\$ 1,387,103
Finance	1,249,809	1,161,088	88,721	8%	80%	1,568,783
Public Safety	6,819,063	6,598,009	221,054	3%	81%	8,429,853
Public Works	1,904,070	1,918,692	(14,622)	-1%	78%	2,437,663
Community Development	597,627	657,351	(59,724)	-9%	73%	816,603
Parks & Recreation	2,393,867	2,141,679	252,188	12%	82%	2,903,021
Non-Departmental	661,154	782,061	(120,907)	-15%	74%	890,976
Transfers/Debt	277,643	304,053	(26,410)	-9%	70%	395,015
Total Expenditures	\$ 14,925,377	\$ 14,599,028	\$ 326,349	2%	79%	\$ 18,829,017

Expenditures through 10 months or 83% of this fiscal year amounted to \$14,925,377 or 79% of FY19 budgeted expenditures of \$18,829,017. This indicates that actual expenditures are 2% or \$326,349 more than last year's expenditures of \$14,599,028. General Administration expenditures are comparable to last year, down 1% due to current year contractual obligations and personnel. Finance expenditures are up 8% due to changes in personnel and refund to Medicare. Public Safety expenditures are up \$221,054 or 3% due to increased personnel costs. Public Works expenditures have decreased by 1% due to the timing of road salt invoices. Community Development expenditures are down 9% due to personnel changes. Parks & Recreation expenditures are up 12% or \$252,188 from the same time last year due mainly to increases in Senior Activities. Non-Departmental is down 15% or \$120,907 due to decreased insurance settlements, and downtown development expense classifications. Current revenues are greater than expenditures in the amount of \$1,352,932.

### COMBINED WATER AND SEWERAGE SYSTEM FUND

Revenue Source	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
Sanitation	\$ 5,337,050	\$ 5,106,665	\$ 230,385	5%	82%	\$ 6,542,500
Water	<u>3,565,292</u>	<u>3,458,943</u>	<u>106,349</u>	<u>3%</u>	<u>82%</u>	<u>4,328,931</u>
Operating Revenues	8,902,342	8,565,608	336,734	4%	82%	10,871,431
Misc Revenue	103,691	174,407	(70,716)	-41%	85%	122,000
Equity Transfer	<u>290,000</u>	<u>64,126</u>	<u>225,874</u>	<u>352%</u>	<u>100%</u>	<u>290,000</u>
Total Revenues	<u>\$ 9,296,033</u>	<u>\$ 8,804,141</u>	<u>\$ 491,892</u>	<u>6%</u>	<u>82%</u>	<u>\$ 11,283,431</u>

Total budgeted revenues for the fiscal year are \$11,283,431. Total revenues through 10 months or 83% of this fiscal year, amounted to \$9,296,033 or 82% of FY19 budgeted revenues. Operating revenues are up 4% or \$336,734 from last year due to rate increases in both water and sewer. Miscellaneous revenues are down \$70,716 due to KCP&L rebates received in the prior year.

Expenditure Function	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
Production	\$ 1,076,249	\$ 1,085,551	\$ (9,302)	-1%	82%	\$ 1,310,806
Operations & Maint	1,048,623	880,419	168,204	19%	54%	1,941,226
Sewer Collection	351,163	326,396	24,767	8%	68%	517,900
Non-Departmental	5,107,323	5,243,898	(136,575)	-3%	79%	6,443,594
Debt Payments	<u>431,503</u>	<u>436,376</u>	<u>(4,873)</u>	<u>-1%</u>	<u>41%</u>	<u>1,059,905</u>
Total Expenses	<u>\$ 8,014,861</u>	<u>\$ 7,972,640</u>	<u>\$ 42,221</u>	<u>1%</u>	<u>71%</u>	<u>\$ 11,273,431</u>

Total budgeted expenses for the fiscal year are \$11,273,431. Total expenses through 10 months or 83% of this fiscal year amounted to \$8,014,861 or 71% of FY19 budgeted expenses. Production expenditures are comparable to the previous fiscal year. Operations division expenditures are up 19%, or \$168,204 from the previous year due to water main replacements and repairs. Sewer division expenditures are up 8% or \$24,767 due to personnel costs. Non-departmental is down 3% due to a decrease in sewer usage. Debt payments are comparable to the prior year. Current revenues exceed current expenses for the fiscal year. Net income on a cash basis is \$1,281,172.

## COMMUNITY CENTER AND PARKS TAX FUND

Revenue Source	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
Sales Tax	\$ 726,068	\$ 708,120	\$ 17,948	3%	83%	\$ 874,000
Intergovernmental	700,000	700,000	-	0%	100%	700,000
Charges for Service	951,274	949,151	2,123	0%	73%	1,304,825
Other Revenue	<u>208,292</u>	<u>178,382</u>	<u>29,910</u>	<u>17%</u>	<u>84%</u>	<u>249,000</u>
Operating Revenues	2,585,634	2,535,653	49,981	2%	83%	3,127,825
Misc Revenue	46,518	108,632	(62,114)	-57%	82%	56,700
Transfers	749,500	752,500	(3,000)	0%	100%	749,500
Equity Transfer	<u>292,015</u>	<u>186,265</u>	<u>105,750</u>	<u>57%</u>	<u>100%</u>	<u>292,015</u>
Total Revenues	<u>\$ 3,673,667</u>	<u>\$ 3,583,050</u>	<u>\$ 90,617</u>	<u>3%</u>	<u>87%</u>	<u>\$ 4,226,040</u>

Total budgeted revenues for the fiscal year are \$4,226,040. Total revenues through 10 months or 83% of this fiscal year, amounted to \$3,673,667 or 87% of FY19 budgeted revenues. Operating revenues are up 2% or \$49,981 compared to FY18. Sales tax received is up 3% or \$17,948. Charges for Service are comparable to last year. Other revenue is up 17% due to increased banquet room and pool/facility rental. Miscellaneous revenue is down 57% or \$62,114 due to insurance settlements in the prior year. Equity adjustment is up \$105,750.

Expenditure Function	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
Community Center	\$ 755,148	\$ 730,496	\$ 24,652	3%	87%	\$ 864,987
Natatorium	677,921	638,572	39,349	6%	77%	884,762
Outdoor Pool	102,927	95,986	6,941	7%	53%	195,152
Non-Departmental	113,624	107,768	5,856	5%	79%	143,549
Debt Payments	<u>1,098,537</u>	<u>1,073,241</u>	<u>25,296</u>	<u>2%</u>	<u>51%</u>	<u>2,137,590</u>
Total Expenses	<u>\$ 2,748,157</u>	<u>\$ 2,646,063</u>	<u>\$ 102,094</u>	<u>4%</u>	<u>65%</u>	<u>\$ 4,226,040</u>

Total budgeted expenditures for the fiscal year are \$4,226,040. Total expenses through 10 months or 83% of this fiscal year, amounted to \$2,748,157 or 65% of FY19 budgeted expenses. Community Center expenses have increased 3% from the same time last year due to increased maintenance and janitorial expenditures. The Natatorium expenses are up 6% or \$39,349 from the same time last year because of personnel costs and chemicals. Outdoor Pool expenses are up 7% due to personnel. Non-departmental is up 5% or \$5,856 mainly due to an increase in equipment maintenance and insurance expense. Debt payments have increased from the prior year due to the 2017 lease purchase. Net income on a cash basis is \$925,510.

## PUBLIC SAFETY SALES TAX FUND

Revenue Source	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
Sales Tax	\$ 726,049	\$ 708,099	\$ 17,950	3%	83%	\$ 874,000
Misc Revenue	7,030	10,083	(3,053)	-30%	156%	4,500
Equity Transfer	71,686	-	71,686	0%	100%	71,686
Total Revenues	<u>\$ 804,765</u>	<u>\$ 718,182</u>	<u>\$ 86,583</u>	<u>12%</u>	<u>85%</u>	<u>\$ 950,186</u>

Total budgeted revenues for the fiscal year are \$950,186. Total revenues through 10 months or 83% of this fiscal year amounted to \$804,765 or 85% of FY19 budgeted revenues. Sales tax on a cash basis is up 3%. Misc. revenue is down \$3,053 from the previous year due to the sale of assets.

