



**CITY COUNCIL MEETING
7010 NORTH HOLMES
GLADSTONE, MISSOURI
MONDAY, JUNE 23, 2025**

The City Council will meet in Closed Executive Session at 6:30 pm, June 23, 2025, 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, 610.021(12) Negotiated Contract, and 610.021(13) Performance Ratings.

OPEN STUDY SESSION 7:00 PM

- 1. Northland Neighborhoods Inc. (NNI):** Deb Hermann, Chief Executive Officer and Candice Martin, Special Projects Coordinator, will present NNI's annual update.
- 2. Emergency Operations Plan:** Fire Chief Mike Desautels will present an update of the 2025 Emergency Operations Plan.

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 the Agenda.**

5. **Approval of the June 9, 2025, Closed City Council Meeting Minutes.**
6. **Approval of the June 9, 2025, Regular City Council Meeting Minutes.**
7. **PROCLAMATION:** National Parks and Recreation Month.
8. **Communications from the Audience:** *Members of the public are invited to speak about any topic not listed on the agenda. While speaking, please state your name and address for the record and limit comments to 5 minutes.*
9. **Communications from the City Council.**
10. **Communications from the City Manager.**
11. **CONSENT AGENDA**

CONSIDER SPECIAL EVENT PERMITS:

Oak Grove Park: Theatre in the Park, Friday through Sunday, June 27, 28, 29, and August 1, 2, 3, 2025, 5:00-11:30 pm.

Independence Day Celebration, Friday, July 4, 2025, 5:00 to 11:00 pm.

CONSIDER BUILDING PERMIT: 4101 NE Pleasant Valley Road, Atkins-Johnson Farm Event Center Project.

RESOLUTION R-25-34, A Resolution adopting the Mid-America Regional Council 2025 Multi-Jurisdictional Hazard Mitigation Plan for Cass, Clay, Jackson, Platte, and Ray counties in Missouri.

RESOLUTION R-25-35, A Resolution amending the Employee Handbook for the City of Gladstone, Missouri.

RESOLUTION R-25-36, A Resolution authorizing acceptance of work under contract with the Deister Company, Incorporated, and authorizing final payment in the amount of \$38,389.00 for the Water Treatment Plant East Primary Basin Bearing Replacement, Project WP2492G.

CONSIDER MONTHLY FINANCIAL UPDATE MAY YTD 2025.

REGULAR AGENDA

- 12. FIRST READING BILL NO. 25-18**, An Ordinance approving a Collective Bargaining Agreement with the International Association of Fire Fighters, Local No. 42, and authorizing the City Manager to execute the agreement.
- 13. FIRST READING BILL NO. 25-19**, An Ordinance approving an amendment to the Collective Bargaining Agreement with the Fraternal Order of Police (FOP) West Central Missouri Lodge No. 50, and authorizing the City Manager to execute the agreement.
- 14. FIRST READING BILL NO. 25-20**, An Ordinance authorizing Unite Private Networks, LLC, dba Segra to use the City's Rights-of-Way to construct, install, operate, and maintain fiber facilities and to authorize the City Manager to execute a Rights-of-Way Use Agreement Therewith.
- 15. FIRST READING BILL NO. 25-21**, An Ordinance authorizing the City Manager to execute up to three monthly agreements between the City of Gladstone, Missouri and the Kansas City Area Transportation Authority to provide IRIS public transportation services beginning July 1, 2025.
- 16. RESOLUTION R-25-37**, A Resolution adopting the 2026 Annual Operating Budget for the City of Gladstone, Missouri, and authorizing the expenditures of funds for Municipal Services.
- 17. RESOLUTION R-25-38**, A Resolution authorizing the City Manager to execute an agreement between the City of Gladstone, Missouri, and Northland Neighborhoods, Incorporated, for the provision of consulting services to support the development and revitalization of neighborhoods from July 1, 2025 through June 30, 2026.
- 18. Other Business.**
- 19. Adjournment.**

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

City Clerk Kris Keller
City of Gladstone
7010 North Holmes
Gladstone, MO 64118
816-423-4096

Posted at 5:00 pm
June 18, 2025



***Community Development Department
Memorandum***

DATE: May 12, 2025

TO: Bob Baer, City Manager

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

CC: Austin Greer, Assistant to the City Manager | Community Development Director

RE: Northland Neighborhoods, Inc. Annual Update

Northland Neighborhoods, Inc. (NNI)—a not-for-profit organization committed to neighborhood improvement and revitalization in the Northland—will present its annual update to the City Council during the open study session on June 23, 2025. The presentation will be delivered by Deb Hermann, Chief Executive Officer, and Candice Martin, Special Projects Coordinator.

In addition, the Resolution authorizing the 2025–2026 Agreement with NNI will be included on the June 23, 2025 City Council agenda for formal consideration.



Fire Department Memorandum

DATE: June 17, 2025

TO: Bob Baer, City Manager

FROM: Mike Desautels, Fire Chief/EMD

RE: Study Session – 2025 Emergency Operations Plan update/review

Every five (5) years, the City is required to adopt the MARC Multi-Jurisdictional Hazard Mitigation Plan by Resolution to remain eligible for future grant opportunities and federal disaster relief funding. Once adopted, this plan also becomes an addendum to our Emergency Operations Plan, which is reviewed and updated annually.

At the City Council Study Session on June 23, 2025, I will provide a brief overview of the 2025 MARC Multi-Jurisdictional Hazard Mitigation Plan, along with a summary of the updates made to the City's Emergency Operations Plan as part of this year's annual review. Following the presentation, I will be available to answer any questions from the Council.

Respectfully,
Mike Desautels, Fire Chief/EMD



MARC 2025 Regional Hazard Mitigation Plan Update

Mike Desautels



2025 Hazard Mitigation Plan Update

- ▶ Every five years, local jurisdictions (cities, counties, school districts, public colleges, and other special districts) are required to prepare and update a hazard mitigation plan in order to be eligible to apply for certain FEMA grants. This plan will help our region better plan and withstand natural disasters.
- ▶ The plan has been updated and participating local jurisdictions are adopting the plan by Resolution. FEMA is expected to review and approve the plan by summer.



What is Hazard Mitigation

- Hazard mitigation is the process of taking steps to reduce or eliminate the long-term risks posed by natural hazards. By implementing proactive measures, we can significantly protect lives, property, and communities from the devastating impacts of events.



What is a Hazard Mitigation Plan

- A Hazard Mitigation Plan (HMP) is a comprehensive document outlining potential natural disasters, their associated risks, and strategic actions to minimize their impact on communities and schools. It identifies key steps local governments and school districts can take to protect lives and property from natural hazards. While an HMP doesn't provide direct funding, it is essential for accessing various grant opportunities to implement protective measures and build community resilience.



Why are we updating the Hazard Mitigation Plan

- To ensure our community is best prepared for future disasters, FEMA requires Hazard Mitigation Plans to be updated every five years. Since the last MARC plan was completed in 2020, it's time for a comprehensive review and revision. This process involves active participation from local governments, school districts and the community to develop and formally adopt a new plan.



Why is the Hazard Mitigation Plan important

- A Hazard Mitigation Plan is crucial for protecting our community and its residents from the devastating impacts of natural disasters. By developing a comprehensive plan, we become eligible for essential federal funding to implement protective measures like flood buyouts and tornado safe rooms. This funding is a lifeline for building resilience and safeguarding lives and property. However, it's important to note that this funding is only available to communities that actively participate in the plan's development and formally adopt it.



What are the goals of the MARC 2025 Hazard Mitigation Plan

- **Safeguard lives:** Reduce loss of life, injuries, and illnesses caused by natural disasters, with a focus on protecting those most at risk.
- **Preserve property and infrastructure:** Protect public and private assets, including homes, businesses, and essential infrastructure, crucial to the well-being of all community members.
- **Build resilient communities:** Foster long-term planning to minimize future disaster risks and strengthen the community's ability to support all residents.

<https://www.marc.org/safety-security/emergency-services-plans/hazard-mitigation-plan>



**MINUTES
REGULAR CITY COUNCIL MEETING
GLADSTONE, MISSOURI
MONDAY, JUNE 9, 2025**

PRESENT: Mayor Les Smith
Mayor Pro Jean Moore
Councilmember Tina Spallo
Councilman Spencer Davis
Councilman Cameron Nave

City Manager Bob Baer
Assistant City Manager Austin Greer
City Attorney Chris Williams
City Clerk Kris Keller

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

Mayor Smith opened the Regular City Council Meeting Monday, June 9, 2025 at 7:30 pm.

Item No. 2. On the Agenda. Roll Call.

Mayor Smith stated that all Councilmembers were present and there was a quorum.

Item No. 3. On the Agenda. Pledge of Allegiance to the Flag of the United States of America.

Mayor Smith asked all to stand and join in the Pledge of Allegiance to the Flag of the United States of America.

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

The agenda was approved as published.

Item No. 5. On the Agenda. Approval of the May 12, 2025, Closed City Council Meeting Minutes.

Mayor Pro Tem Moore moved to approve the minutes of the May 12, 2025, Closed City Council meeting as presented. **Councilmember Spallo** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 6. On the Agenda. Approval of the May 12, 2025, Regular City Council Meeting Minutes.

Mayor Pro Tem Moore moved to approve the minutes of the May 12, 2025, Regular City Council meeting as presented. **Councilmember Spallo** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 7. On the Agenda. **PRESENTATION:** Missouri State Senator Maggie Nurrenbern will present a signed Bill to Police Chief Farris.

Senator Nurrenbern read and presented signed House Bill 495 to Police Chief Farris, who was instrumental in its development. She reported that the law is paramount for law enforcement, as it expands mutual aid and streamlines the process for agencies seeking assistance from outside their jurisdiction.

Item No. 8. On the Agenda. **PROCLAMATION:** World Elder Abuse Awareness Day.

Mayor Smith presented the Proclamation to Bill Taylor, Clay County Senior Services Board member.

Item No. 9. On the Agenda. Communications from the Audience.

Dawn Adams, 1409 NW 144th Street, Smithville, MO, shared that she is a volunteer at the Gladstone Animal Shelter and addressed the Council praising the dedication of the Animal Control Officers. She expressed concern about the outdated condition of the Animal Control facility, including a non-functioning HVAC system, and recommended improvements be made alongside the development of the new Dog Park. She also noted that the department may be understaffed compared to surrounding cities.

Jim Oldebeken, 400 NE 76th Terrace, addressed the Council and thanked the Councilman Nave for accepting the position, offered his support, and wished him the best in his new role. He reflected on Alexis de Tocqueville's view of democracy rooted in community action and noted modern challenges to civic engagement. He highlighted a Monopoly-style board game titled *The Revolutionary Escape: The United Colonies Support the Ports, Secure Our Liberty*, created by local Oak Park High School students. With the 250th anniversary approaching, he encouraged renewed local involvement, emphasizing that democracy depends on active citizenship.

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

Councilman Nave introduced his father, who was in attendance, and expressed gratitude to those present. He shared that he is honored to serve and acknowledged the challenges surrounding his appointment. He emphasized his long-standing involvement in the community, his commitment to inclusive and equitable governance, and the importance of listening, collaboration, and service. He reaffirmed his dedication to building a city that supports all residents and has already begun meeting with constituents to hear their concerns. He concluded by stating he looks forward to serving the citizens with an open door and a wholehearted commitment each day.

Councilman Davis welcomed Councilman Nave and expressed enthusiasm about working together for the remainder of the term. He extended gratitude to all who assisted with the recent house explosion, with special thanks to the City Manager, Public Works Director, Fire Chief and Police Chief. He also shared the information about upcoming community events, including *Sounds on the Square* Summer Concert Series and the Big Shoal Vintage Auto Show Saturday, June 14, 2025.

Councilmember Spallo expressed appreciation for participating in the Pride Parade for the fourth year, noting Gladstone and Kansas City as the only two cities that participated. She shared that many attendees were grateful for Gladstone's support of diversity and inclusion. She also provided an update on Neighborhood Commission grants, reporting two completed projects and one pending due to inclement weather. She thanked Alan Napoli and the Commission for their work and expressed optimism about future funding opportunities to assist more neighbors.

Mayor Pro Tem Moore welcomed Councilman Nave and expressed pride in both his and Councilmember Spallo's representation of the City. She commended Animal Control Officer Madi Cockerham for her professionalism and compassion in helping reunite a baby fawn with its mother on Mayor Pro Tem's property. She noted ACO Cockerham's plans to pursue a career in law enforcement and stated that Gladstone would be fortunate to have her. She also thanked everyone involved in the Food. Art. Drink event, highlighting its success despite the weather challenges, and she gave special recognition to Kalynn, Linda, and all who contributed.

Mayor Smith announced that the Gladstone Parade will be returning this year at Gladfest and recognized those in attendance who have been involved in its planning. He also expressed gratitude to everyone who responded to the recent house explosion and to those who continued assisting in the following days. Additionally, he thanked the Fire and Police Chiefs for their ongoing support of the neighborhood.

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

City Manager Baer recognized and thanked the City's Fire/EMS, Public Works crews, and Police Officers for their response to the recent incident on NE 74th Terrace. He also expressed appreciation for the behind-the-scenes staff, particularly Nikki Lansford, for effectively utilizing the new alert system to keep residents informed. He reported that Community Development Building Inspectors were on-site, engaging with neighbors and inspecting properties to help ensure public safety. He welcomed newly appointed Councilmember Nave and expressed confidence in his contributions to the Council. He also announced that City Hall will be closed on June 19th in observance of Juneteenth, with regular hours resuming on Friday, June 20th.

Item No. 12. On the Agenda. **CONSENT AGENDA.**

Following the Clerks' reading:

Mayor Smith asked if anyone wished to have any item removed from the Consent Agenda and placed on the Regular Agenda; no requests were made.

Councilmember Spallo moved to approve the Consent Agenda as published. **Councilman Davis** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Councilmember Spallo moved to approve **SPECIAL EVENT PERMITS:**

HAPPY ROCK PARK EAST: Law Enforcement National Night Out, Friday, August 8, 2025, 5:00 to 8:00 pm.

LINDEN SQUARE: The Gladstone Fire Department in collaboration with Kansas City Dance Collection will host a Responding Together event, Saturday, September 6, 2025, 11:00 am to 2:00 pm.

Councilman Davis seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Councilmember Spallo moved to approve **RESOLUTION R-25-30**, A Resolution of the City Council of Gladstone, Missouri, approving an Erosion and Sediment Control Post-Construction Stormwater Management Agreement between the City of Gladstone, Missouri and Woodlands Animal Clinic, 2610 NE 60TH Street, Gladstone, Missouri, 64119; attached as Exhibit A; and authorizing the City Manager to execute all necessary documents. **Councilman Davis** seconded. The

Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Councilmember Spallo moved to approve **RESOLUTION R-25-31**, A Resolution authorizing the City Manager to execute an Interlocal Agreement with Region VIII Education Service Center for membership into the Interlocal Purchasing System. **Councilman Davis** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Councilmember Spallo moved to approve **RESOLUTION R-25-32**, A Resolution authorizing acceptance of work under contract with Ace Pipe Cleaning, Incorporated and authorizing final payment in the amount of \$7,879.81 for the FY24 Sewer Cleaning and Televising, Project SP2489. **Councilman Davis** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Councilmember Spallo moved to approve **MONTHLY FINANCIAL UPDATE APRIL YTD 2025**. **Councilman Davis** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

REGULAR AGENDA.

Item No. 13. On the Agenda. PUBLIC HEARING: Budget Fiscal Year 2025-2026.

Mayor Smith opened the Public Hearing at 8:02 pm.

Finance Director Matt Dayton addressed the Council and presented the Budget for Fiscal Year 2026. (Please see attached documents for detailed information.) He thanked everyone for their support during the process and recognized Robert Daniels for his multi-faceted skill set and ongoing efforts to improve the budget process.

Mayor Pro Tem Moore thanked Director Dayton for his diligence and described the presentation as the most comprehensive, clear, and easy to understand, since she has been on the Council.

Mayor Smith concurred with Mayor Pro Tem Moore regarding the presentation and thanked the budget team.

Councilmember Spallo inquired about the status of the federal funding for the HVAC system at the Community Center. Director Dayton reported that the environmental study has been completed, and the City has entered Phase 2, which brings the project closer to being ready for the RFP process.

No public comments were received either in favor of or in opposition to the Fiscal Year 2025–2026 Budget.

Mayor Smith closed the Public Hearing at 8:30 pm.

Item No. 14. On the Agenda. PUBLIC HEARING: Amending Section 6.110.570, Levying sewer service charges and commodity rate charges in the City.

Mayor Smith opened the Public Hearing at 8:30 pm.

Finance Director, Matt Dayton addressed the Council regarding the CWSS fund. After analyzing the fund’s needs, the budget team is recommending increasing the water usage fee by \$0.26 per month (per 1,000 gallons), raising it from \$5.10 to \$5.36. The monthly water service charge of \$10.25 will remain unchanged.

He also reported that the City received notice of a 6% increase in sewer treatment charges effective May 1, 2025. To align revenues with expenses, staff is recommending a corresponding 6% increase in the sewer usage fee, raising it from \$12.40 to \$13.14 per 1,000 gallons. These increases reflect the costs passed on from the sewer service provider. He provided a comparison with surrounding cities and reported that Gladstone costs remain in the mid-range.

If approved by the City Council through the Ordinance on tonight's agenda, he stated the proposed rates will take effect on July 1, 2025.

No public comments were received either in support of or in opposition to the proposed levying of sewer service charges and commodity rate charges within the City.

Mayor Smith closed the Public Hearing at 8:32 pm.

Item No. 15. On the Agenda. **FIRST READING BILL NO. 25-15**, 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.

Councilman Davis moved **BILL NO. 25-15** be placed on its First Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilman Davis moved to accept the First Reading of **BILL NO. 25-15**, waive the rule and place the Bill on its Second and Final Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilman Davis moved to accept the Second and Final Reading of **BILL NO. 25-15** and enact the Bill as **Ordinance 4.699**. **Mayor Pro Tem Moore** seconded.

Roll Call vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Mayor Smith stated **BILL NO. 25-15** stands enacted as **Ordinance Number 4.699**.

Item No. 16. On the Agenda. **FIRST READING BILL NO. 25-16**, An Ordinance amending Section 6.110.100 of the Code of Ordinances of the City of Gladstone, Missouri, regarding Water Service Rates in the City.

Councilmember Spallo moved **BILL NO. 25-16** be placed on its First Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilmember Spallo moved to accept the First Reading of **BILL NO. 25-16**, waive the rule and place the Bill on its Second and Final Reading. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilmember Spallo moved to accept the Second and Final Reading of **BILL NO. 25-16** and enact the Bill as **Ordinance 4.700**. **Mayor Pro Tem Moore** seconded.

Roll Call vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) **Mayor Smith** stated **BILL NO. 25-16** stands enacted as **Ordinance Number 4.700**.

Item No. 17. On the Agenda. **FIRST READING BILL NO. 25-17**, An Ordinance authorizing the City Manager to enter into a cooperative agreement with the Federal Bureau of Investigation (FBI) to provide law enforcement resources to the Child Exploitation and Human Trafficking Task Force.

Mayor Pro Tem Moore moved **BILL NO. 25-17** be placed on its First Reading. **Councilman Nave** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Mayor Pro Tem Moore moved to accept the First Reading of **BILL NO. 25-17**, waive the rule and place the Bill on its Second and Final Reading. **Councilman Nave** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Mayor Pro Tem Moore moved to accept the Second and Final Reading of **BILL NO. 25-17** and enact the Bill as **Ordinance 4.701**. **Councilman Nave** seconded.

Roll Call vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) **Mayor Smith** stated **BILL NO. 25-17** stands enacted as **Ordinance Number 4.701**.

Item No. 18. On the Agenda. **RESOLUTION R-25-33**, A Resolution authorizing Change Order No. 3 in the amount of \$143,095.15 to the contract with Linaweaver Construction, Incorporated, for the FY25 Water Main Replacements Project WP2587.

Councilman Nave moved to approve **RESOLUTION R-25-33**, A Resolution authorizing Change Order No. 3 in the amount of \$143,095.15 to the contract with Linaweaver Construction, Incorporated, for the FY25 Water Main Replacements Project WP2587. **Councilman Davis** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 19. On the Agenda. Other Business.

There was no other business.

Item No. 20. On the Agenda. Adjournment.

Mayor Smith adjourned the June 9, 2025, Regular City Council meeting at 8:38 pm.

Respectfully submitted:

Kris Keller, City Clerk

Approved as presented: _____

Approved as modified: _____

Mayor Les Smith

City of Gladstone

Public Hearing
Budget Draft
July 1, 2025 to June 30, 2026



June 9, 2025

CITY OF GLADSTONE COUNCIL MISSION STATEMENT, VISION, AND GOALS

Mission Statement

“The City Council, Boards, Commissions, and City Staff are inspired and invested to enhance Gladstone’s quality of life and sense of community through innovative and effective leadership and inclusive citizen engagement.”

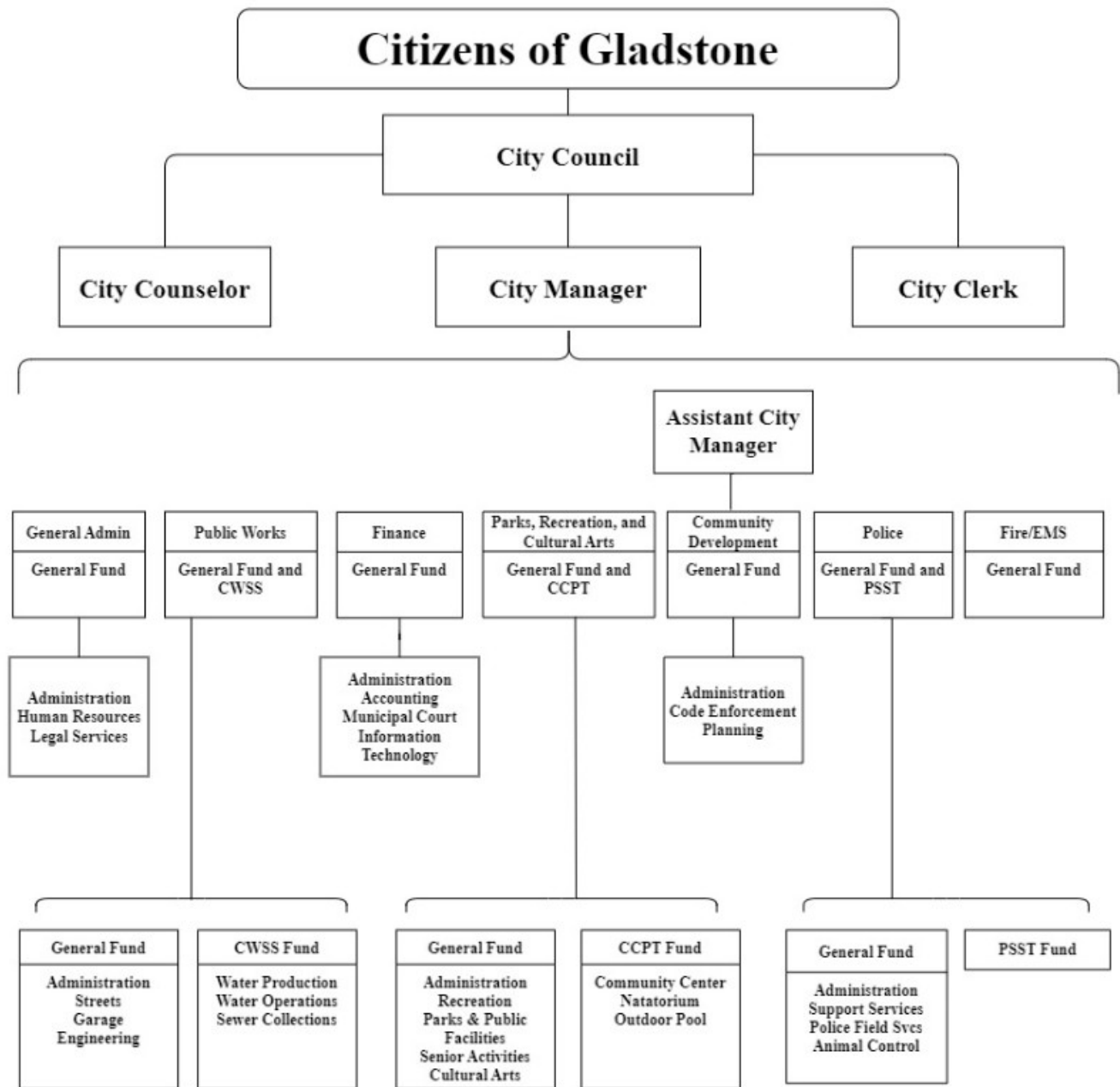
Gladstone Vision

- Invested in becoming an even more welcoming and inclusive community.
- A vibrant commercial center with revitalized corridors at North Oak and Antioch Road and an innovative financial strategy that encourages economic development and redevelopment.
- A diverse quality housing stock that encourages community investment, provides opportunities to age in place, and becomes a destination to raise families.
- Gladstone is a recognized leader and provides innovative contributions to regional issues.
- Continued strong and innovative partnerships that help us ensure a high quality of life.
- An inspiring sense of place with a clear identity including an emphasis on arts and culture. You know you are in Gladstone.
- A strong commitment to public safety and City infrastructure investment.
- An inspired, innovative, and invested City staff.
- Cooperative relationships with citizens highlighted by inclusive citizen engagement and participation.