Expenditure Function	April 2019	April 2018	\$ Change	% Change	% of Budget	FY19 Budget
PSST Law	\$ 481,123	\$ 514,732	\$ (33,609)	-7%	72%	\$ 667,283
Non-Departmental	30,645	24,820	5,825	23%	65%	46,968
Debt Payments	31,895	30,719	1,176	4%	14%	235,935
Total Expenses	<u>\$ 543,663</u>	<u>\$ 570,271</u>	<u>\$ (26,608)</u>	<u>-5%</u>	<u>57%</u>	<u>\$ 950,186</u>

Total budgeted expenditures for the fiscal year are \$950,186. Total expenses through 10 months or 83% of this fiscal year are \$543,663 or 57% of the FY19 budgeted expenses. Law division is down 7% due to personnel vacancies. Non-Departmental is up \$5,825 due to equipment maintenance. Payments for debt are comparable to the previous year. Current revenues are greater than current expenditures. Net income on a cash basis is \$261,102.

Respectfully submitted,



Dominic Accurso  
Director of Finance

**AN ORDINANCE GRANTING A SPECIAL USE PERMIT SUBJECT TO CERTAIN CONDITIONS TO CREATIVE ARTS ACADEMY FOR PURPOSES OF OPERATING A GYMNASTICS CENTER IN AN R-1 ZONE AT 1904 NORTHEAST ENGLEWOOD ROAD.**

**WHEREAS**, pursuant to Section 32-39 of Ordinance No. 2.292, being the Gladstone Zoning Ordinance, public notice was made of a request to grant a Special Use Permit on property at 1904 Northeast Englewood Road and legally described as Lot 2, Englewood Baptist Church Addition; and

**WHEREAS**, public hearings have been held after the publishing of the required notices; and

**WHEREAS**, the Planning Commission of the City of Gladstone did submit its recommendation to the City Council for approval of such Special Use Permit requesting certain conditions as incorporated herein.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**SECTION 1. SPECIAL USE PERMIT:**

**THAT**, Creative Arts Academy is hereby granted a Special Use Permit for operation of a gymnastic center on property at 1904 Northeast Englewood Road, the effective date of which shall be the enactment date of this Ordinance and expiring **fifteen (15)** years from this date, all subject to the terms and conditions set forth herein:

1. Ms. Raisher shall apply for and maintain all applicable State and City business and occupational licenses; copy of such business and occupational licenses shall be supplied to the Community Development Department of the City of Gladstone.
2. This Special Use Permit is to be issued to Ms. Raisher and to be used at this location only. If she relocates, sells or leases out this location to another tenant, either she or another tenant must reapply for a new permit. This Special Use Permit is non-transferable to another tenant occupying this location.
3. Hours of operation for the location shall be limited to 8:00 a.m. to 9:00 p.m. per day, Monday – Saturday.
4. All fire safety requirements shall be complied with and maintained as required.
5. Ms. Raiser shall continue to work with the surrounding neighborhood to ensure that a level of residential privacy be considered/implemented as is feasible. The applicant will work to assure that parking, noise, lighting and traffic congestion are mitigated as it relates to the surrounding residential neighbors when considering extra-curricular activities outside the hours of regular day-to-day operation.

6. Signage at the location shall be limited to applicant owned property or included in a shared signage arrangement with the tenant of the adjacent parcel, and shall follow all rules and regulations associated with all City of Gladstone sign ordinances.
7. The Englewood Road entry to the site shall be restricted to employee use only.
8. A shared parking agreement shall continue to be executed. Such agreement shall provide for cross sharing of all parking, maintenance responsibility and insurance.
9. The 6 foot privacy fence, as well as the property located north and south of the privacy fence (residential homes to commercial use), shall be maintained in perpetuity by the applicant.
10. Any violation of these conditions or other City Code requirements may result in the revocation of this Special Use Permit.

**SECTION 2. SEVERABILITY CLAUSE.** The provisions of this ordinance are severable and if any provision hereof is declared invalid, unconstitutional or unenforceable, such determination shall not affect the validity of the remainder of this ordinance.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 10<sup>th</sup> DAY OF JUNE, 2019.**

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Mayor Carol J. Suter

ATTEST:

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Ruth Bocchino, City Clerk

1st Reading: June 10, 2019

2nd Reading: June 10, 2019

File #2019-003



## *Request for Council Action*

RES ☐ # City Clerk Only

BILL ☒ # 19-21

ORD # 4.472

Date: 6/4/2019

Department: Community Development

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☒ Date: 6/10/2019

Subject: Special Use Permit, Creative Arts Academy, LLC

Background: The applicant is requesting a special use permit renewal (15 year permit) for the continued operation of the Creative Arts Academy, LLC located at 1904 NE Englewood Road. The most recent special use permit issued to Ms. Raisher was in May, 2004. Since 2004, the City of Gladstone has received numerous calls in regard to maintenance between the residential fences and privacy fence installed by the Creative Arts Academy located on the north property line (Pictures can be found in the planning packet). The city has also received a number of phone calls over the years in regard to the large banner hanging from the privacy fence (Creative Arts Academy) along the north property line (Pictures can be found in the planning packet). It is City Staff's recommendation that Ms. Raisher maintain the property between residential fences and the Creative Arts Academy privacy fence located on the north property line. The reason for staff's recommendation is that the property between the two fences has been created and neglected due to the installation of the privacy fence used for the Creative Arts Academy. This is in response to neighborhood requests. As of Monday, May 6th, Ms. Raisher has agreed and started to maintain the subject area. It is also City Staff's recommendation that Ms. Raisher bring into compliance with the current sign code the Creative Arts Academy banner hanging from the privacy fence on the north property line. City Staff requests that Ms. Raisher hang the Creative Arts Academy banner sign inside the frame that is already installed on the fence. This is in response to neighborhood requests. As of Monday, May 13th, Ms. Raisher has agreed to hang the banner sign inside the frame that is already installed on the fence.

Budget Discussion: Funds are budgeted in the amount of \$      from the      Fund. Ongoing costs are estimated to be \$      annually. Previous years' funding was \$

Public/Board/Staff Input:

Mr. Dick Davis, representing Ms. Nancy Norton spoke on her behalf during the public hearing in regard to a gate being installed by Ms. Pam Rashier (Creative Arts Academy). Mr. Davis did not speak in opposition to the Special Use Permit but believes Ms. Rashier owes Ms. Norton a gate so she can have firewood delivered to her home through the backyard. Mr. Davis and Ms. Norton claim that in the 2004 hearing for the initial 15 year SUP, Ms. Rashier and the Planning Commission agreed that Ms. Rashier would install the gate behind Ms. Norton's residence. City staff has not been able to locate any information via memo and the original ordinance that indicates this promise was agreed upon and recorded. In short, Mr. Davis and Ms.

RCA DUE TO CITY CLERK WEDNESDAY 12:00 PM

Norton believe this promise was made and Ms. Rashier claims she did not make that promise. Since city staff is not able to locate any record of this agreement, staff has not requested as a condition, that a gate be installed behind Ms. Norton's residence.

For the past 15+ years, firewood has been delivered via the front door of Ms. Norton's residence by the boy scouts, family and friends. Ms. Rashier is not in favor of installing a fence on her property for Ms. Norton due to insurance liability if someone were to get hurt delivering firewood on her private property.

Ms. Rashier has agreed to the two primary concerns of the neighborhood in regard to signage and maintenance between the commercial and residential fences on the north property line.

The Creative Arts Academy has been in business at this location for 15+ years.

The Planning Commission heard the request on Monday, May 20<sup>th</sup> and approved the 15-year special use permit 8-1.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Austin Greer, Assistant To the City Manager/Planning Administrator

City Attorney PC

City Manager SW



## GLADSTONE PLANNING COMMISSION MINUTES

Council Chambers May 20, 2019

**1. Meeting called to Order- Roll Call.** Chair McGee called the meeting to order at 7:00 pm.

Commissioners present were: Mike Ebenroth  
J.N. Hernandez  
Alicia Hommon  
Gary Markenson  
Jennifer McGee, Chair  
Katie Middleton  
Kim Murch  
Shari Poindexter  
Bill Turnage

Not present: Chase Cookson  
James New  
Larry Whitton

Also present: Jean Moore, Mayor Pro Tem  
Bob Baer, Assistant City Manager  
Austin Greer, Assistant to the City Manager/Planning Administrator  
Alan Napoli, Administrator Comm Dev/Building Official  
Cheryl Lamb, Administrative Assistant

**2. Pledge of Allegiance to the United States of America.**

**3. Approval of Previous Meeting Minutes: April 15, 2019.** Chair McGee asked if there was a motion to approve the minutes from the April 15, 2019 meeting. Mr. Turnage moved to approve the minutes; Mx. Hernandez seconded. The minutes were approved, 9-0.

**4. Other Business.** None.

**5. Public Hearing: SUP Continuance for Creative Arts Academy, File #2019-003.** Mr. Greer shared that Ms. Pam Raisher is requesting a special use permit renewal which is a 15 year permit for the continued operation of Creative Arts Academy LLC located at 1904 NE Englewood Rd. The most recent special use permit issued to Ms. Raisher was May, 2004. Since 2004, the City of Gladstone has received numerous calls in regard to maintenance between the residential fences and privacy fence installed by the Creative Arts Academy located on the north property line. The City has also received a number of phone calls over the years in regard to the large banner hanging from the privacy fence along that north property line. It is city staff's recommendation that Ms. Raisher maintain the property between the residential fences and the Creative Arts Academy privacy fence located on the north property line. The reason for staff's recommendation is that the property between the two fences has been created and neglected due to the installation of the privacy fence used by the Creative Arts Academy. This is in response to neighborhood requests. As of Monday, May 6<sup>th</sup>, Ms. Raisher has agreed and is starting to maintain the subject area. It is also city staff's recommendation that Ms. Raisher bring into compliance with the current sign code, the Creative Arts Academy banner hanging from the privacy fence on the north property line. City staff requests that Ms. Raisher hang the Creative Arts Academy banner sign inside the frame that is already installed on the fence. This is in response to neighborhood requests. As of Monday, May 13<sup>th</sup>, Ms. Raisher has agreed to hand the banner inside the frame that is already installed on the fence.

City Staff recommends that the following conditions be considered if the Planning Commission and City Council choose to approve this project request:

1. Ms. Raisher shall apply for and maintain all applicable State and City business and occupational licenses; copy of such business and occupational licenses shall be supplied to the Community Development Department of the City of Gladstone.
2. This Special Use Permit is to be issued to Ms. Raisher and to be used at this location only. If she relocates, sells or leases out this location to another tenant, either she or another tenant must reapply for a new permit. This Special Use Permit is non-transferable to another tenant occupying this location.
3. Hours of operation for the location shall be limited to 8:00 a.m. to 9:00 p.m. per day, Monday – Saturday.
4. All fire safety requirements shall be complied with and maintained as required.
5. Ms. Raiser shall continue to work with the surrounding neighborhood to insure that a level of residential privacy be considered/implemented as is feasible. The applicant will work to assure that parking, noise, lighting and traffic congestion are mitigated as it relates to the surrounding residential neighbors when considering extra-curricular activities outside the hours of regular day-to-day operation.
6. Signage at the location shall be limited to applicant owned property or included in a shared signage arrangement with the tenant of the adjacent parcel, and shall follow all rules and regulations associated with all City of Gladstone sign ordinances.
7. The Englewood Road entry to the site shall be restricted to employee use only.
8. A shared parking agreement shall continue to be executed. Such agreement shall provide for cross sharing of all parking, maintenance responsibility and insurance.
9. The 6 foot privacy fence, as well as the property located north and south of the privacy fence (residential homes to commercial use), shall be maintained in perpetuity by the applicant.
10. Any violation of these conditions or other City Code requirements may result in the revocation of this Special Use Permit.

Chair McGee opened the floor to members of the public who are in favor of the application.

Mr. Markenson stated that he had a question for City staff. He asked if the original permit required the applicant to maintain the property free of litter and conform to the City sign ordinance.

Mr. Greer shared that as City staff looked back to some of the memos and the ordinance, they couldn't find any indication of that. Not specifically. That is why it is now being added to the list of conditions.

Mr. Markenson reiterated that there were numerous complaints. Numerous three, numerous . . .

Mr. Greer said that it was phone calls over the last 15 years.

Mr. Markenson asked if he knew how many.

Mr. Greer couldn't say how many over the past 15 years. They will hear from Mr. Dick Davis who is representing a resident tonight with some of the complaints that are being addressed in the staff report tonight.

Mr. Markenson asked about condition number 5; at the very end it talks about activities outside the hours of regular day-to-day operation. Earlier on it says the hours of operation shall be 8am to 9pm. He asked if they can go beyond that. He was confused as it seemed to be a contradiction.

Mr. Greer said that some of the conditions were taken from the previous permit issued 15 years ago. He felt that Ms. Raisher could better explain some of the operation hours that she has. She agreed to these hours 15 years ago and they thought it made sense to keep them the same. There haven't been any complaints with the hours.

Mr. Markenson said that it seemed that last phrases in number 5 would seem to say that they could have events beyond that. He asked if he was reading it wrong.

Mr. Greer confirmed he was not reading it wrong. There may be a wording issue there that needs to be addressed. He asked Ms. Raisher if she would like to step up to the podium and talk about some of different classes she represents for clarification.

Ms. Raisher said they don't do much beyond 9:00pm. Occasionally, over the last 15 years they have had overnight sleepovers with 8 to 10 kids. That is usually a team experience and never conflicts with anything which is why they have never had any complaints. That is the verbiage that was offered to her in the special use permit 15 years ago. It has worked. Their hours; generally they are done by 8:30 in the evening. They comply with the hours shown. If they have an overnight, which they prefer not to have, they might do an overnight once every two or three years. It has never been an issue and it's not a huge bunch of people, children.

Mr. Greer asked Mr. Markenson if that explained it.

Mr. Markenson restated that they aren't going to do it much, but if they do it they are going to conform to the lighting and all the other stuff.

Mr. Greer confirmed that was correct.

Mr. Turnage asked Ms. Raisher if any of the neighbors addressed any of these issues with her directly.

Ms. Raisher replied no. She has never had a complaint. One time there was a tree that has a limb down that she was asked to cut it down and she did that within a few days. That was not a neighbor that was the City itself. That was one issue over 15 years.

Chair McGee asked if there was anyone who wished to speak in favor of the application. None.

Chair McGee asked if there was anyone who wished to speak in opposition to the application.

Dick Davis, who lives at 5826 N Kensington which is two blocks outside of Gladstone. He spent his first 39 years in this town, in Gladstone, as a resident. In 2004, he served on the Planning Commission that considered the initial proposal to authorize this special use permit. Two other members of that Planning Commission, Brian Hill, who later served on the City Council, and Wendell Kaiser, who has moved out of the city and couldn't be here tonight, agree with the points that he will make tonight. Brian had a conflicting meeting and he will be there later if his meeting ends early.

Mr. Davis stated that when their Commission considered this there was much debate about why this proposal was not going to zoning. Churches are allowed in our 1 zone in Gladstone and we were assured that this would remain an R1 property. The three of them were surprised that, after the approval, commercial zoning signs appeared in different places on the property. Commercial zoning is not allowed in R1 zones. They would have never authorized a revision of the R1 zoning. He thinks that any renewal of

this application should prohibit commercial zoning period. If you look at the property it stretches from Antioch Road to North Oak. Not a single commercial use anywhere in that property, yet there is this one property that usually has 3 or 4 commercial signs on it.

Second, they were told that a fence would be provided as a buffer between the parking lot and fenced back yards of the properties on 57<sup>th</sup> Street. The area between the fences would be landscaped and maintained by Creative Arts Academy. They discussed insuring an adequate distance between the fences to make this landscaping possible. They were shocked in days after the approval that a fence appeared very close to the rear fences. It was so close that a lawnmower could not be passed from one end to the other. Still can't. There was nothing resembling landscaping. In fact, for fourteen plus years there has been no maintenance. The last few weeks with renewal pending they have seen some cleanup. But the narrow space has been an overgrown eyesore. He urged them to take a look at this space and ask themselves, "Would I tolerate this in my backyard?" His guess is no.

Third, a Nancy Norton owns the property and resides at 1805 NE 57<sup>th</sup> Street and has for the past 53 years. Nancy was presented and he asked her to stand. Nancy asked their Commission for a gate to be provided in their fence so that firewood could continue to be delivered to her property. The presenter of the proposal, Ms. Raisher very graciously agreed that the gate would be provided as requested. Since before the gym's construction, Nancy had used the church's parking lot for delivery of firewood with no objection. Nancy is a single mother with five children and heats her house with firewood to save money. Several years later when the church sought City approval to build the gym, and notice the gym is about 10 feet from the rear line, it needed a special permit from the City because it violated the rear yard setback requirements. Neighbors were asked for their concurrence. Nancy said she would have no objection as long as her gate access would continue to be allowed. The fence was later built with no gate and CAA's response was that her insurer objected to the gate, and this was after she made her commitment to us in the planning commission meeting. Unfortunately, the planning commissioners, the City kind of screwed up and their meeting did not reflect any discussion regarding the fence. If you look in the minutes, you can't find a word about it. Ms. Raisher was able to ignore her agreement to provide the gate because the City failed to document the agreement. That incurred despite the fact that a former mayor, that's him, a former council member, that's Brian, three planning commissioners and Mrs. Norton all were there and all would serve as witnesses that she made that commitment. If the extension is approved, this would be a good time for the city of Gladstone to demand that the petitioner live up to her previous commitments. Meaning they do have a chance to correct a mistake that their planning commission failed to do. They didn't get it in the minutes, and as a result (inaudible). At a minimum, decent maintenance between the fences should be demanded. He is impressed that the city staff recommendation addresses that. That may require several gates for sufficient access. You can't get to it, let alone maintain it. And Nancy's gate should be provided to align with her fence, and it should not have a lock. Nancy needs the chance to get through that gate without the lock. The gate would not be a safety issue as Ms. Raisher said earlier, because of insurance. Anyone could walk between the fence could simply walk around the fence and get to the same place.