2025 City Council Goals

- Keep Gladstone as a safe place with a focus on crime prevention, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters / EMS personnel.
- Continue commitment to downtown, commercial corridors, and under-developed areas through effective and innovative infrastructure and redevelopment strategies.
- Provide the resources and support the strategies to continue to improve residential and commercial code enforcement.
- Build an event center to replace the existing barn on the Atkins-Johnson Farm to provide long-term programming opportunities.
- Prioritize infrastructure for neighborhood revitalization to meet the needs of our residents and encourage quality residential density and homeowner investment to preserve and increase housing values.
- Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.
- Promote diversity, equity, and inclusion in all that we do to continue to be a welcoming city to everyone.
- Continue to improve and build communication strategies to better inform and engage our residents.
- Continue towards developing Flora Park as an all-inclusive recreational space.
- Explore funding opportunities for improving infrastructure, roads, and amenities.
- Prepare for the opportunities and challenges that will come with the World Cup 2026.

CITY OF GLADSTONE ORGANIZATION CHART



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City Manager's Budget Message

Introduction

Submitted herewith is the Fiscal Year 2026 (FY26) budget and program of services for the City of Gladstone. The annual budget for FY26 as proposed represents the strategic, administrative, and financial plan of the City of Gladstone.

The FY26 budget is intended to serve as a policy document, a financial plan, an operations guide, and a communication device. The following overview of the FY26 budget illustrates the conservative approach utilized by the City Council and City Staff to develop a proposed budget plan which benefits the entire City of Gladstone and its residents. This budget is the product of a comprehensive team effort from every level of the municipal organization and has been reviewed by the budget team consisting of the City Manager, Assistant City Manager, Finance Director, and Human Resources Administrator.

The FY26 budget presents a balanced program of services and cost control measures which will be monitored throughout the year to provide the quality programs and services important to the citizens of Gladstone.

Guiding Principles and Best Practices

City staff and the budget team begin with City Council goals and mission statement as the guiding policies for developing the budget. The proposed budget seeks to implement Council objectives through the re-allocation of existing resources and the allocation of additional resources where necessary. At all times, the city aims to maximize the utility of resources provided by residents. This requires focusing funds towards those objectives most desired by residents as well as ensuring the efficient and transparent spend of those funds.

Maximize the Utility of Resources Provided by Residents

Prudent budgeting practices should provide a long-term sustainable trajectory for the city. The following best practices are implemented in this policy document:

- Regular operating expenditure must be covered by regular revenues.
 - Examples: Routine payroll and benefit costs, electricity, fuel for police vehicles
- One-time inflows of resources should be first assigned to one-time outflows of resources.
 - Example: Debt proceeds and one-time grants should be prioritized to be spent on infrequent purchases such as a new fire truck or a large facility refresh.
- Restricted funds should be used as able before general funds.
 - Resources legally restricted towards specific uses should be exhausted for those uses before the city commits unrestricted resources.
 - Example: Public Safety Sales Tax revenues should be fully applied to the payroll of six police officers as promised to voters before general sales tax is used to cover any remaining payroll expense.

The Budget Planning Process – Revenue

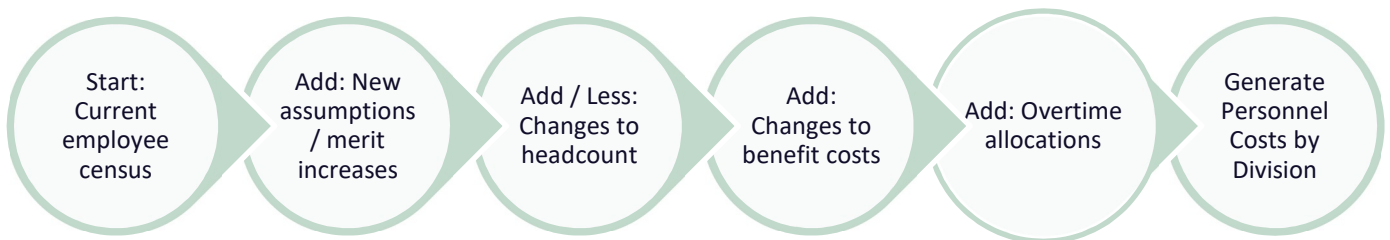


City revenues are diverse and subject to multiple internal and external economic factors. Using the current year's performance and best available data, staff work to generate forecasts for the next budget cycle on a fund level basis. As additional information is received by the city, revenue forecasts are frequently evaluated for accuracy and adjustments to assumptions or expenditure burn rates are made as needed.

The Budget Planning Process – Expenditure

Personnel

Representing the largest resource outlay for the city, a significant amount of time is spent on personnel budgeting and forecasting. The projections for these expenditures are subject to various laws and regulations, union agreements, and external market forces. The process is iterative, and is a collaboration between Human Resources, the budget team, department leaders, employee advocates, and other stakeholders.



The city begins with the current wages for employees as well as their related benefit costs. After consulting with Human Resources and department heads, changes to the census are incorporated.

Common Updates to the Employee Census



Open head count and new positions



Market adjustments



Annual merit and cost of living adjustments



Changes to benefit costs provided by third party benefit companies



Changes to part-time seasonal wage budget needs

Debt

The issuance of tax-free municipal debt is a crucial financing tool for the city. Our most recent credit rating by S&P Global, AA-, is partially the result of prudent financial management and favorable long-term economic conditions of the city. Maintaining a high-quality credit rating is crucial for the long-term financial health of the city and may result in lower borrowing costs across multiple projects and funds.

Latest Credit Rating: AA-

As of March 2025, the debt load of the city on a government-wide basis was \$61,474,571. FY26 debt service is budgeted at \$6,904,853 or ~10.7% of overall annual outlays for the city.

Debt service budget amounts are based on regular payoff and amortization schedules. Any one-time debt payments and refinancing are considered separately.

Other Mandatory Spending, not debt-related

Certain cash outflows are required by law, either restricted through voter approved ballot measures, by state statute, or other contracted agreement. The city is committed to transparent compliance with these mandatory spending requirements.

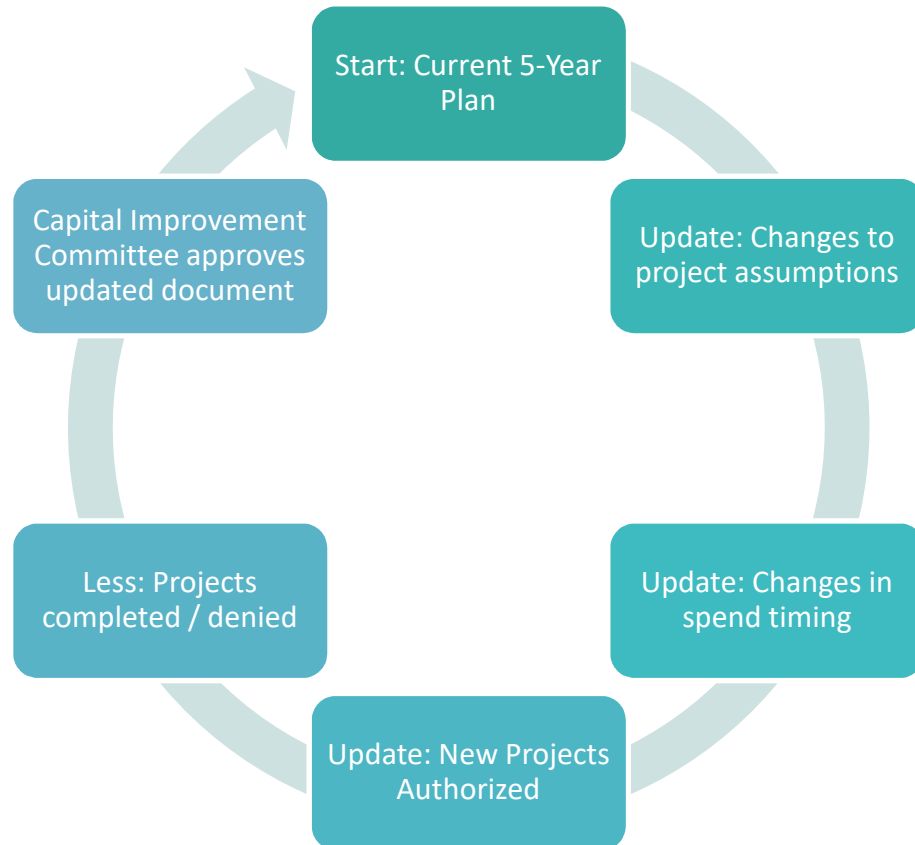
Examples of such spending can include:

- The payroll expenditures and supporting equipment for six police officers paid for with the Public Safety Sales Tax

- The maintenance and construction of roads and trails as paid for by the Transportation Sales Tax
- Long-term capital improvements as paid for by the Capital Improvement Sales Tax
- The renovation of the city water treatment plant and water towers as paid for by the 2024 Certificates of Participation.

Considerable care is taken to ensure that budgeted expenditures match these requirements.

5-year Capital Improvement Plan



Many of the services provided by the city rely on functional capital equipment and infrastructure. Representing an annual multi-million dollar outlay, the City works constantly to maintain a forward-focused outlook to adequately prepare for large capital expenditures before they become a strain on current resources. The City maintains a 5-year capital improvement plan that monitors current spend, fund balance levels, forecasted revenues, and forecasted capital outflows.

Common Reasons to Update the Capital Improvement Plan



Changes to cost assumptions



Changes in spend timing



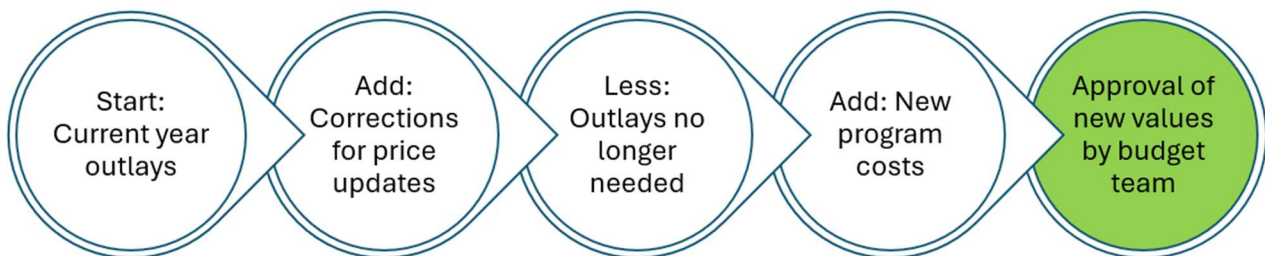
Feasibility of new projects



Updates to the useful life of active capital equipment

Outlays called for in the Capital Improvement Plan are added to the budget file after review with the Director of Public Works, Construction Coordinator, and the Capital Improvements Team.

Review and Roll of Routine Operating Expenditures



Representing ~4% of annual outlays, routine operating expenditure covers the necessary but less visible costs of providing government services. Expenditures in this category include items such as office supplies, fees and memberships, and employee training / tuition reimbursements.

Department heads are given increased discretion on how to best spend these funds, based on the needs of their department for that specific year. Re-occurring general expenditures are usually rolled from prior year actuals and their levels are corrected for considerations such as inflation, recent programs / costs, or updated management experience. Unique identification of each outflow is usually not mandated. As an example, the budget team does not require department heads to account for the exact amount of paper they will use for the budget year. Instead, past performance will be reviewed for reasonableness and departments can request supplemental increases / changes to their allocations on a needs basis.

Department Level Supplemental Requests

Once the base budget is solidified, the budget team reviews supplemental and new cost requests from departments. An overall increase or decrease in a division's budget authority must be approved by the budget team.

Each supplemental request must contain sufficient cause, research, and be in line with the goals and mission of the City. The budget team evaluates each request, which is approved or denied based on resources available and the benefits that citizens would realize from the request.

General Budget Considerations and Assumptions

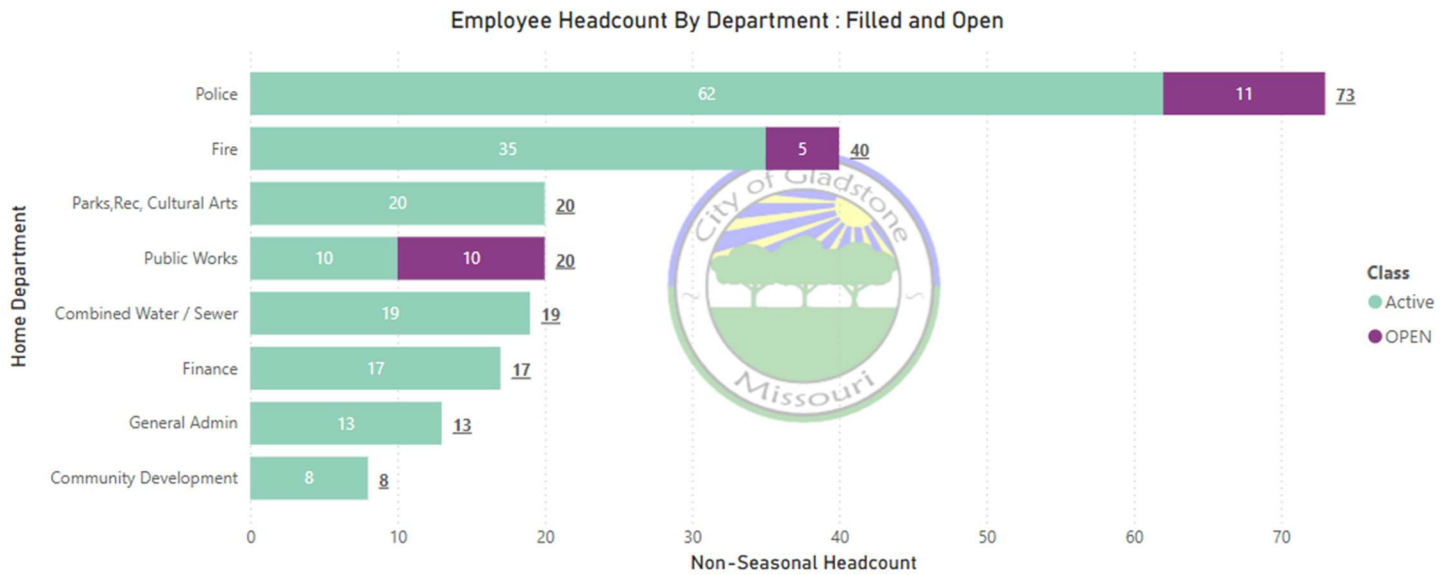
Revenue Assumptions

City staff have generated revenue forecasts for the next budget cycle based on the best available information. This includes current revenue receipt rates, analysis of sales tax return reporting, review of cash balances and investment opportunities, and past experience. While the tax base for the city remains relatively stable year over year, staff continually monitor for indications that assumptions should be revised.



Personnel and Benefit Assumptions

The city continues to deal with significant challenges with recruitment and retention across multiple departments. As part of our ongoing recruitment effort, retention of key staff and succession planning is vital and will be an enhanced focus area in FY2026



Personnel Assumptions



Open positions will be filled all 12 months



Workers Comp increase by 5% for general city, 11% for fire



Recruitment and Retention in Public Safety and Public Works will be key focus

Benefit Assumptions



3% increase in medical

The city will absorb the 3% increase in medical insurance for the year.



No change in HSA, other third-party benefits

The city will not alter any HSA contributions. Non-medical prices for the city will stay at FY2025 levels.



Assume open positions will enroll in benefits

For benefits, assume open headcount will fully enroll in family coverage

City Wide Overview

Proposed FY2026 Budgeted Funds - Overview

| Class | 101-General | 202-CCPT | 203-PSST | 401 CIST | 402-TST | 404-Tech | 501-CWSS | Total |
|------------------------------|-----------------------|----------------------|----------------------|----------------------|----------------------|--------------------|-----------------------|-----------------------|
| 31 Taxes | \$16,539,266 | \$1,115,689 | \$1,115,689 | \$2,231,378 | \$2,231,378 | \$407,000 | | \$23,640,400 |
| 32 Licenses & Permits | \$854,338 | | | | | | | \$854,338 |
| 33 Intergovernmental Revenue | \$1,913,506 | \$750,000 | \$3,898 | \$0 | \$1,400,000 | | \$0 | \$4,067,404 |
| 34 Charges for Services | \$3,707,394 | \$1,785,715 | | \$0 | \$0 | | \$13,826,383 | \$19,319,492 |
| 35 Fines & Forfeitures | \$362,755 | | | | | | | \$362,755 |
| 36 Misc Revenue | \$1,550,928 | \$410,096 | \$35,553 | \$123,067 | \$150,360 | \$84,878 | \$422,781 | \$2,777,663 |
| 38 Transfers | \$428,731 | \$1,133,243 | \$0 | \$1,675,000 | \$150,000 | \$0 | \$0 | \$3,386,974 |
| 39 Non Revenue Receipts | \$986,810 | \$0 | \$55,976 | \$1,750,000 | \$1,000,000 | \$0 | \$6,164,466 | \$9,957,252 |
| Total | \$26,343,728 | \$5,194,743 | \$1,211,116 | \$5,779,445 | \$4,931,738 | \$491,878 | \$20,413,630 | \$64,366,278 |
| 41 Personnel | (\$17,259,662) | (\$1,643,558) | (\$646,777) | | | | (\$1,765,341) | (\$21,315,338) |
| 42 Supplies | (\$1,294,895) | (\$135,651) | (\$97,047) | | | | (\$941,715) | (\$2,469,308) |
| 43 Services | (\$4,603,633) | (\$1,076,910) | (\$148,559) | (\$122,127) | (\$326,000) | \$0 | (\$9,327,326) | (\$15,604,555) |
| 46 Capital | (\$384,820) | (\$59,065) | (\$121,484) | (\$2,395,000) | (\$3,300,000) | \$0 | (\$7,052,319) | (\$13,312,688) |
| 47 Debt | (\$681,775) | (\$2,279,559) | (\$197,249) | (\$1,681,280) | (\$724,914) | (\$63,147) | (\$1,276,929) | (\$6,904,853) |
| 48 Transfers | (\$2,118,943) | \$0 | \$0 | (\$689,300) | (\$100,000) | (\$428,731) | (\$50,000) | (\$3,386,974) |
| Total | (\$26,343,728) | (\$5,194,743) | (\$1,211,116) | (\$4,887,707) | (\$4,450,914) | (\$491,878) | (\$20,413,630) | (\$62,993,716) |
| | \$0 | \$0 | \$0 | \$891,738 | \$480,824 | \$0 | \$0 | \$1,372,562 |

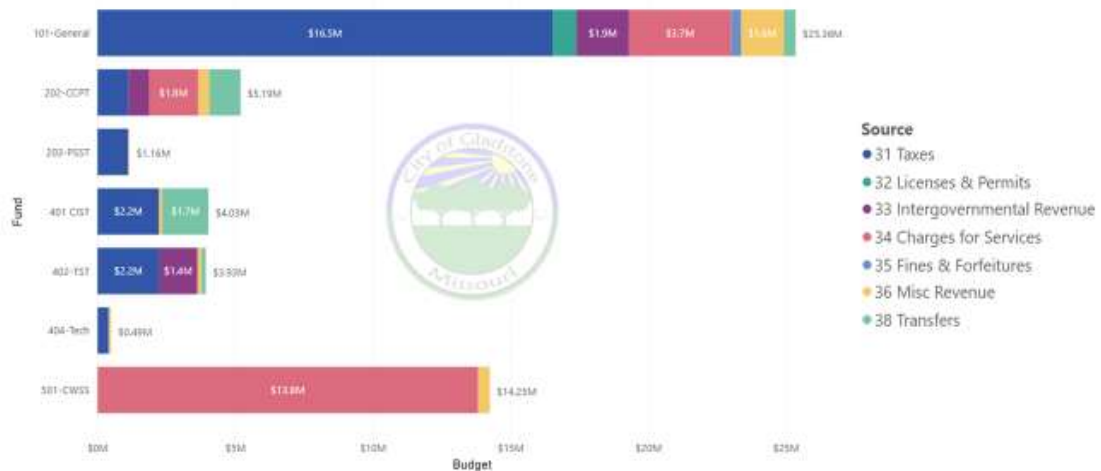
Proposed 2026 Budget - Net Impact on Fund Balance



The FY26 proposed Citywide Budget is ~\$64.3M in revenue and ~\$63M in expenditures

Citywide Revenue

Fund Revenue Sources



Revenue Forecast by Fund

- Conservative forecast for sales tax performance partially offset by improved marijuana tax revenue
- New construction expected to increase license & permit revenue

Revenue - Budget Compared to Annualized Performance: All Funds Modified Accrual Basis - Before Transfers, Equity Drawdown, and Debt Proceeds

Prior Year Comparison to Proposed : Revenue

Type ● Annual Performance ● Budget



Revenue Forecast by Fiscal Year

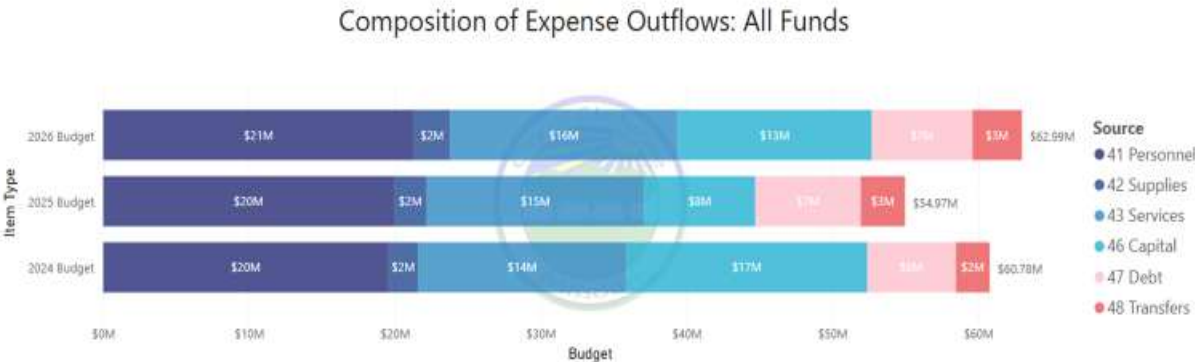
- Staff maintained a conservative outlook for overall revenue
- Water and Sewer rate increases are expected to push revenue >\$700,000 higher

Risks : Revenue

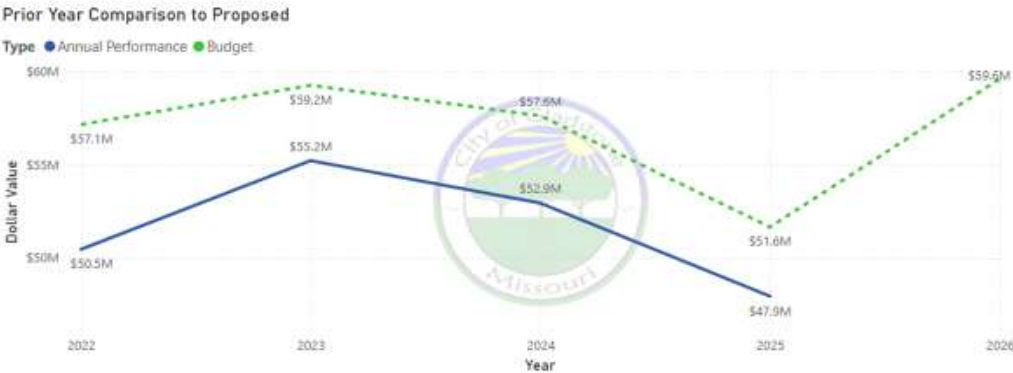
- **Uncertain cash inflows – Geopolitical factors**
 - Projecting ~\$5 million in intergovernmental revenue including local, state, federal inflows.
 - If even a portion of this funding is frozen or delayed the city may be facing a million dollar+ funding gap for this budget year.
- **Property Value Assessment Freeze for elderly residents**
 - 2026 base assessment year will start to impair an unknown portion of the city's property tax base.
 - Until direct data are gained, internal estimates from census data show this will likely be a material impact.
 - Change will start small but grow each assessment pass.



Citywide Expenditures



Expenditure - Budget Compared to Annualized Performance: All Funds
Modified Accrual Basis. Before Transfers



Expenditure by Fiscal Year

Expenditure increase is largely due to the water treatment system refresh, personnel adjustments, and Kansas City sewer fee increases.

Risks: Expenditure – Significant Project Investments



FY26 budget allocates ~\$6 million to the water system renovation project



The entire project is estimated at ~\$14 million



Current tariff impacts, even if short term (12 months or less), may raise costs by 10-25%

Fund Level Analysis

General Fund

Overview

The general fund is the City's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund. This fund accounts for the general operating transactions of the City including finance, police, fire/EMS, public works, community development, parks and recreation.

Prior Year Accomplishments and New Year Goals

Revenue

General Fund revenues are comprised mainly of sales taxes, property taxes, and charges for services. Budgeted revenues for the year are expected to be \$26.3 million, compared to \$25.3 million prior year. Revenue presented below on an annualized basis is slightly higher than final figures, attributable mainly to the bulk deposit of annual property tax receipts in December 2024. While General Fund revenues are buoyed by new tax streams from tourism and marijuana sales, staff are noting a decline in general sales tax receipts in the latter half of fiscal year 2025. This decline has been accounted for in the 2026 revenue forecasts, and the City will continue to monitor.