Last, he thinks the Creative Arts Academy has not been a good neighbor, far from it. You should be reluctant to extend for 15 years. Consider a short-term extension and if she is a better neighbor, a longer term extension could be provided at the next renewal. He thanked them for their patience and listening to his presentation.

Ms. Hommon asked him to elaborate on what he was referring to that they have not been a good neighbor.

Mr. Davis replied that in 14 years there has been zero maintenance. The good side of the fence has been maintained. Nancy's side has not been maintained. You've got 14 years of growth. Some neighbors would go over the fence and clean it up, others would not. But absolutely zero for 14 ½ years.

Ms. Hommon asked if they had been a good neighbor as far as the business aspect.

Mr. Davis answered that, to his knowledge, there have been no complaints about the other side of the fence, other than the signage which was a complete surprise. He responded to Mr. Markenson's question about the hours and said nobody had complained about the hours. The hours haven't been a problem. He did say that Brian Hill served on the City Council for three years and his term as a planning commissioner included much discussion between the City Council and City staff on what they could do insure compliance. They tried to get the gate in, but obviously they failed.

Mr. Ebenroth asked a question about the gate. He asked if the planning commission had a recommendation that a gate be installed.

Mr. Davis confirmed that was correct. They asked Ms. Raisher if she could do that and she said she would be delighted.

Mr. Ebenroth inquired if they had a chance at the next planning commission meeting to review the minutes.

Mr. Davis confirmed that they blew it.

Mr. Ebenroth stated that it was approved at the Council meeting as well without the gate in there.

Mr. Davis said that they never saw the minutes. He added that Ms. Norton had three children she raised. Today she is 80 years old and still lifting that firewood by herself because she makes a living by doing ironing and cleanup work for other people. He is there because he hates to see a situation where a wealthy commercial establishment takes advantage of the fact that they didn't document that she agreed to provide a simple gate which would be a great asset to a woman that really can't afford to be paying for that.

Ms. Middleton asked how the firewood has been delivered for the past 15 years.

Mr. Davis said through the front yard and lugging it to the back yard. Her son will come over and move some of it.

Ms. Middleton asked if it needs to go to the back yard.

Mr. Davis said it is stored in the back yard.

Ms. Middleton asked Ms. Raisher if she would be agreeable to putting a gate into the fence.

Ms. Raisher said this was actually brought back to the council as was determined that this was not an issue that should be determined by the City Council. She did not agree to put in a gate. After looking, number one she didn't want to put in a 400 foot privacy fence which is what Ms. Nancy Norton wanted so she put that in. She did not agree to maintain it because there is minimal space and there is an easement behind that fence. She has now agreed to do that. However, a lot of her property has become a dumping ground for the neighbors. If anyone has driven Englewood Road to see Englewood Baptist Church and Creative Arts Academy which sit side-by-side, she has spent a ton of money maintaining the property, improving the visual for the City of Gladstone. This is a space that, number one, you can't see unless you are looking out the back. Those people are throwing everything over the fence so she can clean it up. She added that she is not a wealthy business person.

Ms. Middleton confirmed that was a no to the gate.

Ms. Raisher said she would not put in a gate. Her insurance and her attorney determined, and so did the City Council, that if she allows one neighbor to have access to her parking lot and have their firewood delivered doesn't she need to let all 19 neighbors have access. The city at one point trying to get everyone happy went so far as to demand an electric gate so it could be locked. She's just a private business person trying to protect her property. They have a parking lot situation.

Ms. Middleton asked for the City staff perspective on this gate issue.

Mr. Greer said he wouldn't give their perspective on it. What he will say is when staff looked through the memos and the ordinance that was passed there was no recollection of a gate being installed.

Ms. Poindexter asked for clarification that they want a gate on Ms. Raisher's property, in your fence, so someone can have firewood delivered on your pavement and then they can carry it through.

Ms. Raisher confirmed that was correct.

Chair McGee asked if there were any additional people speaking for the opposition.

Mr. Davis added that it is totally within the planning commission's prerogative to recommend that a single gate be provided. If that is approved the only way that they could demand 17 more gates is to go back to the next review 15 years from now.

Nancy Norton, 1805 NE 57<sup>th</sup> Street, approached the podium. She said that the fence was fine. She did good with the fence. She takes care of the other side of the fence. In between the fences you can get a lawnmower in there but you can't turn it around. She takes care of her back yard and in between the fences and it is a big to do. Her neighbors do not. She had a rental house next door and she agreed that the rental house was, they should have torn it down, but they didn't. Everything went over the fence in between. The trees grew up. Everything was thrown over there. Everything has grown up from her house out. Her children are concerned that, if she has a fire at her house, how does she get out the back door. She can get out the back door, but she would have to climb over all the fences to get out. That is a fire lane in that alley, which should be cleaned. Whether it's cleaned by Ms. Raisher, all of that land in between belongs to the houses. That land is hers. She thinks the house should be responsible to cut the grass, to cut the trees, and do all that. Not Ms. Raisher. That's not her land. Her problem is the fence. She is looking from here to over there, and she has this nice white fence that is full of mildew, green junk, whatever, it is discolored. She has scrubbed it, but it has gotten beyond. She thinks Ms. Raisher needs to get out there, power wash it, scrub it, do something so she doesn't have to look at the unsanitary, moldy fence. The gate. She promised me a gate. Nancy said she could come in, move in, put a fence up; give me a gate. She has had three trees taken down and she's got two more that may have to come down. She has had to tear up a perfectly good bush, tear up her space, tear up her side fence between the houses and drag this tree, after they cut it down, out. She would like a riding lawnmower, she's getting to the point she needs one, but if she had to spend money to put a wider fence in on the side to save her money, because she promised us a gate. She can't get a wide lawnmower back there unless she tears up the side of the fence. That would be an expense to her that she can't afford. Since she said she would give me a gate, I realize it's private property, but that's church property. She's lived there since '66, 55 years. The kids learned to ride their bicycles, people learned to drive their cars, kids roller skate, you pull your kid in a wagon. That's private property but it's the church. It's not interfering with the little space of parking that she owns. She owns 3 feet away from the fence out, all the way down. The mildew on the fence, the space in between and all the garbage which was really from the rental house. Other people have bushes, they don't cut the grass, the weeds are all over,

and the trees are all over. Whether that's her responsibility or the individual people that live there, she doesn't know. Hers is clear, but as far as the wood man coming, yes, she burns wood. She can't afford gas, she'd freeze to death. If you knew the difference, you'd have wood too. But the wood man comes; he throws it over the fence. He used to drive it in, back it in, unload it and stack it with no problem. It's just that she told me she would give us a fence and I think we need a fence. As far as all the advertisement, yes. As far as her cars and lights, she solved that problem. Other than that, she doesn't bother me. She doesn't like the fence. Not her side. Ms. Raisher's side looks great.

Mr. Greer recapped the conversation a little bit. There were two primary concerns coming into tonight. The maintenance between the commercial fence and the residential fence that she was discussing; and then the signage. Through the conditions, through staff, Ms. Raisher has agreed to both of those conditions. To maintain that property in between the two fences and to put her sign in the bracket that was made for that. The two conditions for tonight have been addressed and have been agreed to. The other condition to consider from Mr. Davis and Ms. Norton is the access of the gate. Again, City staff was not able to locate any of that information in the minutes or in any memos from 15 years ago. That is the recap he wanted to share on tonight's meeting.

Chair McGee asked if there were any other comments from the public. None.

Chair McGee closed the Public Hearing.

Mr. Markenson asked if it was appropriate for a special use permit to require a gate. He wanted to know if this was the time to do that and, if they don't do it now, is this . . .

Mr. Greer shared that when City staff discussed the reasoning on the gate and he spoke with Mr. Davis and he recalled fifteen years ago that it was promised. Ms. Raisher has been in business roughly 20 years. The first special use permit is issued for one year; the second for three; the next for five. We are going off a 15 year permit and hoping to do another 15 year permit here tonight. However, with a special use permit, it is not mandated to put in a date. If he had been able to find it in the staff report from 15 years ago, they would have had that conversation more closely with Ms. Raisher. Given that this has been approved multiple times in the special use permit process, they didn't think it was appropriate from staff's perspective to include this within the conditions tonight.

Mr. Markenson asked if it could be done.

Mr. Greer replied it could be done. It could be costly, it could be very minimal. It just depends.

Mx. Hernandez asked if that would reset the cycle of, instead of being 15 years it would go back to a one year permit and go up the scale again.

Mr. Greer said no. It doesn't have to be that way if the planning commission or the City Council deemed that a gate needed to be installed, it could still be the 15 year permit.

Ms. Poindexter asked if Ms. Raisher is required to put in a gate, how she gets the wood into her property; doesn't she need to have a gate in her property too, or does she have a gate.

Ms. Norton replied no.

Ms. Poindexter said that if they solve the problem of requiring a gate or asking for a gate for wood to be delivered, but how does Ms. Norton get that wood into her property.

Ms. Norton said she has a gate, a double gate. The gate she would put in is not just for her and wood. It's for the neighbors. The neighbor had a riding lawnmower but couldn't get it in anymore because there's no gate.

Ms. Poindexter asked who had a gate.

Ms. Norton said that everybody had a gate. The gate she puts in would be for not just her, but for all of them.

Mr. Greer interjected to Chair McGee that the public hearing was now closed so any questions would need to be addressed to staff at this point.

Ms. Hommon shared her thought process. The special use permit is in this case is applied because this is residential zoned. Hypothetically, if this were a home behind the property and not a business, because it's a residential zone, what would be the conversation they would be having regarding this gate.

Mr. Greer said it's a commercial use, so it is considered commercial and that is why they are asking her to maintain the property in between and also why she had to install a 400 foot fence. He asked for clarification on the question.

Ms. Hommon said her question is, if she was a neighbor behind Ms. Norton and she installed a privacy fence, would she need to have a gate as a neighbor to Ms. Norton that installed a privacy fence. Would she need to have a gate there?

Mr. Napoli replied that she would not.

Mr. Greer confirmed the answer is no.

Mr. Markenson asked if it would be possible to entertain a motion to postpone until their next meeting to allow staff to work with the parties on getting a cost on a gate.

Chair McGee said he could put that to a motion.

MOTION: Mr. Markenson moved that they leave this on the table until the next planning commission meeting to allow staff an opportunity to try to work out a compromise on a gate that would become a recommended condition. No second. The motion did not carry.

Chair McGee asked if there was any additional discussion.

Ms. Middleton asked if the conditions are not met, can the city revoke the special use permit.

Mr. Greer replied that yes. He gave as an example, if the maintenance between the two fences isn't well kept, technically it could be revoked.

Ms. Middleton asked for the definition of "well kept".

Mr. Greer said that there is a maintenance code that they go by.

Ms. Hommon asked if the appearance of the fence on the backside is included in the maintenance.

Mr. Napoli said yes, but to access that they would have to access every one of the neighbor's backyards, and if they could visually see it, then yes.

Mr. Murch asked if in normal residence to residence who is responsible for the backside of the fence.

Mr. Napoli replied that whoever owns the fence is responsible for the fence, both sides.

Mr. Murch he asked Mr. Napoli to confirm that it was difficult to monitor one side because you don't have access.

Mr. Napoli stated that the other side is private property. To go on that side of the fence they would have to access private property and each resident would have to give us permission to go on their property to view the fence from the back side.

Chair McGee asked if, in order for the code to be enforced, a neighbor would have to invite you into their back yard.

Mr. Napoli confirmed that was correct. He added that, by law, they cannot trespass on private property unless they are invited. They can only address what they can see from the city's right-of-way.

Mx. Hernandez asked if the space between the fences is entirely closed off by fences. He said it looks like, from the picture, there is an opening on the side of it.

Mr. Greer shared that along the 400 foot fence there are openings on both sides. If you walk back there, some spaces are wider than other but there is access to both sides.

Mr. Murch asked if the area between the fences is property that is owned by the special permit holder.

Mr. Napoli said that when he looked at that it looks like most of the property does belong to her. He wasn't sure. The fences in the back jog a little bit so he's not 100% sure where all the property lines. He believes her fence is not directly on the property line, it's just off the property line. Some is owned by her and some is owned by the other residents. Without an accurate survey he isn't able to say exactly where the line is at. Mr. Greer added that, along the 400 feet, it is a combination of both.

Mr. Murch asked if, in order for her to maintain that area, she has to trespass on somebody's property.

Mr. Greer said he couldn't definitively say that without a survey being done. There is enough space back there where she is willing to have her landscaping contractors go through and maintain that for whoever owns that property. He knows that's not a very good answer, but it is 400 feet long and the spaces back there differ from between 5 feet and 10 feet, or 4 feet. It's variable so it's hard to determine without an actual survey who owns what piece of that fence. She is taking it upon herself to maintain the entirety of that.

Mr. Murch asked if anybody along that 400 foot has used her fence as their back fence and eliminated the space between.

Mr. Greer replied that, from what they can see from the right-of-way, it looks like there is chain link fence that is owned by residential along the majority of that property. But without actually going in those back yards and looking, it's hard definitively tell.

Mr. Murch said that they have access to be on her private property if she allows you back there.

Mr. Greer said yes.

Mr. Murch stated they would not have to go to each individual house.

Mr. Greer replied no.

Mr. Murch asked if she owns the backside of the fence and she opts not to power wash it, what would be the difference between him and his neighbor if he owned the fence.

Mr. Napoli said there wouldn't be any difference. He's never had the issue come up where one neighbor complained unless it was in a state of disrepair. If there any mold or mildew to power wash, they would take care of it themselves since it's on that side. They just maintain it. He knows some people who have painted the fences that are facing them. You would own it but there are a lot of people who would maintain the other side of the fence, or clean it off. He has a fence up against his property that has some stuff on it. It's grayed out but his neighbor comes by every once in a while and pounds the nails back in. It varies on who wants to do what and how much they care about what view they see from their property.

Mr. Greer said that there are a lot of hypotheticals they could run through. The fact of the matter is that Ms. Raisher has agreed to maintain that property in between the two fences.

**MOTION: By Ms. Poindexter, seconded by Ms. Hommon, to approve the special use permit for the Creative Arts Academy, File #2019-003. The motion carried 8-1.**

6. **Public Hearing: SUP Continuance for K Tailor, File #2019-004.** Mr. Greer stated that the applicant is Mr. Jong Kim who seeks approval of a special use permit for five (5) years for the operation of a homebased alteration and tailor business located at 2404 NE 72<sup>nd</sup> Street. The location of this single family residence is near a busy commercial intersection, which alleviates any concern that a homebased business with visiting customers would have a negative impact on adjacent residential uses. One sign will be permitted and displayed on the premises in compliance with the current sign code and shall not exceed six (6) square feet. Given that last year's planning commission discussion in regard to this special use permit, a strong argument was articulated that the applicant should be allowed one (1) sign. The special use permit was approved unanimously in 2018. Over the past year, the applicant has been sent two (2) separate notices in regard to sign violations. The applicant and the City staff have met and the issue of the signage is resolved as of May 2019.

City staff recommends that the following conditions be considered if the Planning Commission and the City Council choose to approve this project request.

1. This Special Use Permit is issued to Jong H. Kim to be used at the above noted address.
2. This Special Use Permit shall be non-transferable to any other person or company, or to any other location.
3. Any changes in operation of the business by Jong H. Kim or change in ownership shall render this Special Use Permit null and void.
4. No person other than Jong H. Kim shall be employed at this location or any other address in association with the alteration shop by Jong H. Kim.
5. Hours of operation shall be limited to 6:00am to 7:00pm.
6. Jong H. Kim must reside at this residence for this permit to be valid.

7. Jong H. Kim shall apply for and maintain all applicable State and City business and occupational licenses; copy of such business and occupational licenses shall be supplied to the Community Development Department of the City of Gladstone.
8. One sign shall be permitted and displayed on the premises in compliance with the current sign code and shall not exceed six square feet.