General Fund – Budgeted Inflows and Outflows

- The general fund is exceptionally sensitive to conservative revenue forecasting.
- Personnel costs continue to account for most of the annual outflows
- A fund drawdown of \$986,810 is budgeted for 2026,
 - Related to the AJ Farm venue funding and spenddown of the 2024 COP proceeds.
- Budgeted revenues for the year are expected to be \$26.3 million, compared to \$25.3 million prior year.

Net Inflows and Outflows: FY2026

| GL Type | Class Detail | 101-General |
|--------------|-------------------------|-----------------------|
| Revenue | 1 Federal | \$30,255 |
| | 1 General Government | \$3,151,496 |
| | 1 Licenses | \$367,397 |
| | 1 Property Tax | \$4,339,451 |
| | 2 Permits | \$486,941 |
| | 2 Public Safety | \$57,005 |
| | 2 State | \$1,463,251 |
| | 2019 Sales Tax | \$2,193,000 |
| | 3 Local | \$420,000 |
| | 3 Public Works | \$42,662 |
| | 4 Parks & Recreation | \$456,231 |
| | 6 Sales Tax | \$6,750,340 |
| | 8 Gross Receipts Tax | \$3,256,475 |
| | Equity adjustment | \$986,810 |
| | Fines and forfeitures | \$362,755 |
| | Interest | \$575,616 |
| | Miscellaneous | \$101,942 |
| | Rents Royalties | \$873,370 |
| | Transfers | \$428,731 |
| | Total | \$26,343,728 |
| Expense | 1 COPS | (\$681,775) |
| | 1 Intrafund | (\$2,118,943) |
| | 1 Salary & Wage | (\$11,928,916) |
| | 2 Benefits | (\$5,330,746) |
| | 3 Supplies Operations | (\$873,911) |
| | 4 Supplies Maintenance | (\$420,984) |
| | 5 Services Operations | (\$4,150,340) |
| | 6 Services Maintenance | (\$453,293) |
| | 8 Machinery & Equipment | (\$384,820) |
| | Total | (\$26,343,728) |
| Total | | \$0 |

Revenue - Budget Compared to Annualized Performance: General Fund

Prior Year Comparison to Proposed : Revenue

Type ● Annual Performance ● Budget

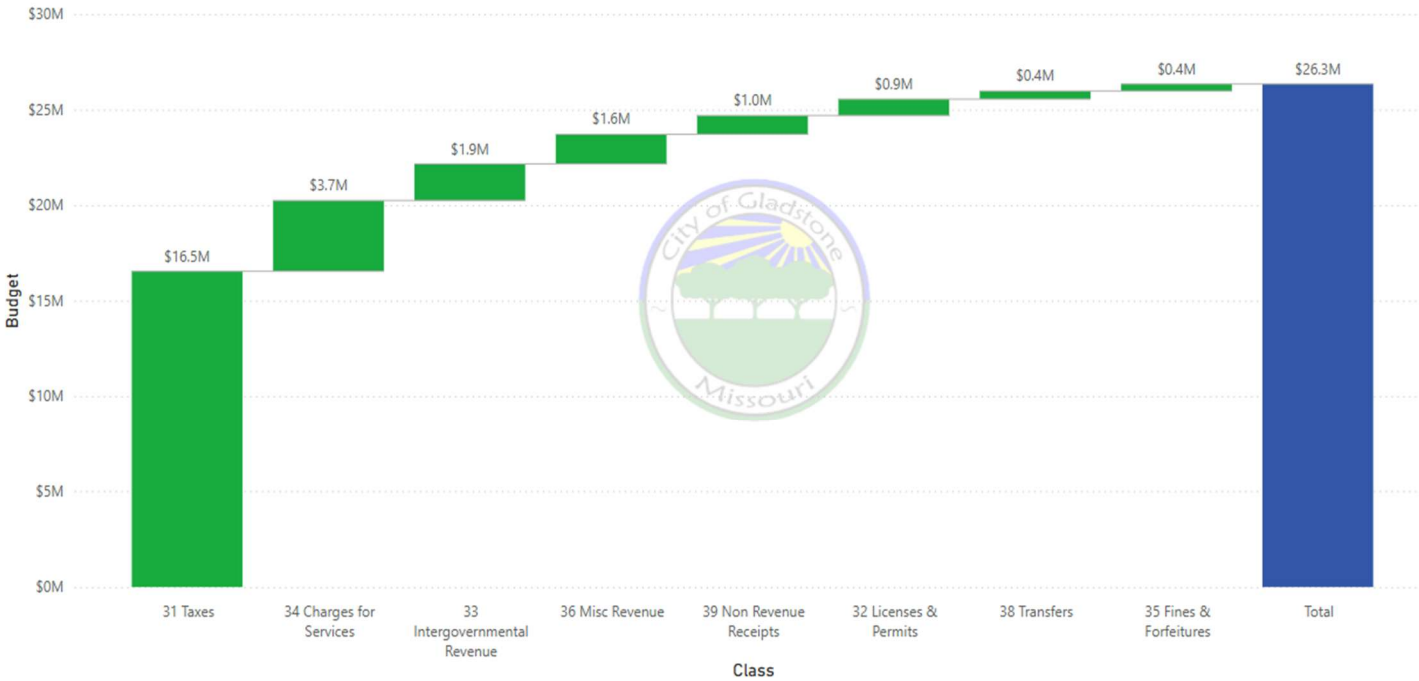


General Fund Revenue – Budget to Actuals Comparison

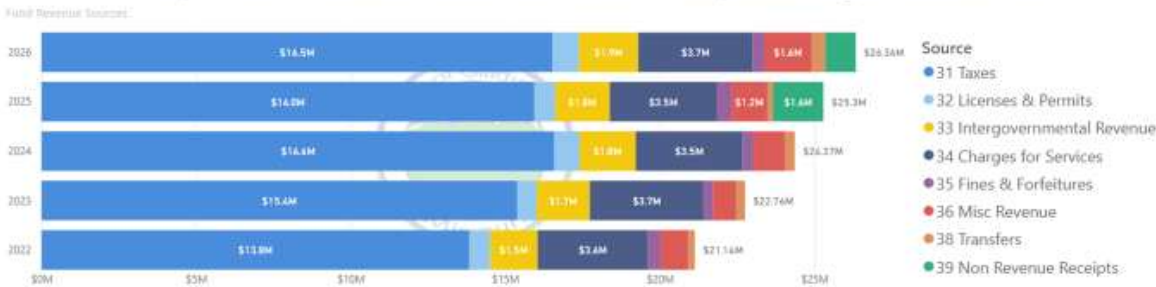
- Caution! 2025 performance is presented on an annualized basis.
 - The one-time deposits for property taxes slightly inflate this number
 - Staff expect final 2025 numbers slightly lower than annualized would suggest

Composition of Revenue Inflows: General Fund

Fund Revenue Sources



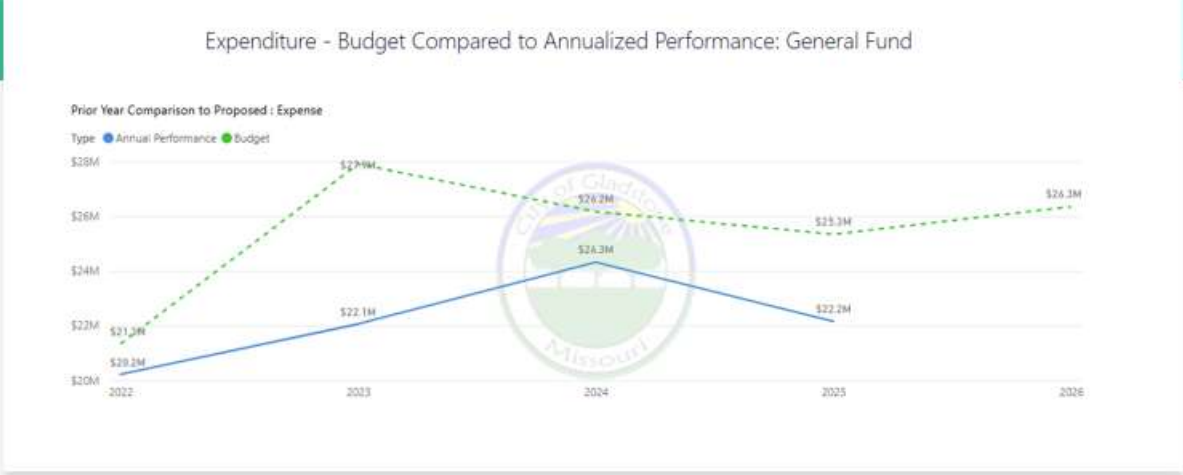
Composition of Revenue Inflows: Past Actuals vs. Proposed Budget: General Fund



General Fund Revenue – Revenue Composition

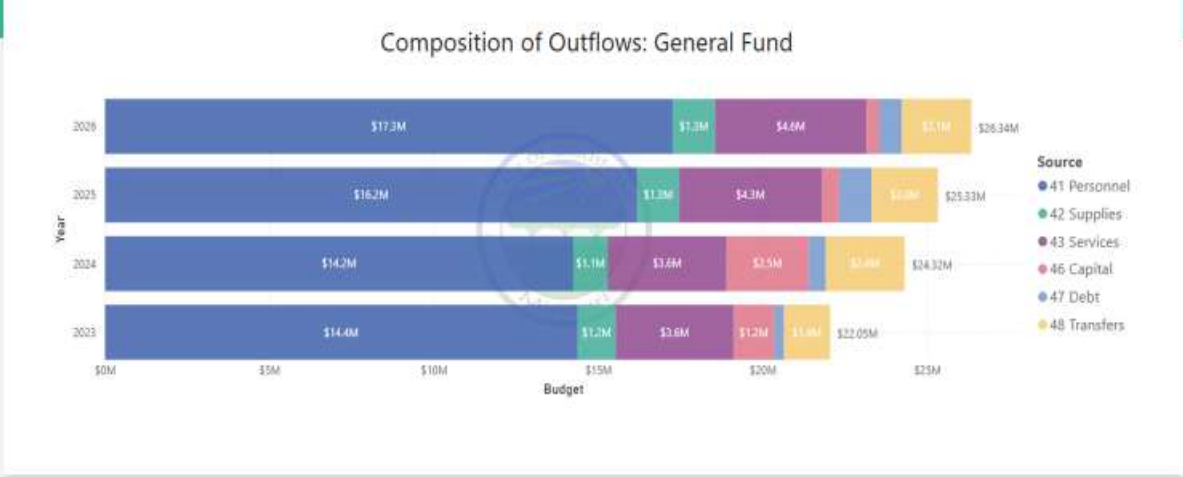
- 2024 COP Debt drawdown is expected for FY25 and FY26.

Expenditure



General Fund Expenditure – Budget to Actuals Comparison

- Most of the expenditure increase is attributed to the market adjustments and merit increases for police and fire.
- 2025 annualized expenditures have not yet captured the increased spring / summer Parks and Rec activity.
- Outflows have historically actualized well under budget in prior years. This is mainly attributed to open full-time positions the City is struggling to fill in the police and public works departments.



General Fund Expenditure Composition

- Personnel remains the dominant outflow for the general fund.
- Debt service, while still manageable, has increased in recent years, but should moderate over time.

Community Center and Parks Tax Fund

Overview

The Community Center and Parks Tax (CPPT) Fund is a special revenue fund that accounts for the 0.25% City sales tax for the purpose of funding a community center and various parks projects.

In February of 2005, the citizens of Gladstone approved a .25% Parks Sales Tax to be used to construct a community center. In a partnership with the North Kansas City School District, a natatorium was added to the project to be funded by shared expenses and bonds. The Community Center offers aerobic exercise and dance areas, weight, strength, and cardio training areas, regulation basketball courts, walking/jogging track, meeting areas for up to 300 people, 25-meter competitive pool, dive well, and seating for 1,500 spectators in the competition pool/dive area.

Community Center Parks Tax Fund (CCPT)

Budgeted Inflows and Outflows

- The Community Center and Parks Tax (CPPT) Fund is a special revenue fund that accounts for the 0.25% City sales tax for the purpose of funding a community center and various parks projects.

Proposed FY2026 Budgeted Funds - Overview

| GL Type | Class | 202-CCPT |
|--------------|------------------------------|----------------------|
| Revenue | 31 Taxes | \$1,115,689 |
| | 33 Intergovernmental Revenue | \$750,000 |
| | 34 Charges for Services | \$1,785,715 |
| | 36 Misc Revenue | \$410,096 |
| | 38 Transfers | \$1,133,243 |
| | 39 Non Revenue Receipts | \$0 |
| | Total | \$5,194,743 |
| Expense | 41 Personnel | (\$1,643,558) |
| | 42 Supplies | (\$135,651) |
| | 43 Services | (\$1,076,910) |
| | 46 Capital | (\$59,065) |
| | 47 Debt | (\$2,279,559) |
| | 48 Transfers | \$0 |
| | Total | (\$5,194,743) |
| Total | | \$0 |

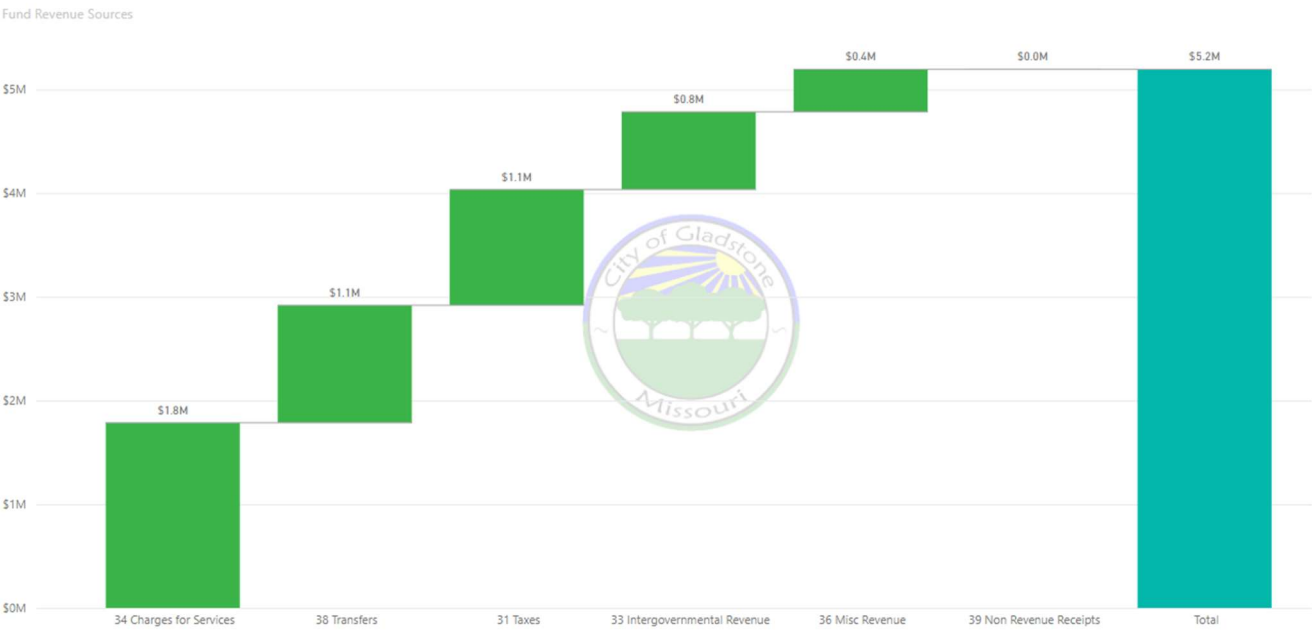
Revenue



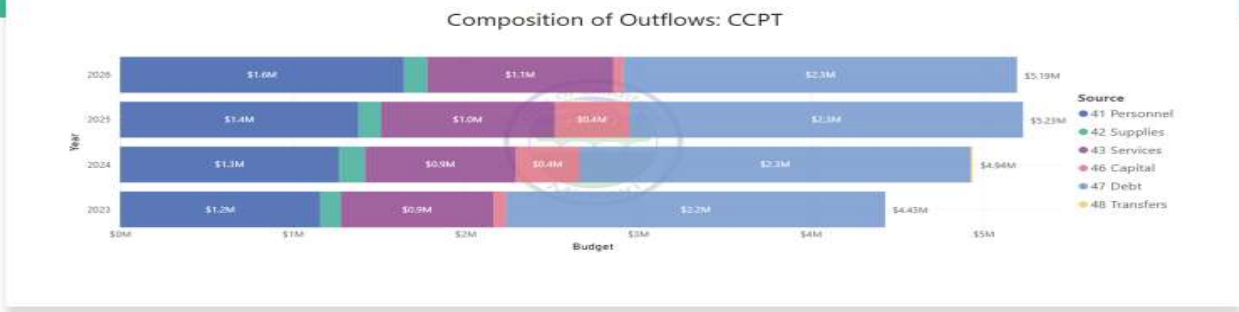
CCPT Revenue –
Budget to Actuals
Comparison

- Historically, the fund has struggled to meet revenue projections which has caused a strain on free fund balance and is closely monitored by staff.
- Revenue for the 2026 fiscal year has been conservatively budgeted as flat or slightly declining.

Composition of Revenue Inflows: Community Center/Parks Tax Fund



Expenditure



CCPT Expenditure Composition

- Until debt service expires in the early 2030's, resources available for public programming remain constrained.

Public Safety Sales Tax Fund

Overview

The Public Safety Sales Tax (PSST) Fund is a special revenue fund that accounts for the 0.25% City sales tax for the purpose of meeting the public safety programming promised to voters in the 2010 ballot initiative.

The historic programming of the PSST Fund has been to fund the general personnel expenditures of six law enforcement officers and related equipment expenses, fund two squad cars, and to pay the debt service on the City's recent radio system refresh project.

Public Safety Sales Tax (PSST)– Budgeted Inflows and Outflows

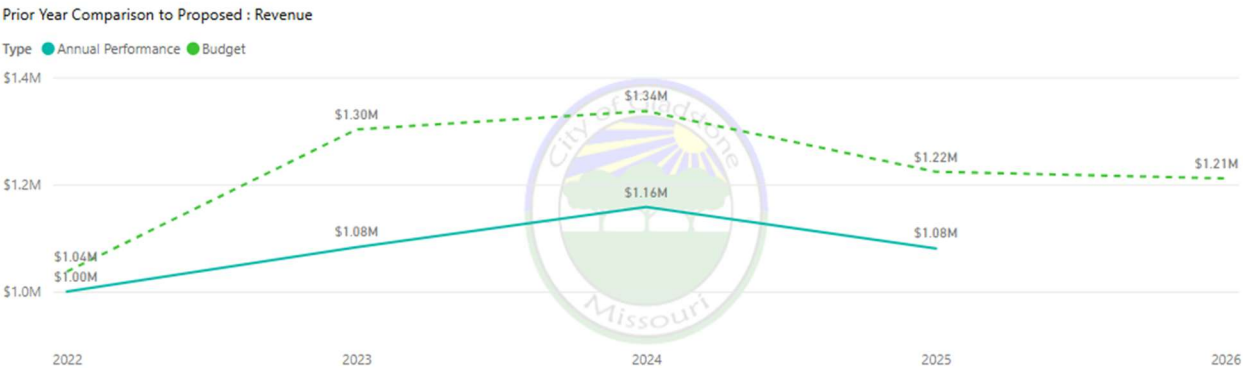
- The Public Safety Sales Tax (PSST) Fund is a special revenue fund that accounts for the 0.25% City sales tax for the purpose of meeting the public safety programming promised to voters in the 2010 ballot initiative.
- The historic programming of the PSST Fund has been to fund the general personnel expenditures of six law enforcement officers and related equipment expenses, fund two squad cars, and to pay the debt service on the City's recent radio system refresh project.

Proposed FY2026 Budgeted Funds - Overview

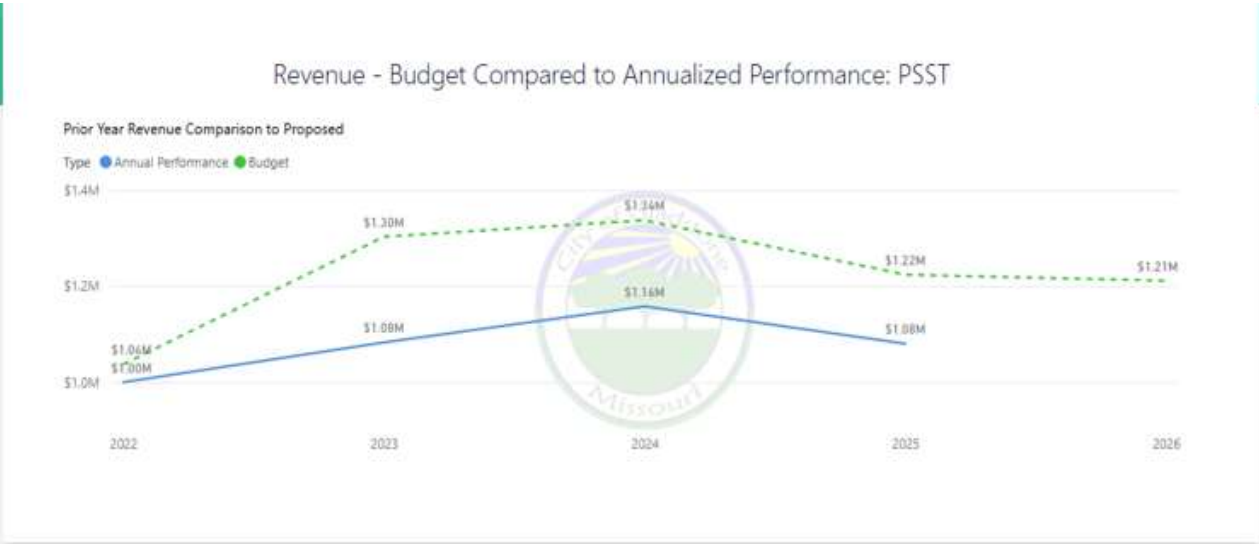
| GL Type | Class | 203-PSST |
|--------------|------------------------------|----------------------|
| Revenue | 31 Taxes | \$1,115,689 |
| | 33 Intergovernmental Revenue | \$3,898 |
| | 36 Misc Revenue | \$35,553 |
| | 38 Transfers | \$0 |
| | 39 Non Revenue Receipts | \$55,976 |
| | Total | \$1,211,116 |
| Expense | 41 Personnel | (\$646,777) |
| | 42 Supplies | (\$97,047) |
| | 43 Services | (\$148,559) |
| | 46 Capital | (\$121,484) |
| | 47 Debt | (\$197,249) |
| | 48 Transfers | \$0 |
| | Total | (\$1,211,116) |
| Total | | \$0 |

Revenue

Revenue - Budget Compared to Annualized Performance: Public Safety Sales Tax Fund



Expenditure



PSST Revenue – Budget to Actuals Comparison

- Actualized performance has historically been close to budgeted for multiple years.
- Due to conservative sales tax revenue forecasts, inflows are budgeted to remain relatively flat year over year.

Composition of Outflows: PSST



PSST Expenditure Composition

- Outflows for the fund are typically dominated by the personnel costs of 6 police officers.
- The scheduled vehicle refresh program accounts for a good portion of the remaining. (2 police cruisers per year, staggered)

Capital Improvement Program

Overview

The Capital Improvement Program (CIP) is an important policy document considered by the City Council. Capital project construction is generally reviewed on a five year look forward period annually. Planned and prudent investment is critical to maintaining the quality of life and economic vitality of any community.

Planned and prudent investment is critical to maintaining the quality of life and economic vitality of any community

The CIP document provides the City Council, Capital Improvement Program Committee, staff, and public with a framework for planning and scheduling capital projects. The plan presents a clear picture of projects scheduled for the current year. The process of updating the plan annually also provides an opportunity to revise the document based on changing community needs and priorities, economic conditions, revised cost estimates, or alternative funding sources.

The Capital Improvement Program consists of two special revenue funds: the Capital Improvement Sales Tax (CIST) Fund and the Transportation Sales Tax (TST) Fund.

Funding

Funding for both the Capital Improvement Sales Tax and the Transportation Sales Tax Fund comes from each of their dedicated 0.5% general City sales tax inflows, as well as an annual \$1 million transfer from the General Fund relating to the 2019 Sales Tax. In years past, these funds have also been used to handle debt proceeds, miscellaneous supplementary transfers from the General Fund, and to re-allocate whatever interest revenue is realized from temporary investment activities to qualifying projects.

Spending

Due to recent capital expenditures, a large portion of both capital funds outlays is comprised of debt service expenditures. Minimal discretionary funding is available from a free fund balance level, which dramatically impacts the ability of the City to address every concern. Projects and investments continue to be authorized and funded as additional funding is received.

Capital Improvement Sales Tax Fund

Overview

The Capital Improvement Sales Tax (CIST) Fund is a special revenue fund that accounts for the 0.5% City sales tax for the purpose of funding large capital projects.

Capital Improvement Sales Tax Fund— Budgeted Inflows and Outflows

- The Capital Improvement Sales Tax (CIST) Fund is a special revenue fund that accounts for the 0.5% City sales tax for the purpose of funding large capital projects.