Chair McGee asked if there were any members of the public that would like to speak in favor of the application.

Mr. Kim and his translator approached the podium. His translator said that he was a church member and he would speak for Jong Kim. He stated the address was 2404 NE 72<sup>nd</sup> Street. He shared that Mr. Kim has been in business since last year. So far business is not really good but he tries hard. His customers like his business. He doesn't have any parking problem as there is room to turn around and there have not been any issues.

Mr. Turner asked a question of Mr. Napoli. He wanted to know the nature of the sign violations and if it was because of multiple signs, or because they weren't in the correct place.

Mr. Greer replied that there were multiple signs. There were a multitude of things that were wrong with those signs, but they have it squared away at this point with the one sign.

Chair McGee asked if there were any members of the public who wished to speak in opposition to this application. None.

Chair McGee closed the public hearing.

Ms. Hommon asked to make a comment. She shared that she drives past there regularly and the sign that is there now is very tastefully done. It doesn't feel like it's garish for being a place where there are homes directly nearby. She wanted to state that for the record.

Mr. Murch asked City staff how they could turn that property into commercial zoning.

Mr. Greer said given the residents that are in the audience tonight he didn't feel it was appropriate to discuss turning that property into a commercial zoning location at this time.

Mr. Murch said that they are asked to do a special use permit from residential to commercial. He asked why they aren't saying it should be commercial property with a special use permit for R-1.

Mr. Greer stated that it is a residential home at this point. If there was ever a time that Mr. Kim left, his family moved from that spot and sold it, and there was something that wanted to be developed there, they could potentially go through a rezoning process. Until that happens, there is no way that they would go through a rezoning process with someone living in that location.

Mr. Murch asked if they were sure that it is a residence or is it a business. They are asking them to make it a business.

Mr. Napoli said that it is a residential single family home. He uses a portion of it for the business. If you were to rezone the property to commercial, he would never be able to sell that house as a single family residential home. It would be commercial and it's not a commercial structure. It was built and designed for single family residential. He just wants to use it to have a business out of. It's no different than someone

who is running a tax business out of their home or a daycare or something like that. That's why the special use permit is being used. Otherwise, from a commercial use, he would not be allowed to live there and he would have to find someplace else to reside.

Mr. Murch asked if there was a special use permit for having a residence.

Mr. Napoli replied no. It's not a commercial business. It is not designed or equipped, and there is not a special use permit for a single family or residential living facility.

Mr. Murch said he didn't want to be argumentative but what would make it suitable for a commercial use.

Mr. Napoli said that for what he's doing, that's what the special use permit is, he has a room that he uses there that he does all of his tailoring. For example, if you were an accountant working at home and used one room as your office to do all of your accounting work there inside that house, that room would be taken off on your taxes. Same principal. He lives there, he's got a room he's using for his tailor business then the rest of the home is his single family residential home.

Mr. Murch asked where ADA comes into any of this with a commercial business being run in a home.

Mr. Napoli replied that with a special use permit it would not prevail there. If it were a commercial business then he would have to bring it all up to the standards for accessibility, commercial requirements, etc.

**MOTION: By Mr. Markenson, seconded by Mr. Turnage, to approve the special use permit for the K Tailor, File #2019-004. The motion carried 9-0.**

**7. Communications from City Council.** None.

- 8. Communications from City Staff.** Mr. Greer shared that the spring edition of the Gladstone Magazine has been released and was sitting on their table. The outdoor municipal pool opens this Saturday, May 25<sup>th</sup>. City Hall will be closed Monday, May 27<sup>th</sup> in observation of Memorial Day. NAWs Woofstock will be taking place June 1<sup>st</sup> at Linden Square. This is a festival for people and pets that will feature music, contests and vendors. There is the City-wide Garage Sale coming up June 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup>. There will not be Planning Commission meeting on June 3<sup>rd</sup>, but there will be a meeting on June 18<sup>th</sup>. They will be looking at a Hy-Vee renovation application as well as the sign code.

Mr. Napoli asked them to note that June 18<sup>th</sup> is a Tuesday, not a Monday. There will be a work study session on the new sign code. The city counselor will be there so he can discuss the legal aspects of it. He can't be present on a Monday, so that is why they are holding the meeting on Tuesday.

- 9. Communications from Planning Commission Members.** Mr. Markenson shared that the new Linden Square event brochure is out. It is jam-packed full of neat stuff. Also, the Atkins-Johnson farm is part of it. It's all in one book and you can do something every night this summer in Gladstone. He was very impressed by that. He shared that there was a Mother-Daughter Tea at Atkins-Johnson Farm. It was well attended, 96 people were there. It was well-catered and a tremendous success, even though it rained on them a little bit; rained on them a lot.

Mr. Murch reminded everyone that May is National Military Appreciation Month. Last Saturday was Armed Forces Day. Memorial Day is coming up this weekend, and Flag Day is June 14<sup>th</sup>. He reminded them that liberty and justice are not a given. That is based on the sacrifices of our service people past and

present. He invited everybody to join Gladstone's American Legion Post 66 for a Memorial Day service at 10:00am this coming Monday. It will be at Anita Gorman Park where the fountain is on Vivion and Oak. The featured speaker will be the only living Medal of Honor recipient in Missouri, Colonel Doc Ballard. He was presented the Medal of Honor by Reagan in 1970, which is the highest valor award that can be presented to any military member in a foreign conflict or war. He was awarded it because as a medic he jumped on a grenade saving the lives of many, many of his comrades. That will be 10:00am this coming Monday.

Mr. Turnage expressed his thanks to the City for cleaning the mud out from under the bridge over Rock Creek Trail. It is better and will probably be necessary again.

**10. Adjournment.** Mr. Markenson motioned to adjourn; Ms. Poindexter seconded.

**Chair McGee adjourned the meeting at 7:55pm.**

Respectfully submitted:

\_\_\_\_\_  
Cheryl Lamb, Recording Secretary

Approved as corrected \_\_\_\_\_

\_\_\_\_\_  
Jennifer McGee, Chair

Approved as submitted \_\_\_\_\_

**BILL NO. 19-22**

**ORDINANCE NO. 4.473**

**AN ORDINANCE GRANTING CONTINUANCE OF A SPECIAL USE PERMIT SUBJECT TO CERTAIN CONDITIONS TO JON H. KIM FOR OPERATION OF A TAILOR OPERATION IN AN R-1 ZONING ON PROPERTY AT 2404 NORTHEAST 72<sup>nd</sup> STREET.**

**WHEREAS**, pursuant to Section 32-39 of Ordinance No. 2.292 being the Gladstone Zoning Ordinance, public notice was made of a request for a Special Use Permit on property at 2404 Northeast 72nd Street; and

**WHEREAS**, public hearings have been held after the publishing of the required notices; and

**WHEREAS**, the Planning Commission of the City of Gladstone did submit its recommendation to the City Council for approval.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**SECTION 1. SPECIAL USE PERMIT:**

**THAT**, Jon H. Kim is hereby granted a Special Use Permit for operation of a tailor operation on property at 2404 Northeast 72nd Street, the effective date of which shall be the enactment date of this Ordinance and expiring five years from the date of passage of this ordinance, all subject to the following conditions:

1. This Special Use Permit is issued to Jon H. Kim to be used at the above noted address.
2. This Special Use Permit shall be non-transferable to any other person or company, or to any other location.
3. Any changes in operation of the business by Jon H. Kim or change in ownership shall render this Special Use Permit null and void.
4. No person other than Jon H. Kim shall be employed at this location or any other address in association with the alteration shop by Jon H. Kim.
5. Hours of operation shall be limited to 6:00am to 7:00pm.
6. Jon H. Kim must reside at this residence for this permit to be valid.
7. Jon H. Kim shall apply for and maintain all applicable State and City business and occupational licenses; copy of such business and occupational licenses shall be supplied to the Community Development Department of the City of Gladstone.
8. One sign shall be permitted and displayed on the premises in compliance with the current sign code and shall not exceed six square feet.