Proposed FY2026 Budgeted Funds - Overview

| GL Type | Class | 401 CIST |
|--------------|------------------------------|----------------------|
| Revenue | 31 Taxes | \$2,231,378 |
| | 33 Intergovernmental Revenue | \$0 |
| | 34 Charges for Services | \$0 |
| | 36 Misc Revenue | \$123,067 |
| | 38 Transfers | \$1,675,000 |
| | 39 Non Revenue Receipts | \$1,750,000 |
| | Total | \$5,779,445 |
| Expense | 43 Services | (\$122,127) |
| | 46 Capital | (\$2,395,000) |
| | 47 Debt | (\$1,681,280) |
| | 48 Transfers | (\$689,300) |
| | Total | (\$4,887,707) |
| Total | | \$891,738 |

Capital Improvement Sales Tax Fund (CIST)



SALES TAX PROJECTIONS HELD AT 1.5%
GROWTH YEAR OVER YEAR



ONE TIME TRANSFER OF \$675,000
REQUIRED FROM THE GENERAL FUND
TO COVER AJ FARM EVENT CENTER



INTEREST REVENUE EXPECTED TO
DECLINE AS INVESTED FUNDS
DECREASE

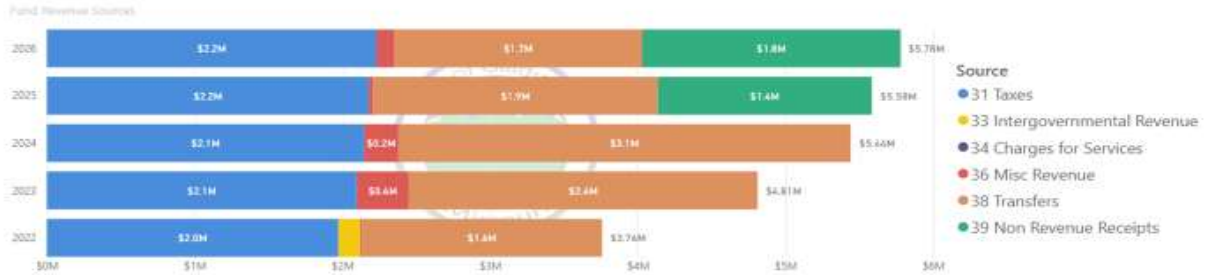
Revenue



CIST Revenue – Budget to Actuals Comparison

- Due to grant receipt timing, project schedules, and a slight slowing of sales tax receipts, FY2025 annualized performance as presented is lower than staff estimates.

Composition of Revenue Inflows: Past Actuals vs. Proposed Budget: CIST



CIST Revenue Composition

- FY2025 and FY2026 will see fund drawdowns related to the spend of the 2024 Certificates of Participation proceeds.

Expenditure

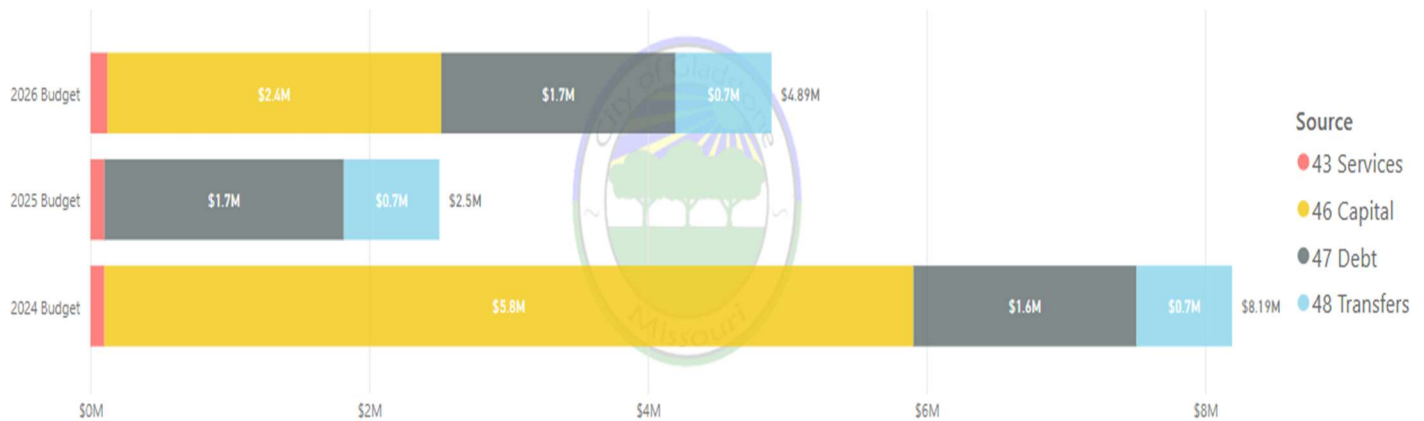
Expenditure - Budget Compared to Annualized Performance: CIST



CIST Expenditure – Budget to Actuals Comparison

- The AJ Farm Venue project overages is the main contributor to current expenditure over budget.
- Rollforward of FY2025 project expenditures to FY2026 is the primary cause of the year over year increase.

Composition of Expense Outflows: Capital Improvement Sales Tax Fund



Transportation Sales Tax Fund

Overview

The Transportation Sales Tax (TST) Fund is a special revenue fund that accounts for the 0.5% City sales tax for the purpose of funding capital roads and trail projects.

The fund revenues are comprised of a ½ cent sales tax, transfers from the General and CWSS Funds, various granting sources, and the Special Road District. This fund is used for transportation related improvements including the street maintenance program, major street projects, sidewalks, and trails.

Transportation Sales Tax (TST)– Budgeted Inflows and Outflows

Proposed FY2026 Budgeted Funds - Overview

| GL Type | Class | 402-TST |
|--------------|------------------------------|----------------------|
| Revenue | 31 Taxes | \$2,231,378 |
| | 33 Intergovernmental Revenue | \$1,400,000 |
| | 34 Charges for Services | \$0 |
| | 36 Misc Revenue | \$150,360 |
| | 38 Transfers | \$150,000 |
| | 39 Non Revenue Receipts | \$1,000,000 |
| | Total | \$4,931,738 |
| Expense | 43 Services | (\$326,000) |
| | 46 Capital | (\$3,300,000) |
| | 47 Debt | (\$724,914) |
| | 48 Transfers | (\$100,000) |
| | Total | (\$4,450,914) |
| Total | | \$480,824 |

Transportation Sales Tax Fund (TST)



Sales Tax Projections Held at 1.5% Growth Year over Year

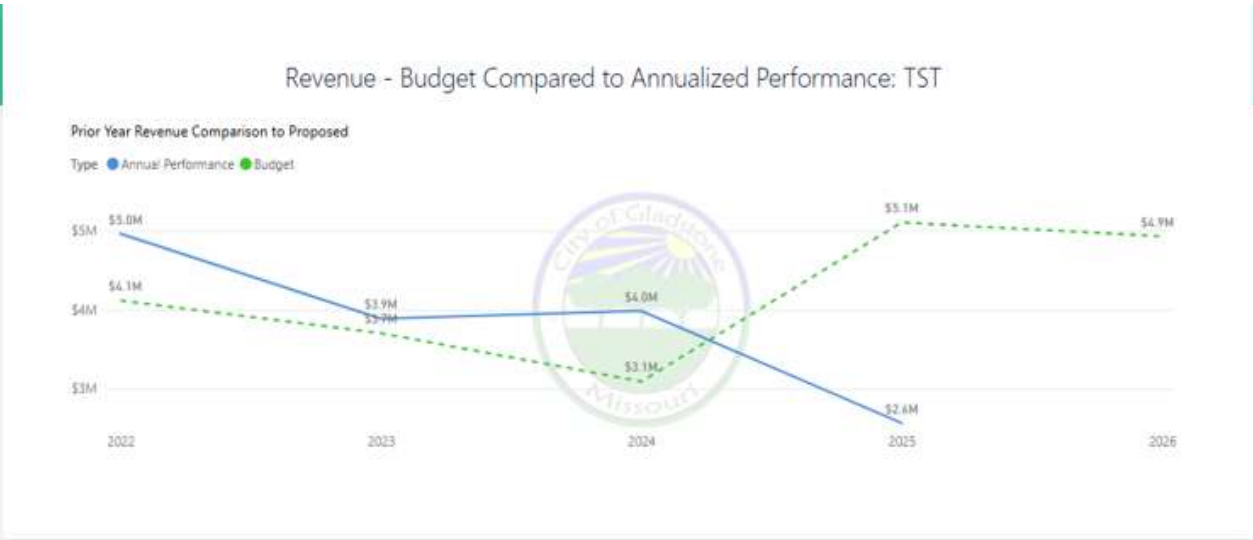


Interest Revenue Expected To Decrease as Invested Funds Decrease



N. Oak Project Delayed to FY27 and FY28

Revenue



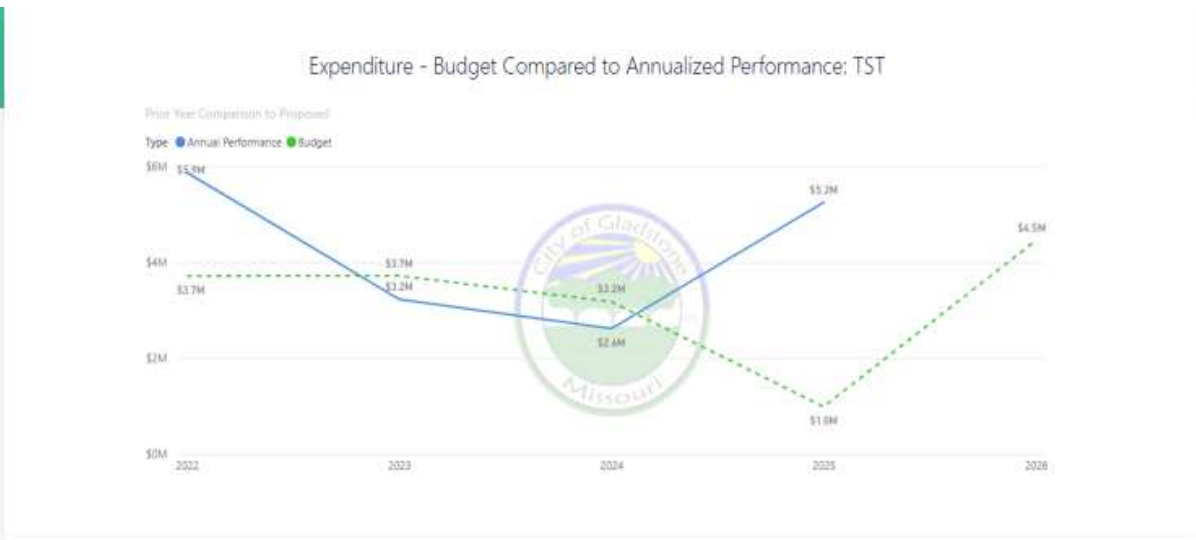
TST Revenue – Budget to Actuals Comparison

- The \$4.4 million STP North Oak Grant is responsible for the sharp increase in revenue forecasts in FY2025 and FY2026.
- This revenue is contingent on work completed, thus the lower than expected in FY2025.

Composition of Revenue Inflows: Transportation Sales Tax Fund



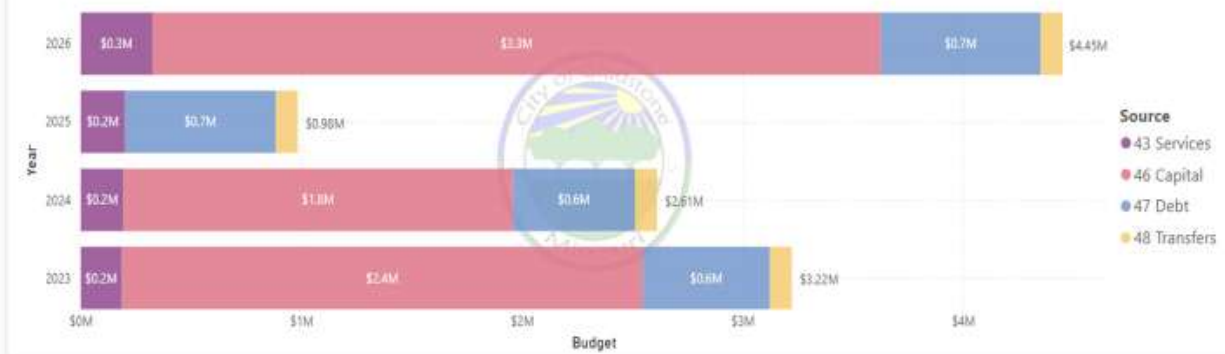
Expenditure



TST Expenditure – Budget to Actuals Comparison

- FY2025 actualized is largely attributed to the following mid-year adjustments:
 - Street Mill and Overlay : \$950,000
 - Linden Connector Trail: \$700,000
 - N Oak Complete Streets – NE 69th to NE 72nd: \$260,000

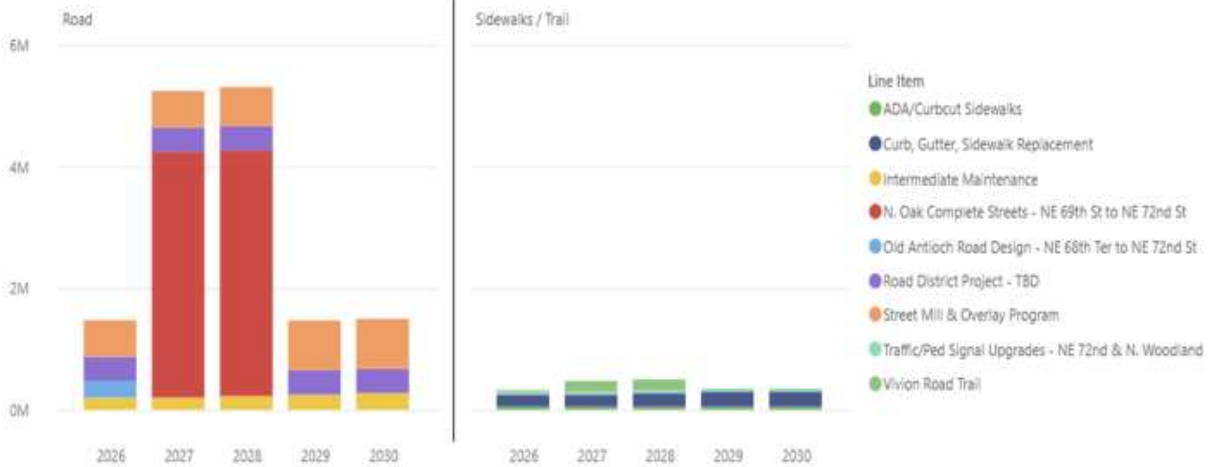
Composition of Outflows: TST



TST Expenditure Composition

- Capital Project outflows remain the key spend activity for the fund.

Project Expenditures



Transportation Sales Tax – Project Summary

Capital Equipment Replacement Fund

Overview

The Capital Equipment Replacement Fund (CERF) was established in 2001. This fund provides funds for capital purchases and projects.

Inflows for this fund typically come from interest earnings, non-restricted tax revenues, and transfers.

CERF, CERF-TECH: Budgeted Inflows and Outflows

- The Capital Equipment Replacement Fund (CERF) was established in 2001. This fund provides funds for capital purchases and projects.
- Inflows for this fund typically come from interest earnings, non-restricted tax revenues, and transfers.

Proposed FY2026 Budgeted Funds - Inflows and Outflows

| GL Type | Class | 403-CERF | 404-Tech |
|--------------|------------------------------|-------------------|--------------------|
| Revenue | 31 Taxes | - | \$407,000 |
| | 32 Licenses & Permits | - | - |
| | 33 Intergovernmental Revenue | - | - |
| | 34 Charges for Services | - | - |
| | 35 Fines & Forfeitures | - | - |
| | 36 Misc Revenue | \$0 | \$84,878 |
| | 38 Transfers | \$0 | \$0 |
| | 39 Non Revenue Receipts | - | \$0 |
| | Total | \$0 | \$491,878 |
| Expense | 41 Personnel | - | - |
| | 42 Supplies | - | - |
| | 43 Services | \$0 | \$0 |
| | 46 Capital | (\$35,931) | \$0 |
| | 47 Debt | - | (\$63,147) |
| | 48 Transfers | \$0 | (\$428,731) |
| | Total | (\$35,931) | (\$491,878) |
| Total | | (\$35,931) | \$0 |

Revenue

Revenue - Budget Compared to Annualized Performance: CERF, CERF-TECH

Prior Year Comparison to Proposed : Revenue

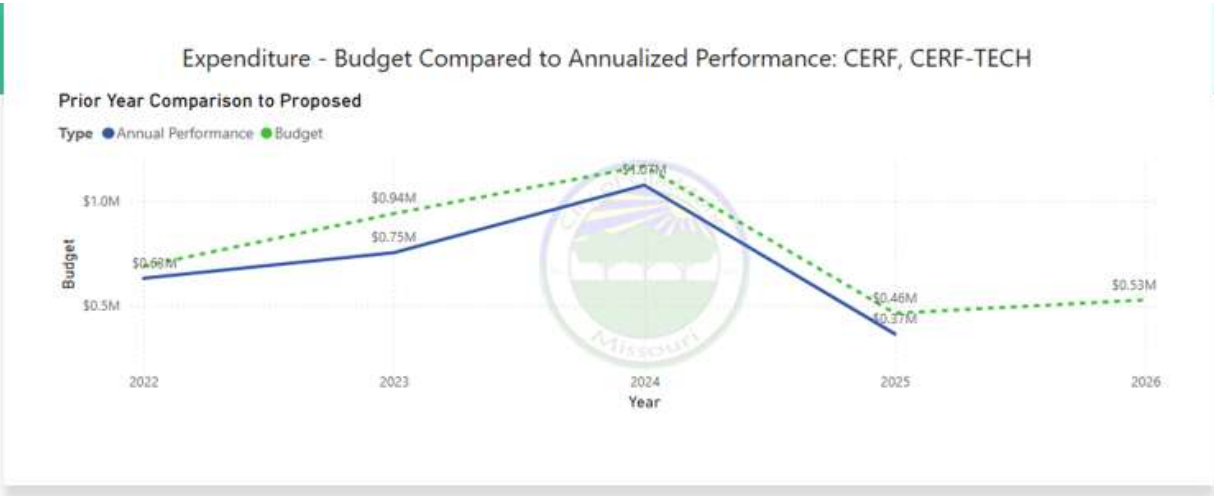
Type ● Annual Performance ● Budget



CERF, CERF-TECH— Budget to Actuals Comparison

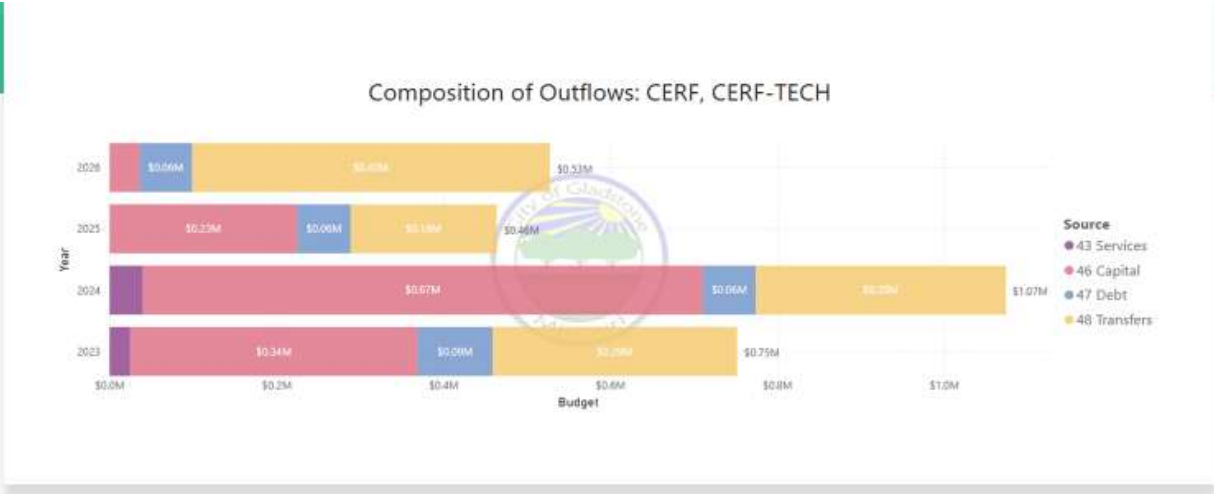
- Without its own source of revenue generation, the fund's inflows are dependent on management decisions and allocations of taxes from the general fund

Expenditure



CERF, CERF-TECH Expenditure– Budget to Actuals Comparison

- While the fund’s revenue is dependent on management decisions, so are its expenditures.
- As such, expenditure approval for this fund closely tracks budgeted allowances.



CERF, CERF-TECH Expenditure Composition

- Most expenditures are related to capital equipment purchases, as well as reimbursing other city funds for their qualifying purchases.

Combined Water and Sewerage System Fund

Overview

The Combined Water and Sewerage System (CWSS) Fund accounts for the provision of water and sewer services to the residents of the City. All activities necessary to provide such services are accounted for in this fund including, but not limited to: administration, operations, maintenance, financing and related debt service, and billing and collections.

As the city's only enterprise fund, it is designed and budgeted for as a self-sustaining entity without the need for unrestricted resources from the General Fund.

Combined Waterworks and Sewerage Fund—Budgeted Inflows and Outflows

- The Combined Waterworks and Sewerage System (CWSS) Fund accounts for the provision of water and sewer services to the residents of the City. All activities necessary to provide such services are accounted for in this fund including, but not limited to: administration, operations, maintenance, financing and related debt service, and billing and collections.

Proposed FY2026 Budgeted Funds - Overview

| GL Type | Class | 501-CWSS |
|--------------|------------------------------|-----------------------|
| Revenue | 33 Intergovernmental Revenue | \$0 |
| | 34 Charges for Services | \$13,826,383 |
| | 36 Misc Revenue | \$422,781 |
| | 38 Transfers | \$0 |
| | 39 Non Revenue Receipts | \$6,164,466 |
| | Total | \$20,413,630 |
| Expense | 41 Personnel | (\$1,765,341) |
| | 42 Supplies | (\$941,715) |
| | 43 Services | (\$9,327,326) |
| | 46 Capital | (\$7,052,319) |
| | 47 Debt | (\$1,276,929) |
| | 48 Transfers | (\$50,000) |
| | Total | (\$20,413,630) |
| Total | | \$0 |

Revenue

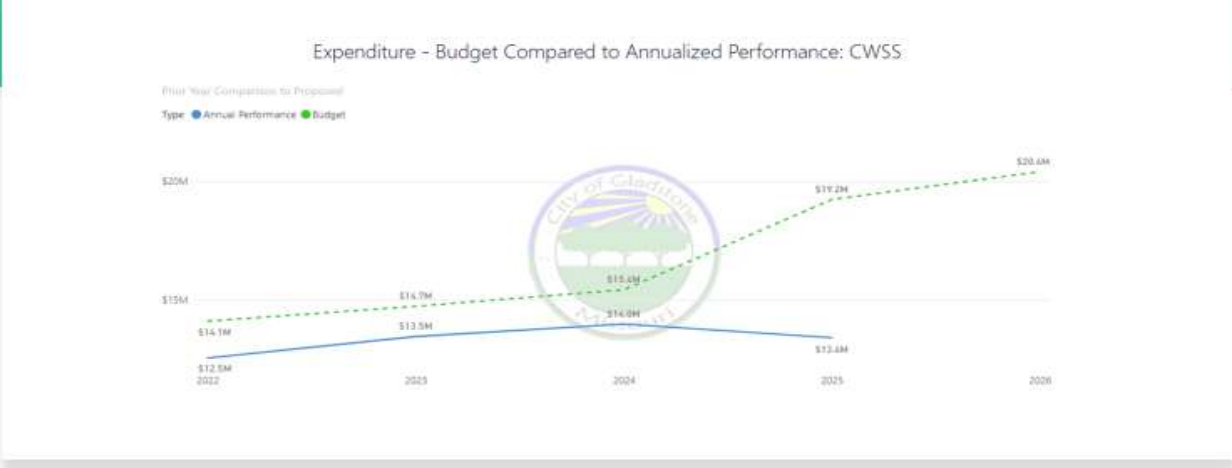
Revenue - Budget Compared to Annualized Performance: CWSS



CWSS Revenue – Budget to Actuals Comparison. (Budgetary Basis Presentation)

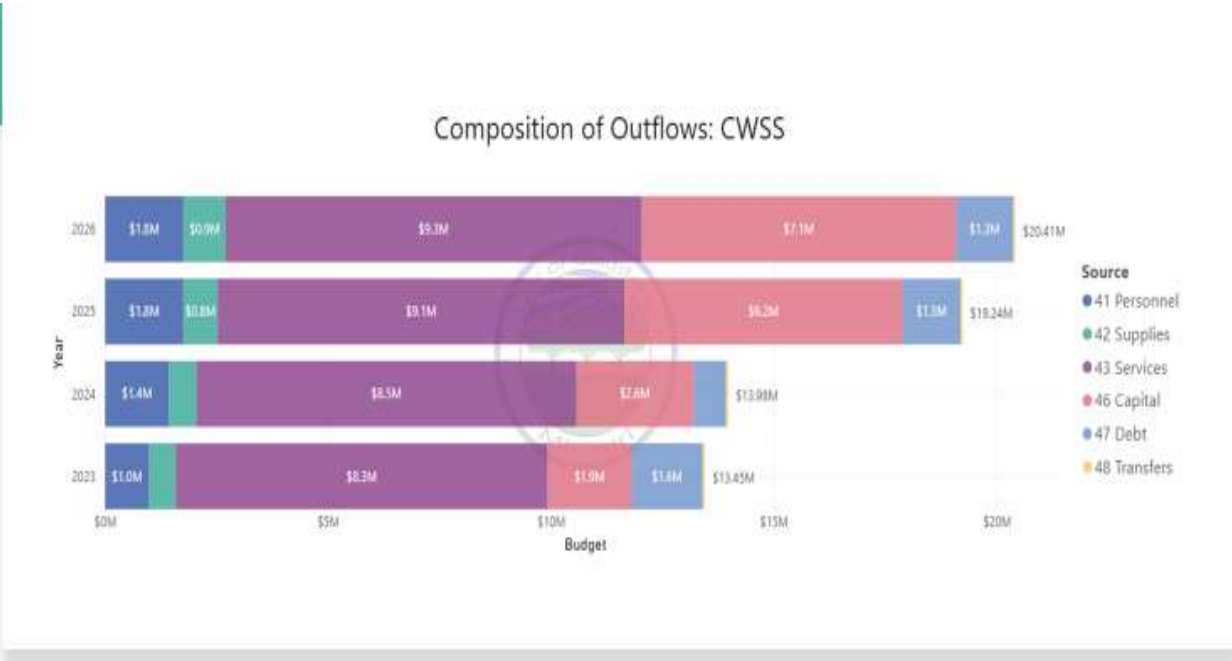
- Revenue Budget is artificially high in FY25 and FY26 due to the spenddown of the 2024 COP Debt Proceeds.
- Staff expect to request a 6% increase in the per unit sewer rate for FY 2026 as a direct response to Kansas City raising their treatment costs to us by 6%. Staff are also expecting to request a 5% increase in the per unit water rate to address rising input costs as well as personnel costs.

Expenditure



CWSS Expenditure – Budget to Actuals Comparison

- The fund has historically performed well against budget. Expenditure increases are attributed to the water treatment plant project and the 6% increase from KCMO sewer charges.



CWSS Expenditure Composition

- Sewer treatment charges from Kansas City remain the largest outflow for the fund. These outflows are covered by the sewer rates charged to citizens.

IT Requests - Important Note!

01

These are not considered new outlays for the city.

02

IT has already been replacing equipment on a similar schedule.

03

This will simply bring transparency and better planning for these activities into the budget process.

| General Category | Original Purchase Price | Count | Lifespan in Years | Annual Depreciation Unit Rate | Assigned Market Rate Replacement |
|------------------|-------------------------|-------|-------------------|-------------------------------|----------------------------------|
| Firewall | \$4,449.66 | 2 | 7 | 0.29 | \$1,271.33 |
| Backup Server | \$30,801.87 | 1 | 7 | 0.14 | \$4,400.27 |
| Backup Server | \$9,158.29 | 1 | 7 | 0.14 | \$1,308.33 |
| Backup Server | \$7,122.30 | 1 | 7 | 0.14 | \$1,017.47 |
| Network Switch | \$2,916.08 | 10 | 8 | 1.25 | \$3,645.10 |
| Network Switch | \$2,499.99 | 6 | 8 | 0.75 | \$1,874.99 |
| Network Switch | \$1,914.67 | 5 | 8 | 0.63 | \$1,196.67 |
| Network Switch | \$999.99 | 5 | 8 | 0.63 | \$624.99 |
| Network Switch | \$2,127.52 | 2 | 6 | 0.33 | \$709.17 |
| VMWare Server | \$29,885.59 | 2 | 6 | 0.33 | \$9,961.86 |
| NAS Server | \$10,999.99 | 1 | 6 | 0.17 | \$1,833.33 |
| Genetec Server | \$15,536.00 | 1 | 6 | 0.17 | \$2,589.33 |
| Genetec Server | \$15,700.00 | 1 | 6 | 0.17 | \$2,616.67 |
| Battery Backup | \$3,986.00 | 3 | 10 | 0.30 | \$1,195.80 |
| Battery Backup | \$1,432.00 | 3 | 10 | 0.30 | \$429.60 |
| Exchange Server | \$7,534.00 | 1 | 6 | 0.17 | \$1,255.67 |
| | \$147,063.95 | | | | \$35,930.59 |

Capital Equipment Replacement Fund Portion

- Enforcing a strict equipment refresh schedule will allow for better standardization and planning of the city InfoSec environment.
- These cost are generally piecemeal incurred.
- The budget team is recommending the city instead proactively plan for future outlays to prevent unnecessary spikes in the underlying funds.

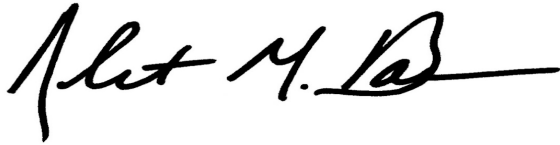
Conclusion

In summary, the FY26 Budget continues the emphasis on achievement of Council and Budget Team goals, sustainable budget practices, and continued employee support and funding for the Compensation & Classification Plan.

The FY26 Budget is fiscally responsible and continues to support the provision of outstanding citizen services, programs, and staffing levels necessary to provide enhanced Citizen services. This Budget represents a stable organization that continues to plan for the future, and an organization that believes in providing excellent basic services.

The contents of the FY26 Budget are inclusive of various staff committee recommendations, department priorities, and review by the Budget Team comprised of Assistant City Manager Austin Greer, Director of Finance Matt Dayton, Finance Manager Robert Daniels, Human Resource Administrator Amanda Wheeler, and myself. Thank you for your support and consideration of the proposed fiscal year 2026 Budget.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robert M. Baer", with a long horizontal flourish extending to the right.

Robert Baer
City Manager



**City of Gladstone, MO
7010 N. Holmes St
Gladstone, MO 64118**

For Further Information: (816)-436-2200

PROCLAMATION

A PROCLAMATION RECOGNIZING THE BENEFITS OF PARKS AND RECREATION AND DECLARING THE MONTH OF JULY 2025, AS NATIONAL PARKS AND RECREATION MONTH IN THE CITY OF GLADSTONE.

WHEREAS, park and recreation activities enhance the physical health and mental well-being of individuals, work forces, and communities; and

WHEREAS, participation in recreation programs builds self-esteem and provides positive and constructive alternatives to anti-social behavior; and

WHEREAS, parks and recreation opportunities and open spaces enhance the desirability of communities as locations for business, industry, and residential housing; and

WHEREAS, parks and recreation stimulates tourism revenues and the economic development of communities; and

WHEREAS, parks and open spaces are vital to the appearance and livability of communities; protect our air and water, and balance our ecosystem; and

WHEREAS, it is the right of everyone regardless of age, race, color, religion, sexual orientation, gender identity, national origin or ability to participate in parks and recreation programs and activities and enjoy parks and open spaces.

NOW, THEREFORE, I, Les Smith, Mayor of the City of Gladstone, Missouri, on behalf of the members of the Gladstone City Council and all Gladstone residents, do hereby proclaim July, 2025 as:

NATIONAL PARKS AND RECREATION MONTH

in Gladstone, Missouri, and urge all residents of this community to join with citizens of other communities throughout this great state in recognizing that parks and recreation services are essential to the quality of life not only in the month of July but all through the year.

Signed this 23rd Day of June 2025



Request for Council Action

RES ☐ # City Clerk Only

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 6/12/2025

Department: Community Development

Meeting Date Requested: 6/23/2025

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

Subject: Special Event Permit

Background: The Parks, Recreation, and Cultural Arts Department will host the City's Annual *Theatre in the Park* 2025 season. This year's productions will include *Annie* and *Elf*. Concessions will be sold by the Gladstone Rotary Club at the concession stand.

Location: Oak Grove Park

ANNIE-

Date: Friday, June 27, 2025
Saturday, June 28, 2025
Sunday, June 29, 2025
Time: 5:00 pm to 11:30 pm
5:00 pm Park opens
8:30 pm show begins

ELF-

Date: Friday, August 1, 2025
Saturday, August 2, 2025
Sunday, August 3, 2025
Time: 5:00 pm to 11:30 pm
5:00 pm Park opens
8:30 pm show begins

Budget Discussion: N/A

Public/Board/Staff Input: See attached letter of transmittal.

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

Alan Napoli
Department Director/Administrator

JA
City Attorney

BB
City Manager

LETTER OF TRANSMITTAL



CITY OF GLADSTONE
Community Development Department
P.O. Box 10719
Gladstone, Missouri 64188-0719
Tel. (816) 436-2200 Fax (816) 436-2228



TO: CITY COUNCIL
FROM: COMMUNITY DEVELOPMENT
DATE: JUNE 12, 2025
PERMIT NO.: SEP25-00068
RE: TYPE 4 OUTDOOR SPECIAL EVENT

NAME OF EVENT: THEATRE IN THE PARK
LOCATION OF EVENT: 7600 N TROOST AVENUE
OAK GROVE PARK
DATE OF EVENT: ANNIE-
FRIDAY, JUNE 27, 2025
SATURDAY, JUNE 28, 2025
SUNDAY, JUNE 29, 2025
ELF-
FRIDAY, AUGUST 1, 2025
SATURDAY, AUGUST 2, 2025
SUNDAY, AUGUST 3, 2025
TIME OF EVENT: THE PARK WILL OPEN AT 5:00 PM AND CLOSE AT 11:30 PM
SHOW BEGINS AT 8:30 PM AND CONCLUDE AROUND 10:45 PM
EST. ATTENDANCE: 4000±

REQUESTED TEMPORARY VARIANCE:

- ☐ Section 2.100.250(1) Outdoor display, sale and storage.
- ☐ Section 2.100.250(3) Sales transactions.
- ☒ Section 2.120.050 Noise prohibited.
- ☒ Section 2.130.010(2) Park rules and regulations (hours).
- ☐ Section 2.130.010(13) Park rules and regulations (alcoholic beverages).
- ☒ Section 2.135.040 Prohibition of smoking on or within all public park grounds.
- ☐ Section 2.140.040 Public fireworks display prohibited, exceptions.
- ☐ Section 3.100.060 Burning prohibited general; exceptions.
- ☐ Section 5.110.1800 Drinking in public.
- ☐ Section 5.160.230(a) Street use permit (street use permit allowed).
- ☒ Section 9.1600.110 Temporary signs.

REMARKS: City staff has reviewed the application and finds that the variance(s) requested are appropriate for this venue.

Signed:

Alan D. Napoli, C.B.O.

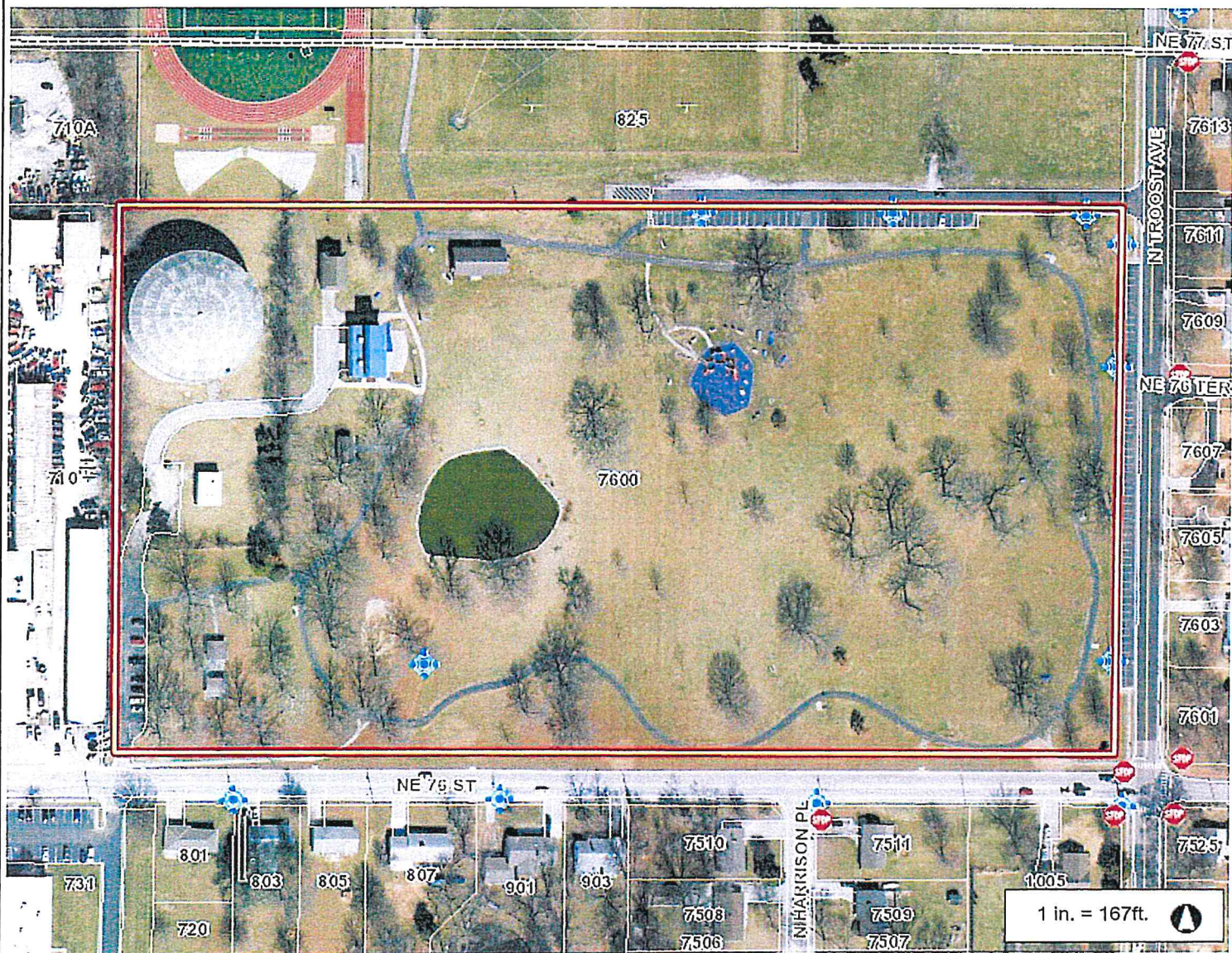
Community Development Administrator | Building Official

ATTACHMENT(S):

- ☒ Map
- ☐ Other _____



Gladstone, MO

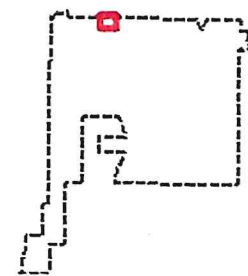


333.3 0 166.67 333.3 Feet

1 in. = 167ft.



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



Legend

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

Notes



Request for Council Action

RES ☐ # City Clerk Only

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 6/12/2025

Department: Community Development

Meeting Date Requested: 6/23/2025

Public Hearing: Yes ☐ Date: Click here to enter a date.

Subject: Special Event Permit

Background: The Parks, Recreation, and Cultural Arts Department will host the City's Annual Independence Day Celebration. Concessions will be sold by the Gladstone Rotary Club at the concession stand.

Location: Oak Grove Park

Date: Friday, July 4, 2025

Time: 5:00 pm to 11:00 pm (times may vary)

- 5:00 pm – Park will open up for the event
- 7:00 pm – The band Flashback will take the stage
- 9:00 pm – Mayor's welcome with presentation of the Colors followed by the National Anthem
- 9:25 pm – Fireworks display presented by Premier Pyrotechnics

Budget Discussion: Funds are budgeted in the amount of \$ 14,000.00 from the CIP Fund. Ongoing costs are estimated to be \$0.00 annually. Previous years' funding was \$0.00.

Public/Board/Staff Input: See attached letter of transmittal.

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

Alan Napoli
Department Director/Administrator

JA
City Attorney

BB
City Manager

LETTER OF TRANSMITTAL



CITY OF GLADSTONE
Community Development Department
P.O. Box 10719
Gladstone, Missouri 64188-0719
Tel. (816) 436-2200 Fax (816) 436-2228



TO: CITY COUNCIL
FROM: COMMUNITY DEVELOPMENT
DATE: JUNE 12, 2025
PERMIT NO.: SEP25-00067
RE: TYPE 4 OUTDOOR SPECIAL EVENT

NAME OF EVENT: INDEPENDENCE DAY CELEBRATION
LOCATION OF EVENT: 7600 N TROOST AVENUE
OAK GROVE PARK
DATE OF EVENT: FRIDAY, JULY 4, 2025
TIME OF EVENT: 5:00 PM TO 11:00 PM (TIMES MAY VARY)
5:00 PM – PARK WILL OPEN UP FOR THE EVENT
7:00 PM – THE BAND FLASHBACK WILL TAKE THE STAGE
9:00 PM – MAYOR'S WELCOME WITH PRESENTATION OF THE
COLORS, FOLLOWED BY THE NATIONAL ANTHEM
9:35 PM – FIREWORKS DISPLAY PRESENTED BY PREMIER
PYROTECHNICS
EST. ATTENDANCE: 10,000±

REQUESTED TEMPORARY VARIANCE:

- ☐ Section 2.100.250(1) Outdoor display, sale and storage.
- ☐ Section 2.100.250(3) Sales transactions.
- ☒ Section 2.120.050 Noise prohibited.
- ☒ Section 2.130.010(2) Park rules and regulations (hours).
- ☐ Section 2.130.010(13) Park rules and regulations (alcoholic beverages).
- ☒ Section 2.135.040 Prohibition of smoking on or within all public park grounds.
- ☒ Section 2.140.040 Public fireworks display prohibited, exceptions.
- ☐ Section 3.100.060 Burning prohibited general; exceptions.
- ☐ Section 5.110.1800 Drinking in public.
- ☒ Section 5.160.230(a) Street use permit (street use permit allowed).
- ☒ Section 9.1600.110 Temporary signs.

REMARKS: City staff has reviewed the application and finds that the variance(s) requested are appropriate for this venue.

Signed: _____

Alan D. Napoli, C.B.O.

Community Development Administrator | Building Official

ATTACHMENT(S):

☒ Map

☐ Other _____



Gladstone, MO



Legend

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

Notes

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THIS MAP IS NOT TO BE USED FOR NAVIGATION



Request for Council Action

RES ☐ # City Clerk Only

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 6/10/2025

Department: Community Development

Meeting Date Requested: 6/23/2025

Public Hearing: Yes ☐ Date: Click here to enter a date.

Subject: Building Permit

Background: The City Council is fully informed regarding the Atkins-Johnson Farm Event Center Project and has already approved the purchase of the building. This item is simply a procedural formality to approve the associated building permit.

Budget Discussion: N/A.

Public/Board/Staff Input:

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

Alan Napoli
Department Director/Administrator

JA
City Attorney

BB
City Manager

BUILDING PERMIT STAFF REPORT



CITY OF GLADSTONE
Community Development Department
7010 N. Holmes Street
Gladstone, Missouri 64118
Tel. (816) 436-2200 Fax (816) 436-2228



TO: CITY COUNCIL
FROM: COMMUNITY DEVELOPMENT
DATE: JUNE 10, 2025
PERMIT No.: BP25-00143

GENERAL INFORMATION

BUSINESS/PROPERTY NAME: Atkins-Johnson Farm
APPLICANT: City of Gladstone
STATUS OF APPLICANT: Owner
OWNER: City of Gladstone
REQUESTED ACTION: Approval of Building Permit
PURPOSE: Construction of an Event Venue
LOCATION: 4101 NE Pleasant Valley Road
SIZE: 7,460 sq. ft.

ZONING INFORMATION

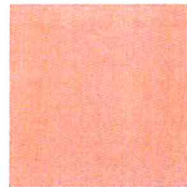
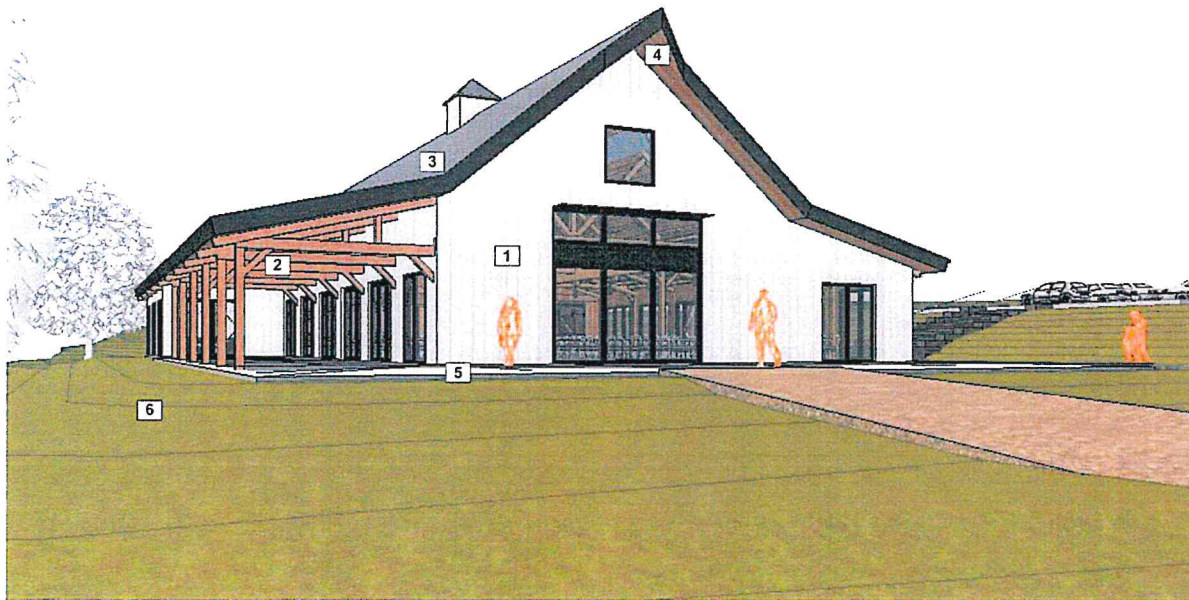
EXISTING LAND USE: R-1 Single-Family Dwelling District
SURROUNDING LAND USE-N: R-1 Single-Family Dwelling District
E: KCMO
W: R-1 Single-Family Dwelling District
S: R-1 Single-Family Dwelling District
COMPREHENSIVE PLAN: Parks/Open Space
ZONING HISTORY: None Recent

APPLICABLE REGULATIONS

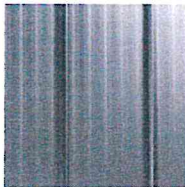
2021 IBC, 2021 IEBC, 2020 NEC, 2021 IFC, 2021 IECC, 2021 IFGC, 2021 IMC, 2021 IPC, 2021 ISPSC, AND 2017 ICC A117.1

ADDITIONAL COMMENTS

Staff has reviewed the plans and identified only minor comments. We will coordinate with the design team to resolve these items.