**SECTION 2. SEVERABILITY CLAUSE.** The provisions of this ordinance are severable and if any provision hereof is declared invalid, unconstitutional or unenforceable, such determination shall not affect the validity of the remainder of this ordinance.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 10<sup>th</sup> DAY OF JUNE, 2019.**

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Mayor Carol J. Suter

ATTEST:

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Ruth Bocchino, City Clerk

1st Reading: June 10, 2019

2nd Reading: June 10, 2019

File #2019-004



## *Request for Council Action*

RES ☐ # City Clerk Only

BILL ☒ # 19-22

ORD # 4.473

Date: 6/4/2019

Department: Community Development

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☒ Date: 6/10/2019

Subject: Special Use Permit, K Tailor

Background: The applicant seeks approval of a Special Use Permit (5 years) for the operation of a home-based alteration/tailor business located at 2404 NE 72nd Street. The location of this single family residence is near a busy commercial intersection which alleviates any concern that a home-based business with visiting customers would have a negative impact on adjacent residential uses. One sign will be permitted and displayed on the premises in compliance with the current sign code and shall not exceed six square feet. Given last year's Planning Commission discussion in regard to this Special Use Permit, a strong argument was articulated that the applicant should be allowed one sign. The Special Use Permit was approved unanimously in 2018. Over the past year, the applicant has been sent two separate notices in regard to sign violations. The applicant and city staff has met and the issue of signage is resolved as of May 2019.

Budget Discussion: Funds are budgeted in the amount of \$      from the      Fund. Ongoing costs are estimated to be \$      annually. Previous years' funding was \$

Public/Board/Staff Input: The Planning Commission heard the request on Monday, May 20th and approved the 5-year special use permit 9-0.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

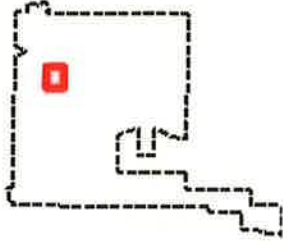
Austin Greer, Assistant to the City Manager/Planning Administrator

City Attorney PC

City Manager SW



# Gladstone, MO



1 in. = 211 ft.



421.2 210.62 421.2 Feet

## Legend

- |  |                   |  |                    |
|--|-------------------|--|--------------------|
|  | KCPL Lights       |  | House Number       |
|  | Gladstone Lights  |  | Building Footprint |
|  | School Point      |  | School Polygon     |
|  | Bike Parking      |  | City Park          |
|  | Bus Stop          |  | Villages           |
|  | Point of Interest |  | Apartment Polygon  |
|  | Church            |  |                    |
|  | Apartment Point   |  |                    |
|  | Street Centerline |  |                    |
|  | Edge Of Pavement  |  |                    |
|  | Driveway          |  |                    |
|  | City Limits       |  |                    |
|  | Parcel            |  |                    |

## Notes

File #2019-004  
2404 NE 72nd St  
K Taylor

This map is a user generated static output from an internet mapping site and is for reference only. Data layers that appear on this map may or may not be accurate, current, or otherwise reliable.  
THIS MAP IS NOT TO BE USED FOR NAVIGATION

## RESOLUTION NO. R-19-27

### A RESOLUTION AMENDING OR REVISING THE 2019 GENERAL FUND FOR THE CITY OF GLADSTONE, MISSOURI, AND AUTHORIZING EXPENDITURES OF FUNDS.

**WHEREAS**, The Council of the City of Gladstone, Missouri, has determined the need for additional appropriations in the above referenced fund.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the General Fund be adopted or amended as set forth below:

	REAPPROPRIATED BUDGET RESOLUTION NO. R-19-12	REVISING BUDGET RESOLUTION NO. R-19-xx	INCREASE (DECREASE)
<u>General Fund</u>			
Expenditures	\$20,459,600	\$21,089,600	\$630,000

**FURTHER, THAT**, the City Manager of the City of Gladstone, Missouri is hereby authorized to expend the amounts as shown in the Revised Budgets.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 10<sup>th</sup> DAY OF JUNE, 2019.**

\_\_\_\_\_  
Mayor Carol J. Suter

ATTEST:

\_\_\_\_\_  
Ruth Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # 19-27

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/5/2019

Department: Finance

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: 2019 Budget Amendment

Background: Throughout the budget year projects, repairs, personnel, or unexpected events can bring changes to the budget. Staff is recommending the following changes for the 2019 fiscal year budget.

Budget Discussion: Funds are budgeted in the amount of \$      from the      Fund. Ongoing costs are estimated to be \$      annually. Previous years' funding was \$

Public/Board/Staff Input: With the 2019 fiscal year coming to a close, staff has been evaluating expenditures to ensure the City has sufficient budget to take care of all items for the fiscal year. This has been a very busy year for the Senior Program. Staff is recommending an additional \$225,000 of budget authority for the 2019 fiscal year. This additional expenditure will be offset by program revenues. Staff is recommending purchasing land adjacent to the Atkins-Johnson Farm that has become available to the City. The \$380,000 purchase will be funded by an equity transfer. The five year average cost of prisoner housing for the City has been about \$80,000 per year. At the beginning of the fiscal year, the City started with a budget of \$84,500. The amount was increased to \$99,500 at midyear. Currently expenditures for prisoner housing are \$99,606 for fiscal year 2019 with May and June charges remaining to pay. Staff is recommending increasing the budget to \$124,500. The increase will be funded by an equity transfer. Overall, staff is recommending amending the 2019 fiscal year budget in the General Fund to \$21,089,600 from \$20,459,600.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Dominic Accurso  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

## RESOLUTION NO. R-19-28

### **A RESOLUTION ADOPTING THE 2020 ANNUAL OPERATING BUDGET FOR THE CITY OF GLADSTONE, MISSOURI, AND AUTHORIZING THE EXPENDITURES OF FUNDS FOR MUNICIPAL SERVICES.**

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, for the purpose of financing the conduct of affairs of the City of Gladstone, Missouri, during the fiscal year from July 1, 2019, and ending June 30, 2020 inclusive, the budget of the City's revenue and expenses for such period prepared and submitted to the Gladstone City Council by the City Manager is hereby approved and adopted as the Official Budget of the City of Gladstone, Missouri; and

**FURTHER, THAT**, the amounts set forth in the various funds are hereby appropriated to such uses, and authority is hereby given to the City Manager of the City of Gladstone, to expend the amounts shown for the purposes indicated; and

**FURTHER, THAT**, Annual Expenditures as shown in the Annual Budget and in each of the listed budgeted funds are:

Fund	Expenditure/Expense
General Fund	\$20,450,275
Capital Improvement Sales Tax Fund	\$2,226,739
Transportation Sales Tax Fund	\$3,338,280
Equipment Replacement Fund	\$530,035
Combined Waterworks Sewerage System Fund	\$11,561,656
Public Safety Sales Tax Fund	\$940,228
Comm Center/Parks Tax Fund	\$4,223,765
Special Parks & Playground Fund	\$0

**FURTHER, THAT**, the amounts for each fund, as shown in the Annual Budget, shall not be increased or decreased except by Council approval, but the various objects of expenses comprising the total appropriation for any fund may be increased or decreased at the discretion of the City Manager, providing the adjustments shall not increase the total amount appropriated for that fund.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF JUNE, 2019.**

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Mayor Carol J. Suter

ATTEST:

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Ruth Bocchino, City Clerk



## *Request for Council Action*

RES ☒ # 19-28

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/5/2019

Department: Finance

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☒ Date: 6/10/2019

Subject: Adopting the Annual 2020 Fiscal Year Operating Budget

Background: Staff has presented the the 2020 Fiscal Year Operating Budget for the General Fund, Capital Improvement Sales Tax Fund, Transportation Sales Tax Fund, Equipment Replacement Fund, Combined Waterworks and Sewerage System Fund, Public Safety Sales Tax Fund, Community Center and Parks Tax Fund, and the Special Parks and Playground Fund during a series of Open Study Sessions and a Public Hearing. The Budget will serve as strategic, administrative and financial plan for the City for the 2020 Fiscal Year.

Budget Discussion: Funds are budgeted in the amount of \$ [Click here to enter amount](#) from the Choose a Fund Fund. Ongoing costs are estimated to be \$ [Click here to enter amount](#) annually. Previous years' funding was \$ [Click here to enter amount](#)

Public/Board/Staff Input: Staff is recommending that the 2020 budget be passed as presented at the Open Study Sessions and Public Hearing. The budgeted funds and amounts to be expended are as follows: General Fund \$20,450,275, Capital Improvement Sales Tax Fund \$2,226,739, Transportation Sales Tax Fund 3,338,280, Equipment Replacement Fund \$530,035, Combined Waterworks Sewerage System Fund \$11,561,656, Public Safety Sales Tax Fund \$940,228, Community Center/Parks Tax Fund \$4,223,765, and \$0 for the Special Parks & Playground Fund.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Dominic Accurso  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

**BILL NO. 19-23**

**ORDINANCE NO. 4.474**

**AN ORDINANCE AMENDING SECTION 6.110.570 OF THE CODE OF ORDINANCES OF THE CITY OF GLADSTONE, MISSOURI, LEVYING SEWER SERVICE CHARGES AND COMMODITY RATE CHARGES IN THE CITY.**

**WHEREAS**, pursuant to Section 250.233 RSMo., notice of a public hearing regarding proposed sewer rate changes in the City was provided by newspaper publication; and

**WHEREAS**, on June 10, 2019, a public hearing was held on the proposed sewer rate changes; and

**WHEREAS**, the City Council desires to adopt the proposed sewer rate changes as provided in this Ordinance.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**SECTION 1.** Section 6.110.570 of the Code of Ordinances of the City of Gladstone, Missouri is hereby deleted in its entirety and replaced with the following:

Sec. 6.110.570 Sewer Service Charges and Commodity Charges.