1. WHITE BOARD AND BATTEN SIDING



2. STAINED WOOD STRUCTURE



3. METAL ROOF



4. STAINED TAG SOFFIT



5. SAND FINISHED CONCRETE FLATWORK

6. GRASS AND PLANTINGS

1000 S. 1000 E. SUITE 100
 SALT LAKE CITY, UT 84143

ARCHITECT

SHANE ARCHITECTURE, INC.
 1000 S. 1000 E. SUITE 100
 SALT LAKE CITY, UT 84143

DESIGNER

SHANE ARCHITECTURE, INC.
 1000 S. 1000 E. SUITE 100
 SALT LAKE CITY, UT 84143

ENGINEER

SHANE ARCHITECTURE, INC.
 1000 S. 1000 E. SUITE 100
 SALT LAKE CITY, UT 84143

CONTRACTOR

SHANE ARCHITECTURE, INC.
 1000 S. 1000 E. SUITE 100
 SALT LAKE CITY, UT 84143

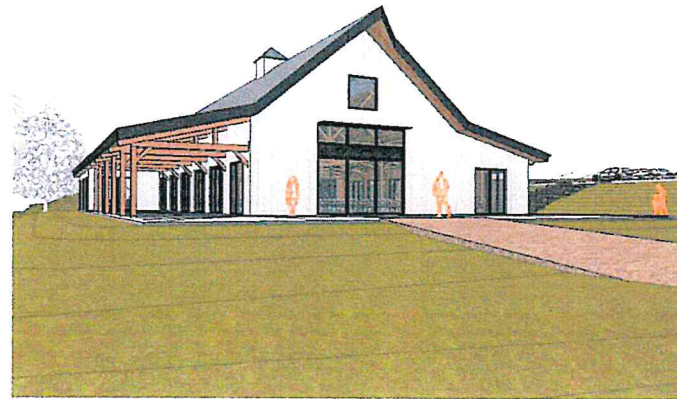
ATKINS JOHNSON EVENT VENUE

410 N. PLEASANT VALLEY RD. CLARKE, MO 64119

FOR BUILDING PERMIT
 10/1/2019

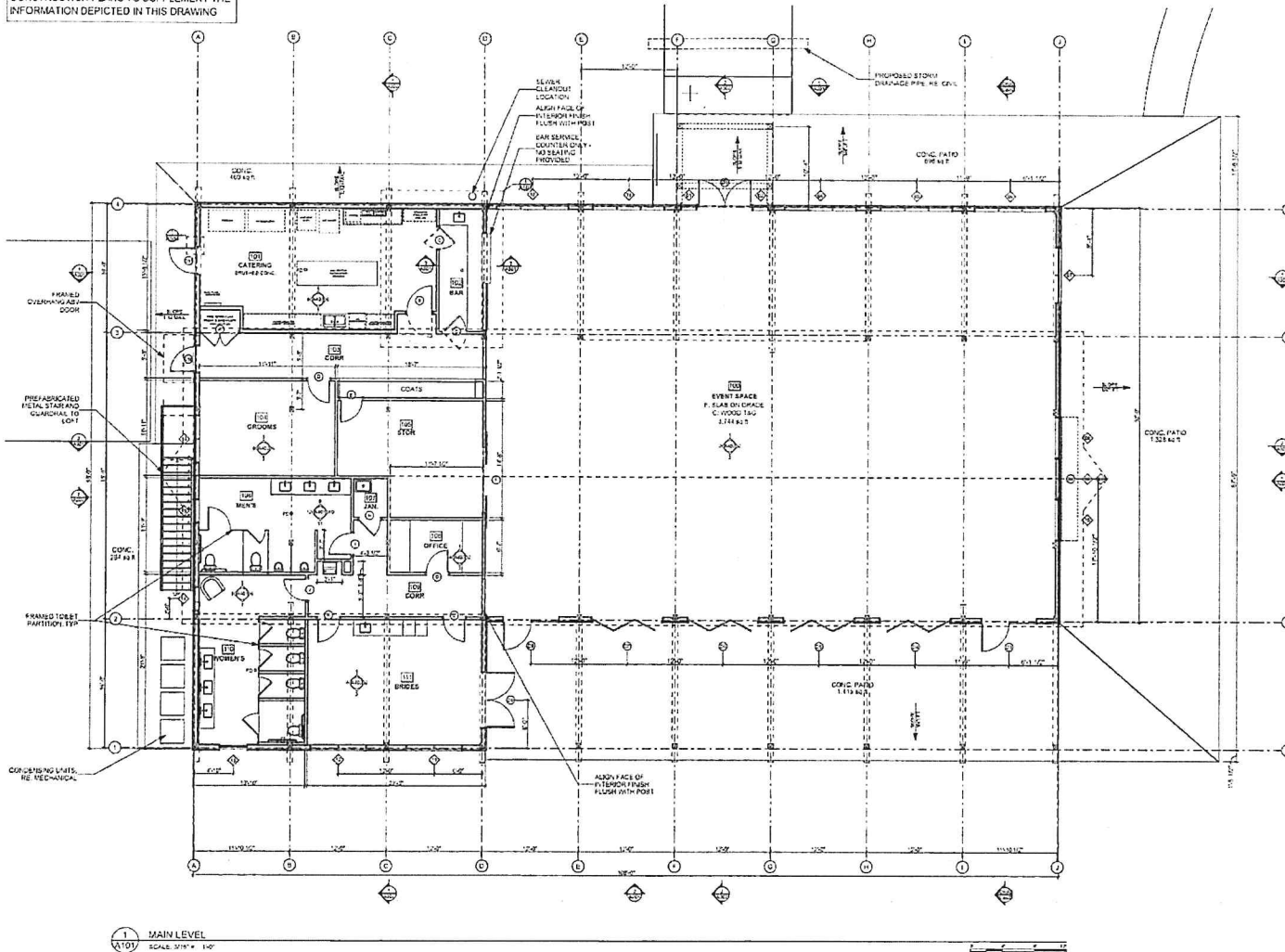
MATERIALS BOARD

A801



Price: \$19.95

NOTE: REFER TO LEGACY POST AND BEAM
CONSTRUCTION PLANS TO SUPPLEMENT THE
INFORMATION DEPICTED IN THIS DRAWING



PHOTOGRAPHY BY MICHAEL B. SMITH

ARCHITECT
 PHASE ARCHITECTURE LLP
 2000 N. 10th St.
 Suite 100
 Minneapolis, MN 55412

CLIENT
 Atkins Johnson Event Venue
 4401 NE FLEISCHER VALLEY RD.
 GASTON, MN 55029

DESIGNER
 PHASE ARCHITECTURE LLP
 2000 N. 10th St.
 Suite 100
 Minneapolis, MN 55412

DATE
 10/15/2019

PROJECT
 4401 NE FLEISCHER VALLEY RD.
 GASTON, MN 55029

STREET ADDRESS
 4401 NE FLEISCHER VALLEY RD.
 GASTON, MN 55029

OWNER
 Atkins Johnson Event Venue
 4401 NE FLEISCHER VALLEY RD.
 GASTON, MN 55029

DESIGNER
 PHASE ARCHITECTURE LLP
 2000 N. 10th St.
 Suite 100
 Minneapolis, MN 55412

DATE
 10/15/2019

PROJECT
 4401 NE FLEISCHER VALLEY RD.
 GASTON, MN 55029

ATKINS JOHNSON EVENT VENUE
 4401 NE FLEISCHER VALLEY RD. GASTON, MN 55029

FOR EXISTING PERMIT: NONE

MAIN LEVEL PLAN

A101



Request for Council Action

RES ☒ # R-25-34

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 06/09/2025

Department: Fire/EMS - GEMA

Meeting Date Requested: 06/23/2025

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

Subject: A Resolution authorizing the City Manager to enter into an agreement with the Mid-America Regional Council (MARC) for the City of Gladstone, Missouri, to participate in the 2025 MARC Multi-Jurisdictional Hazard Mitigation Plan update and adoption.

Background: The MARC - Hazard Mitigation Plan is crucial for protecting our community and its residents from the devastating impacts of natural disasters. By developing a comprehensive plan, we become eligible for essential federal funding to implement protective measures like flood buyouts and tornado safe rooms. This funding is a lifeline for building resilience and safeguarding lives and property. However, it is important to note that this funding is only available to communities that actively participate in the plan's development and formally adopt it.

To ensure our community is best prepared for future disasters, FEMA requires regional Hazard Mitigation Plans to be updated every five years. Since the last plan was completed in 2020, it is time for a comprehensive review and revision. This process involves active participation from local governments, school districts and the community to develop and formally adopt a new plan.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommends approval of the proposed Resolution.

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

Mike Desautels
Department Director/Administrator

JA
City Attorney

BB
City Manager

RESOLUTION NO. R-25-34

A RESOLUTION ADOPTING THE MID-AMERICA REGIONAL COUNCIL 2025 MULTI-JURISDICTIONAL HAZARD MITIGATION PLAN FOR CASS, CLAY, JACKSON, PLATTE, AND RAY COUNTIES IN MISSOURI.

WHEREAS, the City of Gladstone, Missouri recognizes the threats that natural hazards pose to people and property; and

WHEREAS, the City of Gladstone, Missouri has participated in the preparation of a multi-jurisdictional local hazard mitigation plan, hereby known as the 2025 Multi-Jurisdictional Hazard Mitigation Plan for Cass, Clay, Jackson, Platte and Ray counties; and

WHEREAS, the plan identifies mitigation goals and actions to reduce or eliminate long-term risk to people and property from the impacts of future hazards and disasters; and

WHEREAS, adoption by the City of Gladstone demonstrates our commitment to hazard mitigation and achieving the goals outlined in the plan and affirms that the plan will be updated no less than every five (5) years; and

WHEREAS, the final draft plan prepared by the Mid-America Regional Council has been reviewed by State Emergency Management Agency (SEMA) and is expected to be approved by the Federal Emergency Management Agency (FEMA).

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

THAT, the City Manager, is hereby authorized to sign and participate in the MARC 2025 Multi-Jurisdictional Hazard Mitigation Plan, which shall be an attachment to the Gladstone Emergency Operations Plan.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



Request for Council Action

RES ☒ # R-25-35

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 6/13/2025

Department: General Administration

Meeting Date Requested 6/23/2025

Public Hearing: Yes ☐ Date: Click here to enter a date.

Subject: A Resolution amending the City of Gladstone Employee Handbook

Background: Currently, the City of Gladstone Employee Handbook restricts employees from using their earned vacation time until they have completed six (6) months of Introductory status. This policy can be considered unreasonable and can create undue hardship for employees who may need to access their vacation benefits earlier. The proposed Resolution seeks to amend the Employee Handbook by removing this restrictive language, allowing employees to use their earned vacation time as needed, regardless of their introductory period status.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommends approval of the proposed Resolution.

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

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager

RESOLUTION NO. R-25-35

A RESOLUTION AMENDING THE EMPLOYEE HANDBOOK FOR THE CITY OF GLADSTONE, MISSOURI.

WHEREAS, pursuant to Ordinance No. 3.859 and Gladstone City Code section 1.105.640 the City of Gladstone Employee Handbook may be amended from time to time by Resolution; and

WHEREAS, an amendment to the Employee Handbook has been proposed concerning the following policy: Vacation Usage During Introductory Period (Exhibit A); and

WHEREAS, the proposed amendment is in the best interest of the employees of the City and in conformance with applicable law.

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

THAT, the section in the handbook prohibiting employees from using vacation leave prior to completing six months of service will be deleted in its entirety.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

RESOLUTION NO. R-25-35

Exhibit A

Page 72 of the Employee Handbook

EXHIBIT A

| | | | |
|--------------------------------|------|-----------|-----------|
| 7 years to less than 9 years | 4.93 | 128 hours | 256 hours |
| 9 years to less than 11 years | 5.24 | 136 hours | 272 hours |
| 11 years to less than 13 years | 5.54 | 144 hours | 288 hours |
| 13 years to less than 15 years | 5.85 | 152 hours | 304 hours |
| 15 years or more | 6.16 | 160 hours | 320 hours |
| 20 to less than 25 years | 7.08 | 184 hours | 368 hours |
| 25 years or more | 7.70 | 200 hours | 400 hours |

Fire/EMS/EMS personnel, with the exception of those on regular eight-hour shifts, shall accrue vacation leave as noted below:

Regular Full-time Employees Assigned to a 24-hour Shift:

| Years of Service | Accrue Each Pay Period | Accrue Annually | Maximum Accrual |
|--------------------------------|------------------------|-----------------|-----------------|
| Less than 5 years | 3.70 | 96 hours | 192 hours |
| 5 years to less than 7 years | 5.56 | 144 hours | 288 hours |
| 7 years to less than 9 years | 6.47 | 168 hours | 336 hours |
| 9 years to less than 11 years | 6.93 | 180 hours | 360 hours |
| 11 years to less than 13 years | 7.39 | 192 hours | 384 hours |
| 13 years to less than 15 years | 7.85 | 204 hours | 408 hours |
| 15 years or more | 8.31 | 216 hours | 432 hours |
| 20 years to less than 25 years | 9.27 | 241 hours | 482 hours |
| 25 or more years | 9.93 | 258 hours | 516 hours |

Regular full-time employees will earn and accrue vacation leave from their initial employment date, but are not authorized to use the accumulated vacation leave until they have completed six months of service.

City of Gladstone

1/1/2004 UPDATED May 10, 2022



Request for Council Action

RES ☒ # R-25-36

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 6/17/2025

Department: Public Works

Meeting Date Requested: 6/23/2025

Public Hearing: Yes ☐ Date: Click here to enter a date.

Subject: Final Payment, Water Treatment Plant East Primary Basin Bearing Replacement, Project WP2492G

Background: Work has been completed on the referenced project and the contractor, The Deister Company, 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.

| | |
|------------------------------------|----------------------------|
| Original Contract Amount: | \$ 32,800.00 |
| Change Order(s): | 5,589.00 |
| Revised Contract Amount: | <u>\$ 38,389.00</u> |
| Amount Paid to Date: | - |
| Total Amount Due Final Pay: | <u>\$ 38,389.00</u> |

Budget Discussion: Funds are available in the 2024 COP and budgeted in the CWSS Fund.

Public/Board/Staff Input: The work is complete and the basin has been placed back in service. The change order was required to purchase additional installation materials not provided by the bearing supplier and some minor metal replacement and welding due to rust.

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

Timothy A. Nebergall
Department Director/Administrator

JA
City Attorney

BB
City Manager

RESOLUTION NO. R-25-36

A RESOLUTION AUTHORIZING ACCEPTANCE OF WORK UNDER CONTRACT WITH THE DEISTER COMPANY, INCORPORATED AND AUTHORIZING FINAL PAYMENT IN THE AMOUNT OF \$38,389.00 FOR THE WATER TREATMENT PLANT EAST PRIMARY BASIN BEARING REPLACEMENT, PROJECT WP2492G.

WHEREAS, work under the contract with The Deister Company, Incorporated for the Water Treatment Plant East Primary Basin Replacement, Project WP2492G, has been completed to the satisfaction of the Director of Public Works.

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: | \$ 32,800.00 |
| Change Order(s): | 5,589.00 |
| Revised Contract Amount: | <u>\$ 38,389.00</u> |
| Amount Paid to Date: | <u>-</u> |
| Total Amount Due Final Pay: | <u>\$ 38,389.00</u> |

FURTHER, funds for such purpose are authorized from the 2024 COP and budgeted in the CWSS Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

The seal of the City of Gladstone, Missouri, is a circular emblem. It features a central illustration of a sun with rays rising over a green landscape with trees. The words "City of Gladstone" are arched across the top, and "Missouri" is arched across the bottom. The seal is rendered in a light, faded style in the background.

MONTHLY FINANCIAL UPDATE

MAY YTD 2025



2025 CITY COUNCIL GOALS

- Keep Gladstone as a safe place with a focus on crime prevention, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters and EMS personnel.
- Continue commitment to downtown, commercial corridors, and under-developed areas through effective and innovative infrastructure and redevelopment strategies.
- Provide the resources and support the strategies to continue to improve residential and commercial code enforcement.
- Build an event center to replace the existing barn on the Atkins-Johnson Farm to provide long-term programming opportunities.
- Prioritize infrastructure for neighborhood revitalization to meet the needs of our residents and encourage quality residential density and homeowner investment to preserve and increase housing values.
- Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.
- Promote diversity, equity, and inclusion in all that we do to continue to be a welcoming city to everyone.
- Continue to improve and build communication strategies to better inform and engage our residents.
- Continue towards developing Flora Park as an all-inclusive recreational space.
- Explore funding opportunities for improving infrastructure, roads, and amenities.
- Prepare for the opportunities and challenges that will come with the World Cup 2026.



Revenue Summary

- Citywide revenue overall is pacing ahead of budget by 3.9% or ~\$2M.
- Sales tax revenue which had been sluggish through the first half the fiscal year is now pacing at 92.8% of budget vs. target of 91.7%.



Expense Summary

- Citywide expenditures are pacing below budget by ~14.0% or \$6.7M.
- Expenditures are lower YoY, primarily due to unfilled open positions and timing of capital expenditures.
- The cost of water main breaks will be continue to be something to watch for the remainder of the fiscal year and beyond.

CITYWIDE

REVENUE

Citywide revenue continues to pace higher than forecast at 95.5% of budget through the month of May. Year-over-year revenue is ~18% lower primarily due to loan proceeds in last fiscal year. Excluding the loan proceeds, YoY revenue is <1% below prior year.

EXPENSE

Citywide expenditures continue to pace well below budget and are now ~14% lower. Citywide expenditures also continue to pace below prior year-to-date by ~6%. The favorability is mainly driven by the timing of capital expenditures in CWSS and savings from open headcount, partially offset by higher debt obligations and higher water main break expenses, along with ambulance engine rebuild and payoff of AJ Farm Debt.



Revenue Summary

- Total Revenue: \$22,901,192 compared to \$23,700,945 or 96.6% of budgeted.



Items to watch

- City staff are working on multiple multi-million dollar grants that may affect FY2025 analysis and beyond.
- The bulk of license revenue for the FY has already been received. Staff are not expecting similar cash inflows for the rest of the FY.
- One time debt proceeds from the 2024 COP are not considered operating revenues.

GENERAL FUND- REVENUE

PROPERTY TAXES

Property tax revenue through May is \$4,233,184 compared to a budget of \$4,181,000 or 101%. Compared to prior year property tax revenue continues to pace ~1% higher.

SALES TAXES

The city has collected \$8,205,060 in sales taxes compared to a budget of \$8,520,000 or 96.3% of budgeted revenue. Sales tax revenue continues to pace slightly ahead of prior year.

GROSS RECEIPTS TAX

Franchise tax revenue through the end of the month sits at \$3,021,367 compared to a budget of \$3,250,000 or 93.0% of budgeted revenue. YoY revenue is pacing lower by ~8% primarily due to timing in Electric, Natural Gas, Cable, and Wireless gross receipts.

LICENSES AND PERMITS

Revenue of \$711,736 compared to a budget of \$672,030 or 105.9% of budgeted. The favorability is being driven by timing of accounting treatment of business license fees, building permits fees, plumbing permit fees and right of way permit fees. Revenue is currently pacing ~12% lower YoY.

INTERGOVERNMENTAL

YTD revenue sits at \$1,617,606 compared to a budget of \$1,765,000 or 91.6% of budgeted revenue. YoY revenue is now pacing ~10% below prior year primarily due to timing of Oaks Service Agreement and Special Road District revenues.



Revenue Summary

- Charges for services continues to pace ahead of prior year due to Senior Day Trip activities.
- Fines and Forfeitures continue to pace ahead of prior year primarily due to higher municipal court fines and bond forfeitures.



Items to watch

- We are beginning to see the impact of on revenue due to increased outdoor activities in Parks & Rec now that we are moving into the Spring months.
- Staff continues to explore options for increasing Interest revenue.

GENERAL FUND- REVENUE

CHARGES FOR SERVICES

Revenue of \$3,162,100 compared to budgeted \$3,464,915 or 91.3% of budgeted.

FINES AND FORFEITURES

YTD revenue is \$353,137 out of \$470,000 budgeted or 75.1% of budgeted revenue for the fiscal year and well below plan. The account category shows an increase YOY of ~14.0%.

OTHER MISC. REVENUE

YTD revenue is \$1,421,999 out of \$1,203,000 budgeted or 118% of forecasted revenue. The strong results are primarily driven by higher interest revenue, Co-located dispatch, public building rental and other misc. revenue. Year-over-year revenue is now pacing higher by \$32,846 primarily due to higher tower rental, public building rental and other misc. revenue.



Expense Summary

- YTD expense of \$20,354,384 compared to \$25,331,277 FY budget or ~80.4% of authorized spend.



Items to watch

- If open positions are able to be filled, staff expect personnel costs to increase accordingly. This would be especially noticeable in the police and public works departments.
- Spend related to water main breaks and replacements are expected to actualize higher than forecasted. Funding for these items were reflected in the mid-year budget adjustments.

GENERAL FUND- EXPENSE

PERSONNEL

YTD expense of \$13,292,639 out of a budgeted \$16,188,177 or 82.1% of budget. With a YoY increase of ~2.2% primarily in Fire Department wages and overtime. Despite the YoY increase, overall payroll costs are expected to be under budget while staff work to fill open positions across the city.

SUPPLIES

YTD expense of \$947,599 out of a budgeted \$1,246,121 or 76.0% of budget. Currently pacing ~5.0% below prior year. Staff expect this line item to fluctuate as departments incur additional expenses at year-end.

SERVICES

YTD expense of \$3,355,296 out of a budgeted \$4,369,313 or 76.3% of budget. Currently pacing ~2.3% above prior year primarily due to higher insurance, audit, credit card merchant fees, training, and IT equipment maintenance costs. Actual spend continues to pace below budgeted year to date, mostly again due to timing differences in expense recognition. The city prepays several large costs at the start of the fiscal year that will continue to draw down throughout the year.

CAPITAL

YTD expense of \$365,873 out of a budgeted \$523,665 or 69.9% of budget. This represents a decrease of \$2,290,088 YoY as projected in the 5-year CIP.

DEBT

YTD expense of \$755,173 out of a budgeted \$979,000 or 77.1% of budget. This increase of ~46.4% YoY is attributed to the 2024 lease purchases and paying off the AJ Farm note.



COMMUNITY CENTER AND PARKS FUND



Revenue Summary

- Revenue excluding a TST transfer of \$786,000 is \$3,494,904 YTD out of a budgeted \$3,828,450 or 91.3% of forecasted.
- Revenue including the TST transfer brings inflows to 92.8% of forecasted.



Expense Summary

- YTD Expense of \$4,503,269 compared to \$5,229,372 budgeted or 86.1% of authorized spend.



Items to watch

- Impact of price increases on activity enrollment.

REVENUE- SALES TAX

YTD revenue of \$964,531 out of a budgeted \$1,100,000 or 87.7% of forecasted. YoY decrease of ~2.1%.

REVENUE- CHARGES FOR SERVICES

YTD revenue of \$1,469,410 out of a budgeted \$1,667,800 or 88.1% of forecasted which is a YoY decrease of ~.1%. The lower performance is partially due to the impact of weather resulting in a delay for opening the outdoor pool.

EXPENSES

Personnel

YTD of \$1,324,257 represents a YoY increase of ~18.2%, mostly due to changes in staffing. Representing a current spend of ~91.6% budgeted.

Capital

YTD of \$281,057 represents 64.6% of budgeted and a decrease of 22.4% YoY.



Revenue Summary

- \$982,038 out of \$1,130,000 or 86.9% of forecasted.
- Accounting corrections of \$10,000 reduce FY2025 net revenue recognized YTD.



Expense Summary

- YTD expense of \$977,047 out of \$1,223,594 or 79.9% of authorized spend.



Items to watch

- Best practice is to spend down restricted funds before unrestricted. Staff allocate police FTE as promised to voters, and expect costs in PSST to closely match budgeted.

PUBLIC SAFETY SALES TAX

REVENUE- SALES TAX

YTD revenue of \$964,531 represents a marginal YoY decrease and continues to pace below budget at ~87.7%.

EXPENSES

Personnel

YTD expense of \$577,032 represents 93.6% of budgeted for the fiscal year.

Supplies

YTD expense of \$18,699 represents 34.1% of budgeted for the fiscal year. Spend in these line items will occur sporadically throughout the fiscal year.

Services

YTD expense of \$74,760 are now pacing \$13,029 lower YoY and at 49.7% of budgeted.

Capital

YTD expense of \$207,931 represents 102.1% of budgeted for the fiscal year due to higher automotive capital expenditures.



CWSS – WATER AND SEWER FUND



Revenue Summary

- \$12,371,899 revenue represents 93.6% of the \$13,214,010 forecasted for the year.
- Revenue analytics are currently skewed by the large \$893,334 loan proceeds realized in FY24.



Expense Summary

- Total YTD Expense of \$12,832,581 out of \$19,237,829 or 66.7% of authorized spend.



Items to watch

- The number of water main breaks continues to outpace prior year and forecast.
- Ability to fill open positions and employee turnover.

REVENUE

YTD revenue of \$12,371,899 out of the \$13,214,010 forecasted for the FY represents 93.6% of budgeted and represents a YoY decline of \$228,478. This decline is directly attributed to the \$893,334 loan proceeds received in FY2024. Usage revenue continues to pace ahead of prior year, along with Interest revenue.

EXPENSES

Personnel

YTD expense of \$1,491,167 represents 84.9% of budgeted. The underspend YTD is attributed to the ongoing staffing shortage in 501 that staff continue to monitor.

Supplies

YTD expense of \$566,872 represents 92.8% of budgeted and a YoY increase of ~25.7% primarily due to the increased number of water main breaks.

Services

YTD expenses of \$7,767,474 represents 85.1% of budgeted and YoY decrease of ~2.1% primarily due to lower electricity, insurance, sewer commodity charges and sewer service charges.



Request for Council Action

RES ☐# City Clerk Only

BILL ☒# 25-18

ORD ☒# 4.702

Date: 6/16/2025

Department: Fire

Meeting Date Requested 6/23/2025

Public Hearing: Yes ☐ Date: Click here to enter a date.

Subject: Collective Bargaining Agreement between the City of Gladstone and IAFF Local 42.

Background: The International Association of Firefighters (IAFF) Local 42 represents Gladstone Paramedic Firefighters, Firefighter EMTs, and Fire Captains. The current Collective Bargaining Agreement will expire on June 30, 2025. Over the last few months, the City has been negotiating in good faith with Local 42, which has resulted in the attached proposed Collective Bargaining Agreement. This new Agreement was ratified by the Local 42 membership on June 20, 2025.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommends approval of this proposed Bill.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and Local 42.

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager

AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL NO. 42 AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT.

WHEREAS, the City of Gladstone, Missouri (the “City”) has recognized the International Association of Fire Fighters, Local No. 42 (the “Union”), as the sole agent for the purpose of collective bargaining for full-time members of the City’s Fire Department, including Captains, Paramedic Firefighters, and Firefighter EMTs; excluding Fire Chief, Deputy Fire Chief, Battalion Chiefs, and clerical staff; and

WHEREAS, the City and the Union have successfully negotiated the terms of a Collective Bargaining Agreement between the parties; and

WHEREAS, on June 20th, the membership of the Union voted to ratify the proposed Collective Bargaining Agreement with the City; and

WHEREAS, City staff believes the terms of the proposed Agreement are fair and reasonable and recommends the City Council approve the Collective Bargaining Agreement with the Union and authorize the City Manager to execute the agreement on behalf of the City.

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

SECTION 1: The City Manager is hereby authorized to execute the Collective Bargaining Agreement between the City of Gladstone, Missouri and the International Association of Fire Fighters, Local No. 42 attached hereto as Exhibit A and incorporated herein by reference.

SECTION 2: This Ordinance shall be in full force and effect from and after its passage and approval as provided by law.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

BILL NO. 25-18

ORDINANCE 4.702

EXHIBIT A

**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF
GLADSTONE, MISSOURI AND THE INTERNATIONAL ASSOCIATION OF FIRE
FIGHTERS, LOCAL NO. 42**

(See attached)

EXHIBIT A
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY OF GLADSTONE, MISSOURI
AND
THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL NO. 42
JULY 1, 2025 THROUGH JUNE 30, 2028

This Agreement is entered into by and between the **CITY OF GLADSTONE, MISSOURI** (the "City"), and the **INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL UNION NUMBER 42, GREATER KANSAS CITY FIRE FIGHTERS** (the "Union").

This Agreement represents the total and complete agreement between the City and the Union and its members. The City shall not negotiate or enter into any separate agreement with any member or group of members regarding any term or condition of employment under this Agreement without the Union's approval.

No changes in the language or provisions of this Agreement shall occur without approval of both the majority of the Gladstone Local 42 Union membership and the City Council. Letters of Understanding not inconsistent with this Agreement may be negotiated between Local 42 and the City Manager. All Letters of Understanding shall be numbered, dated and signed or initialed by the Union Officials and the City Manager. Where conflict exists, this Agreement shall supersede all other City policies or Departmental SOGs.

ARTICLE I - RECOGNITION AND UNION SECURITY

Section 1. Recognition

1.1.1 The City hereby recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining for all full-time members of the Gladstone Fire Department, and part-time members if any, including Captains, Paramedic-Fire Fighters, EMT-Fire Fighters, Paramedics, and Emergency Medical Technicians; excluding Fire Chief, Battalion Chiefs, Fire Marshal, and clerical staff.

1.1.2 In the event that the City proposes a new bargaining unit position, the City and the Union shall negotiate over the proposed new position. The City agrees to discuss proposed changes to the qualifications for entry level bargaining unit positions with the Union and allow the Union to make recommendations regarding such changes, prior to implementation.

Section 2. Union Security

1.2.1 The City will not discharge or discriminate against members of the bargaining unit because of membership in the Union or because of lawful Union activities. The Union and its members agree they will at all times respond to fire and emergency calls in a normal manner consistent with the highest standard of patient care and public safety, and will properly maintain all fire and emergency equipment and facilities.

1.2.2 The City and the Union agree not to discriminate against members because of race, religion, color, ancestry, national origin, sex, disability, genetic identity, gender identity, military service status, sexual orientation, or membership in any other protected category under the law.

Section 3. Dues Deduction

1.3.1 The Union shall provide payroll direct deposit forms to the member to complete for automatic payroll direct deposit, to cover union dues, fees, and assessments from the salaries of those members of the bargaining unit who authorize such in writing (pursuant to the authorization form attached as Appendix A). Such deduction authorizations shall be irrevocable for one (1) year or until the expiration of this Agreement, whichever occurs first. Notice of revocation must be in writing, with a copy to the Union and the City, in accordance with the procedures set forth in the authorization forms.

1.3.2 Amounts withheld pursuant to this Section will be forwarded to the Secretary-Treasurer of the Union on a monthly basis, at the business address specified by the Union, at no cost to the Union. The Union shall provide advance notice of any changes in the amounts for dues and other fees or assessments.

1.3.3 The Union agrees to defend, indemnify and hold the City harmless in the event any member brings a claim against the City based on the City's compliance with the provisions of this Section.

Section 4. Political Action Committee

The City shall provide for the option of contributing to a Political Action Committee(s) or Continuing Committee(s) designated by the Union or member through direct deposit.

Section 5. Union Business

1.5.1 Members who are City employees shall be allowed to perform union business when on duty with full pay, provided their union activities do not interfere in any way with performance of their assigned job functions. City employees who perform union business when off duty shall do so on their own time. In the event City management determines members should perform union

business on an uninterrupted basis (e.g. during meetings with management or during collective bargaining), management may release one or more members of the Union's choosing from duty but allow them to remain on the clock. In such cases, the members may be responsible for obtaining coverage for their positions.

Section 6. Union Meetings & Insignia

1.6.1 The Union may hold meetings pertinent to union business on City property, provided that permission for such meeting is obtained in advance from the Fire Chief or his/her designated representative. Except with permission of the Fire Chief, Department apparatus shall not vacate their assigned districts to attend such meetings.

1.6.2 Approved IAFF and/or Local 42 insignia may be displayed on helmets and t-shirts.

Section 7. Notification of Rules

The Union shall be provided a copy of any new Policy or Standard Operating Guideline that is issued, in writing, fifteen (15) calendar days before it becomes effective where practicable. The Union shall have the opportunity to discuss such rule with the Fire Chief within a reasonable period of time after the changes are received.

Section 8. Access to Information

The City agrees to provide the Union with information relevant to the Union's performance of its duties as the exclusive representative of the bargaining unit, upon request. When requested information includes individually identifiable employee medical data subject to the protections of the ADA, the Union shall first obtain a release from the individual member and provide a copy of same to the City. The Union shall treat any information regarding medical calls as strictly confidential and shall only disclose such information to its own officers, attorneys, and individuals

involved on the calls.

Section 9. Bulletin Boards

The Union shall be permitted to maintain, at each station house, one bulletin board to be used exclusively for union business.

Section 10. Union Officers

The Union shall promptly notify the City of the identity of its representatives and of any changes in the identity of those individuals. Designated Union representatives shall have the right to assist in the administration of this Agreement and meet and communicate with Union members, provided that such activities do not interfere in any way with the operations of the Department.

Section 11. Political Activity

No appointed officer or member, while in uniform, or on duty, or performing their official duties, or participating in sponsored activities of the City, shall:

- 1) Directly or indirectly promote or oppose a candidate for election to a City or local office, or any local ballot initiative.
- 2) Display or distribute badges, buttons, signs, stickers, or other printed material that indicate support for, or opposition to, a candidate for election to a city, county, state, or federal office, or other political subdivision, or for any local ballot initiative. However, a bumper sticker affixed to any private vehicle shall be permitted.

ARTICLE II - MANAGEMENT RIGHTS AND NO-STRIKE

Section 1. Management Rights

Except as otherwise provided in this Agreement, the City retains the right to operate and manage the Fire Department, including but not limited to the right to:

1. Determine the mission of the Department;
2. Direct the working forces;
3. Hire, promote, assign, or transfer employees;
4. Discipline or discharge employees for just cause;
5. Change existing methods of operation, facilities, or equipment;
6. Maintain the efficiency of the operation of the Department;
7. Take whatever actions may be necessary to carry out the mission of the Department;
8. Promulgate, make, amend, and/or rescind reasonable policies and SOGs (including but not limited to policies and guidelines governing professional standards, conduct, job performance, attendance, appearance, safety, and other relevant standards of personal behavior) consistent with this Agreement, as provided herein.

Section 2. No-Strike Clause

The Union and its members agree that there will be no strikes, sympathy strikes, work stoppages,

sick-outs, slow-downs, sit-downs, refusal to perform work, or job action of any kind, or any other concerted interference with City operations, or use of concerted picketing action directed toward City operations, during the term of this Agreement.

Section 3. Subcontracting

During the term of this Agreement, the City will not contract out work presently performed exclusively by bargaining unit members without fifteen (15) days advance written notice to the Union and negotiations over the impacts to bargaining unit members.

ARTICLE III – SENIORITY

Section 1. Definition

3.1.1 Seniority shall be measured from a member's date of hire full-time. Time in rank shall be measured from a member's last date of promotion or reclassification.

Section 2. Seniority of Returning Members

Employees who terminate employment with the City and are later re-hired shall not receive bargaining unit or time-in-rank seniority based on previous service. Previous service with the City will not be counted for determining amount of vacation or other benefits which are based on actual service.

Section 3. Introductory Period

3.3.1 The City has established, and the Union agreed to, a one (1) year introductory period for newly hired members of the Fire Department. During the introductory period, the grievance

arbitration and just cause of this Agreement shall not apply to discipline and discharge decisions, and the Fire Chief shall have the authority to assign such employees to shifts and stations without regard to the seniority-based bidding provisions of the Agreement. Leaves of absence or other extended (more than one week) leave periods shall extend the introductory period by a length of time equal to the leave.

ARTICLE IV – STAFFING, VACANCIES and PROMOTIONS

Section 1. Minimum Staffing

The City shall hire and maintain sufficient personnel to staff the Fire Department with at least eleven (11) bargaining unit members per shift, and at least one (1) additional member assigned to fill Kelly-day Paramedic vacancies on any shift, with increases being acceptable. The full complement of bargaining unit members for the Department shall consist of at least thirty-four (34) employees in total, with sixteen (16) Paramedic positions, with increases being acceptable.

Minimum daily staffing shall consist of eight (8) bargaining unit personnel, four (4) of which shall be Paramedics, two (2) of which shall be Captains (or Paramedics working out-of-class), and two (2) of which shall be EMTs.

Section 2. Vacancies - Fire Fighter

Vacancies in Fire Fighting ranks shall be anticipated by the City so that the City can maintain a pool of applicants from which vacancies can be filled as they occur.

Section 3. Promotions and Vacancies

When promoting an employee to fill any vacancy, the top three candidates from the promotional

list shall interview with the Fire Chief, and the Fire Chief shall promote from among those three based on his or her assessment of overall skill, ability, and job performance. In the event the Fire Chief promotes out of the order of the ranked list, written notice including justification will be provided to the Union and to the candidate(s) who were skipped.

Section 4. Bids and Transfers

4.5.1 Daily Reassignment of Personnel. The City retains the right to temporarily reassign a member when the mission of the Department or interest of the community so requires, but re-assignments shall not be used as a form of punishment.

4.5.2 Mandatory Shift Transfers

4.4.2.1 If necessary, the City may require shift transfers between or among members.

4.4.2.2 Personnel affected by such involuntary shift transfers shall be notified a minimum of thirty (30) days prior to the date of any transfer, unless circumstances require immediate transfer (e.g. to address harassment claims).

4.4.2.3 If an involuntary transfer interferes with any scheduled vacation, the member will be given the option of taking the scheduled time as planned or re-scheduling the vacation days affected. Any re-scheduling of vacation under this provision shall be to open days only and the member will not be allowed to displace another member's vacation.

ARTICLE V - GENERAL PROVISIONS

Section 1. Duties

5.1.1 The duties of bargaining unit members of the Gladstone Fire Department shall be those described in and consistent with City Policies and the Standard Operating Guidelines of the department. Members of the Gladstone Fire Department shall not be detailed to duties unrelated to the mission of the Fire Department, except as may be required in situations of emergency and then only for the duration of the emergency.

5.1.2 In the event of an emergency as declared by the Governor of the State of Missouri, or the City, those duties shall be whatever is necessary to carry out the mission of the City.

5.1.3 No member will be sent into the hot zone of an active crime scene area without the escort of an armed officer, until such area has been secured by law enforcement. As used in this Agreement, "active crime scene" means an area which a crime or potentially violent situation is in progress and which has not yet been secured by law enforcement personnel.

Section 2. Training, Inspections and Activities

5.2.1 Training and inspections are a regular and normal part of the duties of members in the bargaining unit. However, firefighting units will not be required to engage in certain activities under the conditions set forth below:

5.2.2 Prescribed outside training or activities will not be required of firefighting units during periods of lightning or thunderstorms at the training site or when the temperature is below 35 degrees F or above 95 degrees F.

5.2.3 Outdoor routine inspections or preventative maintenance will be deferred during

periods of the day when the temperature is below 32 degrees F or above 95 degrees F if it is reasonably possible and does not interfere with the mission of the City.

5.2.4 The above temperature limitations may be suspended by the Fire Chief when temperatures above or below the designated limits continue for an unusually long period of time, when the mission of the City would be impaired by a continued suspension of training or inspection or preventative maintenance activity, or when it is a weather-related training activity i.e., ice rescue, water rescue. The temperatures mentioned above are official National Weather Service outside temperatures recorded at the Kansas City International Airport.

5.2.5 Bargaining unit members will be permitted to wear a Department-approved T-shirt during any training activity when the temperature is above 75 degrees F, provided proper PPE for the specific training is worn as necessary.

Section 3. Standby Time

Standby time shall be the hours from 1700 until 0800 each day. Routine inspections, training, and testing should not be scheduled during standby time. Standby time is defined as the hours of a shift outside normal working hours, in which no routine activities will be scheduled. During the standby time period, equipment will be maintained in a manner that ensures readiness to respond to any emergency situation. Both parties agree that special circumstances may arise which require that some duties be performed during standby time to further the mission and goals of the Fire Department (e.g., to abate a life safety hazard in a place of public assembly, special evening training, or other activities).

Section 4. Facilities

The City will properly maintain its fire stations to ensure reasonable living conditions for

department personnel at all times.

ARTICLE VI - HOURS AND OVERTIME

Section 1. Hours

6.1.1 Full-time bargaining unit members will be scheduled to work 24 hours on duty, followed by 48 hours off duty, on a 212 hour/28-day work period FLSA cycle.

6.1.2 Full-time bargaining unit members will schedule 4 Kelly (unpaid, non-working) days per calendar year, chosen in seniority order.

6.1.3 No part-time employee shall work more than one hundred (100) hours per month nor more than one thousand (1,000) hours per calendar year.

Section 2. Trading Time

The trading of time by members is permitted provided that the member trading into the shift is qualified to perform the duties of the member trading out of the shift, all affected shift Captains are notified at least 24 hours in advance, and all trades occur within the same 28-day FLSA cycle. Trades must be documented in a manner that allows the City to historically determine which person actually worked on any given date or shift.

Section 3. Overtime

6.3.1 Bargaining unit members shall be paid overtime at the rate of time-and-one-half for all hours actually worked in excess 212 hours in any 28-day work period.

6.3.2 In the event that the Department is unable to meet minimum staffing requirements with voluntary overtime, mandatory overtime will be enforced. Members will be mandated in reverse seniority order of those not on duty during the overtime shift needing filled. Members who take voluntary overtime will be excluded from the mandatory overtime list for a period of two (2) weeks after each overtime shift they work, provided other qualified personnel are available. Each member shall have the right to exercise two (2) refusals of mandatory overtime per calendar year, provided other qualified personnel are available. The seniority lists for mandatory overtime will reset at 12:01 a.m. on January 1st of each year.

Section 4. Callback Pay

6.4.1. Any bargaining unit member who is called back to work for after leaving their regular shift shall be compensated for a minimum of two (2) hours of work or the actual time worked, whichever is greater, at the rate of time and one-half, regardless of the number of hours worked during that pay period. Callback pay does not apply to extra work immediately prior to or following a member's worked shift.

ARTICLE VII - VACATIONS, HOLIDAYS, AND SPECIAL LEAVE

Section 1. Vacations

7.1.1 Vacation leave shall be earned, accrued, and used consistent with City policy.

7.1.2. Full-time members who are terminated or resign with less than six (6) months of service will not be paid for any accrued vacation time. Upon termination or resignation, after six (6) months of service, the member shall be compensated for all accrued, unused vacation leave at the member's hourly rate at the time used or paid out. In case of death, compensation shall be paid to the beneficiary or executor of the member's estate.

Section 2. Holidays

7.2.1 Bargaining unit members shall receive holiday pay as provided under City policy.

Section 3. Funeral Leave

7.3.1 Bargaining unit members shall be eligible for paid funeral leave as provided under City policy.

Section 4. Leave of Absence

7.4.1 A leave of absence without pay may also be granted by the City Manager for special circumstances. The member on leave of absence without pay must submit any monthly deduction normally taken from his/her paycheck for all insurance plans in order to continue coverage while on leave. The City's portion of the monthly insurance premium will be continued for a period up to 90 days. Premium payments shall be made to the City by the first day of each month for the duration of the leave of absence.

Section 5. Jury Leave/Court Appearances

Section 7.5.1. Jury Duty. Bargaining unit members shall be entitled to paid time off consistent with City policy.

Section 7.5.2. Court Appearances. If any bargaining unit member is summoned to testify in a legal proceeding as a result of his or her performance of official duties, the member shall be granted paid time off. If any bargaining unit member participates in a legal proceeding either as a party or a witness for any other reason, the member shall be allowed to use available vacation or granted time off without pay.

Section 6. Family and Medical Leave

Section 7.6.1. Bargaining unit members shall be entitled to take Family and Medical Leave as provided in City policy and consistent with Federal law.

ARTICLE VIII - CLOTHING

Section 1. Issued Uniform

8.1.1 The City shall furnish uniforms and NFPA-compliant personal protective equipment to all bargaining unit members, which shall be replaced at the City's expense when worn out through normal use or destroyed or damaged beyond repair. Employees may be held financially responsible for loss resulting from gross negligence or misconduct. The clothing issued to all bargaining unit members shall consist of a minimum of:

- A. 2 sets Bunker Pants, Coat, Hood, Gloves [pending grant approval for new gear]
- B. 1 set Boots, Helmet, SCBA Facepiece
- C. Class A Shirt
- D. Uniform Pants – Navy Blue
- E. Nametag
- F. Badge – Silver
- G. Collar Brass – Silver
- H. GFD – Jobshirt
- I. GFD – Winter Hat
- J. Winter Coat
- K. 3 GFD T-shirts

8.1.2 Issued items worn out, damaged, lost or stolen will be replaced one for one. Replacement shall be at the City's cost, unless the item was lost, damaged, or stolen due to the member's gross

negligence or misconduct. The member shall notify his or her shift Captain in writing to request repair or replacement as soon as possible.

ARTICLE IX – INSURANCE AND BENEFITS

Section 1. Medical Insurance

9.1.1 Bargaining unit members shall participate in the City's health insurance program on the same basis as all other City employees.

Section 2. Life Insurance Coverage and Accidental Death and Dismemberment Insurance.

9.2.1 Bargaining unit members shall participate in the City's Life Insurance and AD&D benefit programs on the same basis as all other City employees.

Section 3. Disability Insurance.

9.3.1 Bargaining unit members shall participate in the City's Long Term Disability benefit program on the same basis as all other City employees.

Section 4. Benefits Advisory Committee

9.4.1 The Union shall have the right to appoint one member to the Benefits Advisory Committee. The City will present and discuss any changes to its employee benefit programs with the Committee prior to implementation.

Section 5. Retirement Benefits

9.5.1 Bargaining unit members shall participate in the City's retirement programs on the same

basis as all other City employees. During the term of this Agreement, bargaining unit members' Missouri LAGERS benefits shall not be reduced, nor shall the percentage contributed by members be increased, without first entering into good faith negotiations with the Union over any such changes.

Section 6. Critical Illness Benefits

9.6.1 The City shall pay up to one thousand dollars (\$1,000.00) per year toward the premium expense for all bargaining unit members to participate in the Missouri Firefighters Critical Illness Pool. Any additional cost for participation will be borne on a pro-rata basis by the members of the bargaining unit. The City's continuing participation in the Pool shall be contingent upon full implementation of the IAFF Cancer Prevention Protocols throughout the bargaining unit.

A. The City shall execute all necessary documents and procedures necessary to join said Pool and maintain membership thereafter. The City shall maintain a coverage level of \$100,000 for all members. This amount may not be decreased but may be increased at the direction of the City. The Union agrees that all members shall execute any required paperwork to facilitate coverage and comply with the requirement of the Pool to institute coverage.

B. The receipt of benefits from the MFFCIP shall not affect any determination as to whether a bargaining unit member's cancer arose out of and in the course of employment and is compensable injury pursuant to Chapter 287 of the Revised Statutes of Missouri. Additionally, the receipt of benefits from the MFFCIP shall not be considered competent evidence or proof by itself of a compensable injury under Chapter 287.

C. Should it be determined that a bargaining unit member's cancer arose out of and in the course of employment and is a compensable injury under Chapter 287, the benefits provided under Chapter 287 shall be reduced one hundred percent by any benefits received from the MFFCIP.

D. The City, in any claim made pursuant to Chapter 287, shall be subrogated to the right of the bargaining unit member to receive benefits from the MFFCIP and the City may

recover any amounts which the bargaining unit member would have been entitled to recover from the MFFCIP. Any receipt of benefits from the MFFCIP shall be treated as an advance payment by the City on account of any future installments of benefits payable pursuant to Chapter 287.

E. The President of Local 42 shall designate the City's member representative to the Pool.

ARTICLE X - SICK LEAVE

Section 1. Uses and accrual.

10.1.1 Sick leave may be used for temporary absence due to illness or injury, including healthcare appointments. Sick leave may be used for the member, or the member's immediate family, including, but not limited to: spouse, parents, siblings, children, grandparents, grandchildren, in-laws and step relations. Sick leave shall run concurrently with FMLA leave, where applicable.

10.1.2 Bargaining unit members shall accrue, use, and be paid for sick leave upon separation on the same basis as all other City employees.

10.1.3 Allegations of sick leave abuse may be investigated. Any discipline arising from such investigation will comport with the just cause provisions of this Agreement and be subject to the grievance procedure.

ARTICLE XI - INJURIES ON JOB

11.1.1 Bargaining unit members who are unable to work due to an on-the-job injury or accident shall receive pay and benefits as provided under City policy and consistent with State law.

ARTICLE XII – PAY

Section 1. Wages

12.1.1 **Wage Increases.** All bargaining unit members shall receive a pay increase in the amount of five percent (5%) on July 1, 2025. All employees with active paramedic licenses shall also receive an additional pay increase of eight percent (8%) on July 1, 2025, as a one-time market adjustment. All non-paramedic bargaining unit who have active Core and Pumper Fire Apparatus Operator Certifications through the Missouri Division of Fire Safety shall receive an additional pay increase of 5% on July 1, 2025, as a market adjustment. Any non-paramedic employee who does not receive the 5% market adjustment on July 1, 2025 will be eligible for a 5% pay adjustment at any time during the life of this agreement upon obtaining the above-listed Missouri Division of Fire Safety FAO Certifications.

All bargaining unit members shall receive the same general wage increases as are provide on an across-the-board basis to other City employees in 2026 and 2027. This shall not include any position-specific or department-specific market adjustments that may be provided to other positions or departments during the life of this Agreement.

12.1.2 **No “Topped Out” Personnel During the Life of this Agreement.** The existing City of Gladstone, MO EMS/Fire Pay Structure shall remain in place throughout the term of this Agreement. However, any employee who has reached the top step in the pay structure by November 1, 2026 and each subsequent year of this Agreement shall still receive any annual pay increase as set out above.

12.1.3 **New Hires.** Newly hired employees will start at the appropriate step based on their job classification and any credited prior experience, as determined by the Fire Chief. New hires who start between November 1 and April 30 shall receive their first increase on the next following November 1. New hires who start between May 1 and October 31 in any given year will receive

their first increase on November 1 in the next upcoming calendar year.

12.1.4 Promotions. Employees who are promoted will move immediately to the lowest step in the Pay Structure for the promoted position that constitutes a pay increase in any amount. On the next upcoming November 1 following the promotion, they will move up to the next higher step in the Pay Structure within their new classification.

Section 2. Work Out of Class (WOC) Incentive

12.2.1 Members assigned to work out of class to fulfill the role of Captain or Battalion Chief for one or more consecutive shifts will receive an additional \$25.00 for all shifts worked in that capacity. The WOC incentive does not apply to voluntary shift trades or holdover periods of less than two (2) hours.

ARTICLE XIII - DISCIPLINARY PROCEEDINGS

Any time an employee is called before an officer or a supervisor outside the bargaining unit for the purpose of considering or executing disciplinary action, the employee shall have the right to be represented by the Union. The member shall be given adequate time to obtain such representation upon request, which representation must be available no later than the member's next-upcoming shift, unless the parties agree otherwise due to extraordinary circumstances.

The right to Union representation, as referenced above, includes occasions when members are formally confronted by officers or supervisors outside the bargaining unit for any reason that is reasonably contemplated to lead to disciplinary action, including: an investigatory interview; a formal meeting to consider a problem related to performance, behavior or conduct; and/or proceedings in which discipline is discussed or administered. Such right is not intended to arise in the day-to-day communications between employees and supervisors nor in the case when a

supervisor is discussing or presenting an employee's regular performance evaluation.

Two (2) Union representatives and two (2) Management representatives will be the normal limits allowed for the purposes of considering grievances and discipline.

The City is committed to a process of progressive discipline. The specific level of discipline issued in each case shall depend on the overall seriousness of the behavior or performance problem, any mitigating or aggravating circumstances, and the member's overall work record with the City. Bargaining unit members shall not be disciplined without just cause.

ARTICLE XIV- GRIEVANCE PROCEDURE

The following procedure is established for the prompt resolution of grievances or disputes which may arise out of the interpretation or application of this Agreement or arising out of disciplinary action, above a verbal warning. The grievance and arbitration procedure established herein shall constitute the exclusive method for resolving any dispute regarding the application or interpretation of this Agreement, including but not limited to any claim that the City has issued discipline without just cause.

Section 1. Grievances

Step One:

On behalf of a member or members, the Union shall first present a grievance in writing to the supervisor under whose authority the grievance occurred, within fifteen (15) calendar days of the action or incident in question. If the grievance involves the supervisor in question, the grievance may be submitted directly to the Fire Chief, or in the case of extended absence his or her designee, as set forth in Step Two below. An appropriate investigation regarding the circumstances giving rise to the grievance will be conducted. An answer to the grievance will be provided to the Union

within fifteen (15) calendar days after it is presented.