There is hereby levied a charge against every person occupying property having a sewer connection with the city sewer system or having sewers available for connection, or otherwise, discharging sewage, industrial waste, water or other liquid into the city's sewer system, such charge to be used to pay the cost of operating, maintaining, repairing, or enlarging the existing or future sewer systems. Such charge is to be the sum of a monthly service charge and a commodity rate charge to be computed and levied as follows:

- (a) Domestic Users. For residential water service accounts (one and two-family residences), a monthly service charge and a commodity rate charge each as established in subsection (c) of this section, except, that for the billing periods April through December, the commodity rate charge shall be based upon the lesser of actual water used or an average of water used during the winter period of December, January, and February, billed in January, February, and March, such charges shall be payable with each bill rendered throughout the year. Where residential water service accounts do not have an acceptable history of winter water use, the commodity rate charge for the period April through November shall be the commodity rate charge established in subsection (c) of this section, or sixty-nine dollars and eighty-two cents (\$73.93) per monthly billing, whichever is the lesser.

(b) Commercial and Industrial Users. For commercial and industrial users (all persons and corporations other than the occupants of one and two-family residences), a monthly service charge and a commodity rate charge as established in subsection (c) of this section.

(c) Charges

- (1) A monthly service charge of \$14.40.
- (2) A commodity rate charge based on the total volume of water purchased by the customer during the billing period of \$9.92 per 1,000 gallons.

**SECTION 2. Effective Date.** The Sewer Service Charge and Commodity Rate Charges as set forth in this ordinance are effective June 15, 2019.

**SECTION 3. Severability.** The provisions of this ordinance are severable and if any provision hereof is declared invalid, unconstitutional, or unenforceable, such determination shall not affect the validity of the remainder of this ordinance.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 10<sup>th</sup> DAY OF JUNE, 2019.**

\_\_\_\_\_  
Mayor Carol J. Suter

Attest:

\_\_\_\_\_  
Ruth Bocchino, City Clerk

First Reading: June 10, 2019

Second Reading: June 10, 2019



## *Request for Council Action*

RES ☐ # City Clerk Only

BILL ☒ # 19-23

ORD # 4.474

Date: 6/5/2019

Department: Finance

Meeting Date Requested: 6/10/2019

Public Hearing: Yes ☒ Date: 6/10/2019

Subject: Sewer Rates

Background: The City of Gladstone received notice from the City of Kansas City that the sewer rates charged would be changing effective May 1, 2019. Pursuant to Section 250.233 RSMO., a public hearing notice on the rate change was published in the Liberty Tribune and Gladstone Dispatch on May 9, 2019. The information on the sewer rate change was discussed at the April 22, 2019 Open Study Session on the FY20 Budget.

Budget Discussion: Funds are budgeted in the amount of \$ [Click here to enter amount](#) from the Choose a Fund Fund. Ongoing costs are estimated to be \$ [Click here to enter amount](#) annually. Previous years' funding was \$ [Click here to enter amount](#)

Public/Board/Staff Input: As a result of the rate change from Kansas City, the following sewer rate adjustments will be necessary. To maintain sewer infrastructure, Gladstone's commodity rate will have to increase \$.55 from \$9.37 per 1,000 gallons to \$9.92 per 1,000 gallons used. The monthly service charge has also increased from \$13.60 to \$14.40 per month. As a result, the average sewer customer's bill (using 4,000 gallons) would increase from \$51.08 to \$54.09 or \$3.01 per month. No change is being proposed for water. A Bill will be on the June 10th City Council agenda to increase the Sewer rate effective June 15, 2019.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Dominic Accurso  
Department Director/Administrator

PC  
City Attorney

SW  
City Manager

**AN ORDINANCE DIRECTING THE CITY MANAGER TO EXECUTE A MUTUAL AID AGREEMENT WITH THE PLATTE COUNTY SHERIFF'S DEPARTMENT FOR INTERGOVERNMENTAL LAW ENFORCEMENT SERVICE AND ASSISTANCE.**

**LEGISLATIVE FINDINGS**

1. The City of Gladstone and the Platte County Sheriff's Department recognize there are instances where the use of law enforcement officers to perform law enforcement duties outside the territorial limits of the municipality or county where such officers are legally employed may be desirable and necessary in order to preserve the peace and protect the health, safety, and welfare of the public.
2. Mutual aid services between law enforcement agencies may serve to further the investigation of criminal activity and enforcement of the laws of the state.
3. Law enforcement agencies would benefit from the provision of specialized services between agencies.
4. The Mutual Aid Agreement is in the best interests of the residents of the City of Gladstone and is executed pursuant to Sections 70815, 70.820, 70.835, AND 70.837 RSMo. 2016.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF GLADSTONE, MISSOURI AS FOLLOWS:**

1. The City of Gladstone hereby enters into a Mutual Aid Agreement; and
2. The City Manager is directed to execute the Mutual Aid Agreement in substantially the form presented to the City Council.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 10<sup>TH</sup> DAY OF JUNE, 2019.**

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Mayor Carol J. Suter

**ATTEST:**

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Ruth Bocchino, City Clerk

FIRST READING: June 10, 2019

SECOND READING: June 10, 2019



## *Request for Council Action*

RES ☐ # City Clerk Only

BILL ☒ # 19-24

ORD # 4.475

Date: 6/3/2019

Department: Public Safety

Meeting Date Requested: 6/10/2018

Public Hearing: Yes ☐ Date: [Click here to enter a date.](#)

Subject: Mutual Aid Agreement w/Platte County Sheriff

Background: The Platte County Sheriff requests a mutual aid agreement with Gladstone Department of Public Safety.

Budget Discussion: Funds are budgeted in the amount of \$ N/A from the Fund. Ongoing costs are N/A estimated to be \$ N/A annually. Previous years' funding was N/A

Public/Board/Staff Input: It is recommended the mutual aid agreement be approved and signed by the City Manager.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Vendor

Department Director/Administrator  
Chief Michael J. Hasty  
Director of Public Safety

City Attorney  
PC


City Manager  
SW



*Department of Public Safety  
Administration  
Memorandum MJH 19-11*

**DATE:** June 3, 2019

**TO:** Scott C. Wingerson, City Manager

**FROM:** Chief Michael J. Hasty, Director of Public Safety 

**CC:** Chris Williams, City Attorney  
Captain Robert L. Hays, Police Field Services Division Commander  
Captain Jeffrey R. Self, Support Services Division Commander  
File

**RE:** MUTUAL AID AGREEMENT – PLATTE COUNTY SHERIFF

An ordinance authorizing you to sign a Mutual Aid Agreement with the Platte County Sheriff's Office will appear on the City Council Meeting Agenda on Monday, June 10, 2019. The Public Safety Department enjoys an excellent professional relationship with the Platte County Sheriff's Department and our agencies have collaborated on several occasions.

The police chiefs of Gladstone, Liberty, North Kansas City, and Riverside have developed an interagency agreement to assist one another on "officer-involved shooting" incidents and have discussed expanding this to include in-custody death investigations. Platte County Sheriff Mark Owen is aware of this agreement and expressed interest in having the availability of this group of trained investigators to assist his agency in the event they experience an "officer-involved shooting" incident. In turn, he has indicated he would be more than willing to assist Gladstone Public Safety Department and any other municipality as needed for law enforcement services.

The Mutual Aid Agreement on the City Council Agenda formalizes this relationship and meets the statutory requirements for law enforcement mutual aid. I believe this agreement serves the best interests of the citizens of Gladstone and Platte County. It also promotes a cooperative environment among law enforcement agencies, particularly in the northland.

City Attorney Chris Williams has reviewed the agreement and has approved its form. The cities of Riverside, North Kansas City, and Liberty have also agreed to present a mutual aid agreement with Platte County Sheriff's Department to their respective city councils. Please advise if you need further information.