Step Two:

If the matter is not satisfactorily resolved in Step One, the employee with the Union may within fifteen (15) calendar days of receiving the answer at Step One advance the grievance to the Fire Chief. The Fire Chief shall meet with the employee and the Union to further consider the grievance. The Fire Chief will consider the facts presented by the employee and the Union and may, if necessary, conduct an additional investigation. The Fire Chief shall issue his/her decision in writing within fifteen (15) calendar days of the meeting with the employee and the Union.

Step Three:

If the matter is not satisfactorily resolved in Step Two, the Union may within-fifteen (15) calendar days of receiving the answer at Step Two advance the grievance to the City Manager. The City Manager shall meet with the employee, the Union, and any members of Management the City Manager wishes to invite, to further consider the grievance. The City Manager will consider the facts presented by the employee and the Union and, may if necessary, conduct an additional investigation. The City Manager shall issue his/her decision in writing, within thirty (30) calendar days of the meeting with the employee and the Union.

Grievances involving termination for cause shall be submitted to the City Manager at Step Three within fifteen (15) calendar days of the effective date of the termination.

Section 2. Union Grievances

The Union may directly initiate a grievance involving the interpretation or application of this Agreement or matters beyond the jurisdiction of any one supervisor at the supervisory level implicated or at one (1) level above such supervisory level. Such grievances will be processed in accordance with the Steps and time frames set forth above.

Section 4. Final Arbitration

Grievances may be settled at any of the Steps of the grievance procedure and if the resolution is reduced to writing and signed by both the City and the Union, such resolution shall be final to the grievance. Grievance settlements shall not set a precedent between the parties unless the written settlement expressly states that it is intended to set a precedent and is signed by the City Manager and a duly appointed representative of the Union.

If the grievance is not resolved by the steps set forth above, the matter may be submitted to binding arbitration at the request of either the City or the Union. In the event that the parties cannot agree upon an arbitrator, the arbitrator will be selected from a sub-regional panel of seven (7) arbitrators provided by the Federal Mediation and Conciliation Service. Prior to striking the panel, each party will have the right to reject one FMCS panel if it is deemed unacceptable by the party. The parties will successively strike names from the FMCS panel until the name of one (1) arbitrator remains, who shall be the arbitrator empowered to resolve the grievance. The parties will flip a coin to determine which party takes the first strike. Each party shall bear its own costs of arbitration. The parties will share the cost of the arbitrator and any court reporter equally between them.

Section 5. Time Limits

The time limits set forth in this Article are binding, unless waived by mutual agreement of the parties. Either party may request an extension of the time limits, which will not be unreasonably denied. Failure of the City to respond within the time limits set forth above shall result in the grievance automatically moving to the next step. Failure of the employee and/or the Union to comply with the time limits shall result in the grievance being dropped.

ARTICLE XV - LABOR MANAGEMENT COMMITTEE

Section 1. Composition

There will be a Labor-Management Committee with equal representation from the City and the Union. This committee shall be co-chaired. The co-chair persons are responsible for preparing a written agenda at least ten (10) calendar days in advance of the meeting.

Section 2. Meeting Times

The Committee shall meet at least each quarter at a time agreeable to both parties. The Committee shall also be convened within ten (10) calendar days of a request from either the Union or the City to address issues of a critical or emergency nature.

Section 3. Informal Labor-Management Communication

This committee does not preclude officers or other supervisors of the Fire Department from meeting with Stewards or other designated Union representatives on an informal basis.

Section 4. Scope

This committee is not vested with the power to change, modify, or alter this Agreement.

Section 5. Purpose

The purpose of this committee is to facilitate harmonious Labor-Management relationships by providing a forum for the free discussion of mutual concerns and problems which may include discussions regarding the implementation of any new policies or procedures that may affect the bargaining unit members.

ARTICLE XVI – MISCELLANEOUS

Section 1. Reductions

16.1.1 In the event The City determines that there is a budgetary need or other good reason to reduce the workforce of the Fire Department, members of the Fire Department performing bargaining unit work shall be demoted, furloughed and/or laid off in the following order:

1. Members serving their introductory period;
2. Members who have completed their introductory period.

16.1.2. Members shall be identified for reduction in force on the basis of seniority within their rank. In cases of identical seniority, in rank, the order of reduction shall be determined by each member's original place on the applicable promotional or hiring list.

16.1.3 Regular members and the Union shall be given at least ninety (90) calendar days' notice of any reduction in force, if practical. In no event shall members of the Union be given less than fifteen (15) calendar days advance notice, or pay in lieu thereof, prior to any reduction in force. Such notice to the Union shall be by email or hand-delivery, and shall include the reasons for the reduction in force.

16.1.4 In the event a bargaining unit member is to be furloughed or laid off in excess of sixty (60) days, s/he may, at his/her option, be paid for any accrued leave as if s/he was separating from service due to retirement.

16.1.5 Any member who believes s/he has been improperly demoted, furloughed, or laid off shall have the right to appeal such action through the grievance procedure.

16.1.6 Members furloughed or laid off will retain the right to be re-employed in reverse order of the furlough or layoff for a period of two (2) years. A member who accepts recall will be expected to report within fifteen (15) calendar days.

ARTICLE XVII - SAVINGS CLAUSE

Section 1. Savings Clause

17.1.1 If any provision of this Agreement or the application of such provision should be rendered or declared invalid by any Court action, legislation, or regulation, the remaining provisions of this Agreement shall remain in full force and effect.

ARTICLE XVIII - TERM OF AGREEMENT

Section 1. Term of Agreement

This Agreement shall be effective upon ratification by the bargaining unit and approval by the City Council, and shall remain in full force and effect until June 30, 2025. It shall be automatically renewed thereafter and remain in effect from year to year thereafter, unless either party notifies the other, in writing, prior to the expiration date, of a desire to modify the agreement. Such notification may be made between December 1st and December 31st, prior to expiration.

Section 2. Negotiations

18.2.1 Negotiations shall commence within a reasonable period following either party's notification that it desires to modify or amend this agreement.

18.2.2 This Agreement shall remain in full force and effect during the period of negotiations, until

such time as the parties reach either agreement or impasse.

FOR THE UNION:

Dan Heizman, President

Eric Rose, Secretary/Treasurer

FOR THE CITY:

Mike Desautels, Fire Chief

Robert M. Baer, City Manager

**PAYROLL DEDUCTION AUTHORIZATION
FOR
UNION DUES**

NAME:

ADDRESS:

LAST FOUR DIGITS OF EMPLOYEE'S SSN:

Effective this date, I hereby authorize the City of Gladstone, Missouri to deduct from my pay an amount equal to the dues charged members of Local No. 42 of the International Association of Fire Fighters (Local No. 42), including any amounts for other fees and/or assessments appropriately levied by the membership of Local No. 42. Currently, Local No. 42's membership dues are in the amount of _____ each pay period (assuming twenty-six pay periods per year), as established by official action of the membership of Local No. 42.

I further authorize that amounts equal to future dues, fees and assessments are to be deducted from my pay at the rate established by appropriate action of the membership of Local No. 42, when such adjustments are made. Such adjusted rate shall be deducted the first full pay period after the effective date of the adjustment, so long as the Union provides timely notice to the City of the new deduction rate.

This authorization shall be irrevocable for one (1) year or until the expiration of the Agreement,

whichever occurs first. Thereafter, revocation may be made by written notice to the Union, by certified mail, postmarked within seven (7) days of the anniversary of this Authorization, and by written notice delivered in person or via email to the Payroll Department of City of Gladstone, Missouri, also within seven (7) days of the anniversary date of this Authorization.

This authorization is in no way contingent upon my status as a member of Local No. 42.

SIGNATURE

DATE



Request for Council Action

RES ☐ # City Clerk Only

BILL ☒ # 25-19

ORD ☒ # 4.703

Date: 6/16/2025

Department: Police

Meeting Date Requested 6/23/2025

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

Subject: Amendment to the Collective Bargaining Agreement between the City of Gladstone and FOP

Background: The City initiated a compensation survey of surrounding cities. The results of the survey indicate that the current compensation for bargaining unit members is not competitive with similar positions in nearby municipalities. As a result, the City has proposed to provide a market adjustment increase, outside of the Collective Bargaining Agreement, for bargaining unit members in the amount of 7% to ensure competitiveness and to attract and retain top talent. This adjustment is crucial to maintaining fair compensation relative to their peers and ensuring continued high standards of leadership and performance within the department.

In addition, the City is proposing that the lateral step plan for experienced, POST-certified officers applying for employment with the City of Gladstone be increased from five (5) to seven (7) steps.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommends amending the CBA.

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

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager

AN ORDINANCE APPROVING AN AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE (FOP) WEST CENTRAL MISSOURI LODGE NO. 50, AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT.

WHEREAS, the City of Gladstone, Missouri (the “City”) and the Fraternal Order of Police, Lodge No. 50, have engaged in negotiations regarding the terms of the Collective Bargaining Agreement (CBA); and

WHEREAS, both parties have agreed to amend the existing agreement to provide a wage increase for non-supervisory bargaining unit members to enhance recruitment and retention efforts; and

WHEREAS, City staff believes the terms of the proposed Amendment are fair and reasonable.

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

The Collective Bargaining agreement between the City of Gladstone and Fraternal Order of Police, Lodge 50 is hereby amended as follows:

- 1) Effective July 1, 2025, all bargaining unit members shall receive a seven percent (7%) market adjustment wage increase.
- 2) The wage increase shall be applied to the base salary of each officer as specified in the current pay scale.
- 3) The lateral adjustment for experienced POST-certified officers applying for employment will increase from five (5) to seven (7) steps.
- 4) All other terms and conditions of the Collective Bargaining Agreement not amended herein shall remain in full force and effect.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

First Reading: June 23, 2025

Second Reading: June 23, 2025

BILL NO. 25-19

ORDINANCE 4.703

EXHIBIT A

PAY SCALE AS OF JULY 1, 2025

(See attached)

EXHIBIT A

| PD PAY SCALE (UPDATED 7/1/2025) | | | |
|-------------------------------------|-----------|---------|-------------------|
| | Pay Grade | Hourly | Annual Equivalent |
| Entrant Officer | A | \$25.21 | \$52,430 |
| Police Officer Detective | A | \$27.78 | \$57,780 |
| | B | \$28.61 | \$59,513 |
| | C | \$29.47 | \$61,299 |
| | D | \$30.35 | \$63,137 |
| | E | \$31.27 | \$65,031 |
| | F | \$32.20 | \$66,983 |
| | G | \$33.17 | \$68,993 |
| | H | \$34.16 | \$71,062 |
| | I | \$35.19 | \$73,194 |
| | J | \$36.25 | \$75,390 |
| | K | \$37.33 | \$77,651 |
| | L | \$38.45 | \$79,981 |
| | M | \$39.61 | \$82,380 |
| Corporal | A | \$30.87 | \$64,200 |
| | B | \$31.79 | \$66,126 |
| | C | \$32.75 | \$68,110 |
| | D | \$33.73 | \$70,153 |
| | E | \$34.74 | \$72,258 |
| | F | \$35.78 | \$74,425 |
| | G | \$36.85 | \$76,658 |
| | H | \$37.96 | \$78,957 |
| | I | \$39.10 | \$81,326 |
| | J | \$40.27 | \$83,766 |



Request for Council Action

RES ☐# City Clerk Only

BILL ☒# 25-20

ORD ☒# 4.704

Date: 6/3/2025

Department: Public Works

Meeting Date Requested: 6/23/2025

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

Subject: Rights-of-Way Use Agreement, Unite Private Networks, LLC dba Segra

Background: Unite Private Networks, LLC dba Segra has submitted a request to the City for a Rights-of-Way Use Agreement. The purpose of the agreement is to allow the construction, installation, operation, and maintenance of fiber facilities within the City's rights-of-way. Unite Private Networks, LLC dba Segra currently provides fiber services to commercial clients in the region.

Budget Discussion: N/A

Public/Board/Staff Input: Unite Private Networks, LLC dba Segra approached the City requesting to install new microfiber on NE Englewood Road from Missouri Route 1 to N. Flora and on N. Flora and N. Troost from NE Englewood Road to the north City limits. Under Missouri Revised Statutes § 67.1832, Cities are required to grant consent to public utility right-of-way users authorized to do business in the State. While consent is mandatory, the City retains the authority to manage the rights-of-way and does so under Title VI, Chapter 115 Managing Excavation and Use of City Rights-of-Way of the City of Gladstone Code of Ordinances.

The short-term and long-term financial impacts are unknown, however, the expansion of fiber facilities in Gladstone is expected to provide customers a broad range of choices and to allow additional providers to operate and compete within the City. Staff recommends execution of the Rights-of-Way Use Agreement.

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

Timothy A. Nebergall
Department Director/Administrator

JA
City Attorney

BB
City Manager

AN ORDINANCE AUTHORIZING UNITE PRIVATE NETWORKS, LLC DBA SEGRA TO USE THE CITY'S RIGHTS-OF-WAY TO CONSTRUCT, INSTALL, OPERATE, AND MAINTAIN FIBER FACILITIES AND TO AUTHORIZE THE CITY MANAGER TO EXECUTE A RIGHTS-OF-WAY USE AGREEMENT THEREWITH.

WHEREAS, Unite Private Networks, LLC dba Segra desires to construct, install, operate, and maintain fiber facilities in the City of Gladstone ("Gladstone"); and

WHEREAS, Gladstone is permitted to license rights-of-way users to the extent authorized by Missouri law; and

WHEREAS, the Gladstone City Council encourages development of fiber services to provide customers a broad range of choices and to allow providers equal opportunities to operate and compete in Gladstone; and

WHEREAS, it is in the best interests of the citizens of Gladstone to permit Unite Private Networks LLC dba Segra to access the City's rights-of-way to construct, install, operate, and maintain fiber facilities.

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

THAT, the City Manager is hereby authorized to execute a Rights-of-Way Use Agreement with Unite Private Networks, LLC dba Segra;

THAT, further the City Manager is hereby authorized to take such steps, in his discretion, as are necessary to carry out the terms of the agreement.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

First Reading: June 23, 2025

Second Reading: June 23, 2025



Request for Council Action

RES ☐ # City Clerk Only

BILL ☒ # 25-21

ORD ☒ # 4.705

Date: 6/16/2025

Department: General Administration

Meeting Date Requested 6/23/2025

Public Hearing: Yes ☐ Date: Click here to enter a date.

Subject: An Ordinance authorizing the City Manager to execute up to three (3) monthly agreements with the Kansas City Area Transportation Authority to provide IRIS public transportation services beginning July 1, 2025.

Background: The current contract with the KCATA expires on June 30, 2025. The fee schedule for IRIS rideshare services has changed significantly and has increased to \$8,000 per month for the first 400 rides, then \$20 per ride after that. KCATA has provided data to show that approximately 900 rides per month originate in Gladstone. The proposed Ordinance will authorize the City Manager to execute up to three (3) monthly contracts with KCATA for IRIS rideshare services, which will provide an opportunity for staff to explore other rideshare services and/or allow residents ample time to identify alternative transportation options.

Budget Discussion: This potentially obligates the City to \$20,000 per month (which doubles our current rate); funding is provided from the Transportation Sales Tax Fund.

Public/Board/Staff Input: Staff recommends approval of the proposed Bill.

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

Bob Baer
Department Director/Administrator

CW
City Attorney

BB
City Manager

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO EXECUTE UP TO THREE MONTHLY AGREEMENTS BETWEEN THE CITY OF GLADSTONE, MISSOURI AND THE KANSAS CITY AREA TRANSPORTATION AUTHORITY TO PROVIDE IRIS PUBLIC TRANSPORTATION SERVICES BEGINNING JULY 1, 2025.

WHEREAS, the City Council of Gladstone, Missouri, has determined that executing up to three (3) monthly contracts with the Kansas City Area Transportation Authority (KCATA) for IRIS public transportation services beginning July 1, 2025, will be beneficial to Gladstone residents; and

WHEREAS, the cost of IRIS public transit services to be provided by KCATA to the City of Gladstone, Missouri, will be \$8,000 per month for the first 400 rides originating within the city limits, than \$20.00 per ride after that.

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

THAT, the City Manager is hereby authorized to execute up to three (3) month to month agreements with the Kansas City Area Transportation Authority (KCATA) for IRIS public transit services in accordance to the terms described above.

FURTHER, THAT, expenditure of such funds is hereby authorized from the Transportation Sales Tax Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

First Reading: June 23, 2025

Second Reading: June 23, 2025



Request for Council Action

RES ☒ # R-25-37

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 6/11/2025

Department: Finance

Meeting Date Requested: 6/23/2025

Public Hearing: Yes ☒ Date: 6/9/2025

Subject: 2026 Fiscal Year Budget

Background: Staff has presented the 2026 Fiscal Year Budget for the General Fund, Community Center and Parks Tax Fund, Public Safety Sales Tax Fund, Capital Improvement Sales Tax Fund, Transportation Sales Tax Fund, Capital Equipment Replacement Fund, and Combined Waterworks and Sewerage System Fund during an Open Study Sessions and a Public Hearing. The Budget will serve as strategic, administrative, and financial plan for the City for the 2026 Fiscal Year.

Budget Discussion: N/A

Public/Board/Staff Input: Staff is recommending that the 2026 budget be passed as presented at the Public Hearing. The budgeted funds and amounts to expended are as follows: General Fund \$26,343,728, Community Center/Parks Tax Fund \$5,194,743, Public Safety Sales Tax Fund \$1,211,116, Capital Improvement Sales Tax Fund \$4,887,707, Transportation Sales Tax Fund \$4,450,914, Capital Equipment Replacement Fund \$491,878, and Combined Waterworks Sewerage System Fund \$20,413,630.

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

Matt Dayton
Department Director/Administrator

JA
City Attorney

BB
City Manager

RESOLUTION NO. R-25-37

A RESOLUTION ADOPTING THE 2026 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, 2025, and ending June 30, 2026 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

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

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

| Fund | Expenditure/Expense |
|--|---------------------|
| General Fund | \$26,343,728 |
| Community Center/Parks Tax Fund | \$5,194,743 |
| Public Safety Sales Tax Fund | \$1,211,116 |
| Capital Improvement Sales Tax Fund | \$4,887,707 |
| Transportation Sales Tax Fund | \$4,450,914 |
| Capital Equipment Replacement Fund | \$491,878 |
| Combined Waterworks Sewerage System Fund | \$20,413,630 |
| Special Parks & Playground Fund | \$0 |

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 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



Request for Council Action

RES ☒ # 25-38

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 5/12/2025

Department: Community Development

Meeting Date Requested: 6/23/2025

Public Hearing: Yes ☐ Date: Click here to enter a date.

Subject: Resolution for Neighborhood Consulting Services

Background: Northland Neighborhoods, Inc. (NNI) has partnered with the City of Gladstone for many years, providing ongoing support in the development, organization, and revitalization of neighborhoods. NNI has offered mentorship and consultation on a variety of neighborhood concerns, while also supporting the unique needs and long-term goals of each community. Moving forward, NNI will assist in implementing the Neighborhood | Block Watch program in collaboration with the Police Department and the Community Development Department.

Budget Discussion: Funds are budgeted in the amount of \$ 31,146.00 from the General Fund. Ongoing costs are estimated to be \$0.00 annually. Previous years' funding was \$31,146.00.

Public/Board/Staff Input: Staff recommends approval of the proposed Resolution.

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

Alan Napoli
Department Director/Administrator

CW
City Attorney

BB
City Manager

RESOLUTION R-25-38

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE AN AGREEMENT BETWEEN THE CITY OF GLADSTONE, MISSOURI, AND NORTHLAND NEIGHBORHOODS, INCORPORATED, FOR THE PROVISION OF CONSULTING SERVICES TO SUPPORT THE DEVELOPMENT AND REVITALIZATION OF NEIGHBORHOODS FROM JULY 1, 2025, THROUGH JUNE 30, 2026.

WHEREAS, the City Council of the City of Gladstone, Missouri, has determined that it is in the best interest of the City to enter into an agreement with Northland Neighborhoods, Incorporated (NNI) for the provision of consulting services to promote the continued growth, stability, and revitalization of Gladstone's neighborhoods during the period of July 1, 2025, through June 30, 2026; and

WHEREAS, the cost of the consulting services to be provided by NNI is estimated at \$31,146.00; and

WHEREAS, the City Council finds that the provision of these services is essential to support the ongoing organization, development, revitalization, and preservation of Gladstone's neighborhoods, thereby enhancing the overall quality of life within the City;

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

THAT, the City Manager is hereby authorized to execute an agreement with Northland Neighborhoods, Incorporated, for consulting services in an amount not to exceed \$31,146.00, for the period of July 1, 2025, through June 30, 2026.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 23RD DAY OF JUNE 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

**AGREEMENT BETWEEN
NORTHLAND NEIGHBORHOODS, INCORPORATED AND
THE CITY OF GLADSTONE**

Provide consulting services to assist in the ongoing
development and revitalization of neighborhoods

AGREEMENT FOR PROVISIONS OF THE FOLLOWING SERVICES

THIS AGREEMENT between Northland Neighborhoods, Inc. an entity organized and existing under the laws of the State of Missouri, with its principal office located at 5340 NE Chouteau Trafficway, Kansas City, Missouri 64119, hereafter referred to as the "Consultant" and the City of Gladstone, Clay County, Missouri, a Third Class City organized and existing under the laws of the State of Missouri with its principal office located at 7010 N. Holmes Street, Gladstone, Missouri 64118, hereafter referred to as the "City".

This agreement represents the entire understanding and agreement between the parties. No amendments to the agreement will be binding on the parties, unless in writing and signed by the parties hereto. This agreement shall be binding upon the heirs, successors, administrators, executors and assignees of the parties hereto.

In the event there are any inconsistencies in the provisions of this agreement they will be resolved in accordance with the terms of this agreement.

**ARTICLE I
FEES AND PAYMENT**

The consultant agrees to perform all work, pay any sub-consultant, and provide all materials as specified in Article IV for a period of twelve (12) months, starting July 1, 2025 through June 30, 2026; for a fee of \$31,146.00 paid equally on a monthly basis for services rendered. In consideration of such payment, the consultant agrees to provide, time and service as generally outline in Article IV Scope of Services.

The consultant will submit an invoice for services rendered as specified in Article IV of this agreement to:

Alan D. Napoli C.B.O.
City of Gladstone
7010 N. Holmes Street
Gladstone, Missouri 64118

Payment will be made within thirty (30) days of receipt of invoice, by the Finance Department of the City of Gladstone, Missouri.

The consultant retains the right to perform services for other clients. Nothing contained within this agreement shall be deemed to create any association, partnership, joint venture, or relationship or principal and agent or master and servant between the parties. Northland Neighborhoods Inc., is an independent consultant and reserves the means and methods of accomplishing the Scope of Services as specified in Article IV of this agreement.

Postage, printing and such other equipment, tools and supplies necessary to perform the Scope of Services as specified in Article IV of this agreement will be the responsibility of the consultant.

ARTICLE II

CANCELLATION OF AGREEMENT

The city reserves the right to cancel and terminate this agreement in part or whole without penalty upon thirty (30) days written notice to the consultant. Any agreement cancellation notice shall not relieve the consultant of the obligation to deliver and/or perform on all outstanding orders issued prior to the effective date of cancellation, nor shall it relieve the city of its obligation for payment of fees for documented work within the scope of services as specified in Article IV of this agreement prior to the effective date of cancellation.

The consultant reserves the right to cancel and terminate this agreement in part or whole without penalty upon thirty (30) days written notice to the city. Any agreement cancellation notice shall not relieve the consultant of the obligation to deliver and/or perform on all outstanding orders issued prior to the effective date of cancellation, nor shall it relieve the city of its obligation for payment of fees for documented work within the scope of services as specified in Article IV of this agreement prior to the effective date of cancellation.

ARTICLE III

DRUG/CRIME FREE WORK PLACE

The consultant acknowledges and agrees that the following acts are prohibited:

1. The unlawful manufacturing, distributing, dispensing, possession and/or use of alcohol or drugs; and/or
2. Any impairment or incapacitation from the use of alcohol or drugs (except the use of prescription drugs for legitimate medical purposes); and/or
3. Any crimes committed while performing services on behalf of the city.

The consultant further acknowledges and certifies that it understands that a violation of any or all of these prohibitions constitutes a breach of agreement and may result in default action being taken by the City of Gladstone in addition to any criminal penalties that may result from such action.

ARTICLE IV

SCOPE OF SERVICES

The Consultant will provide consulting services to assist with neighborhoods as provided for in this Article. Note, this scope is general in nature and any specifics to be addressed between City and Consultant as deemed necessary.

GOAL:

Connect and reconnect with neighborhoods within Gladstone, providing services and expertise in neighborhood development.

GENERAL:

1. Consultant reports directly to the Community Development Administrator | Building Official.
2. Consultant will work with Gladstone's Residential Relations and Maintenance Coordinators assigned to the Neighborhoods within their respective districts.
3. Invite the following to NNI's Neighborhood Roundtable meetings:
 - ↳ Neighborhood leaders
 - ↳ Neighborhood Commission
 - ↳ Residential Relations and Maintenance Coordinators
4. Consultant will assist Gladstone's Neighborhood Commission with guidance on their home improvement grant program.
5. Consultant will help organize/reorganize Neighborhood Home Organizations that want to organize/reorganize.
6. Consultant will provide at no cost to the neighborhoods the opportunity to print newsletters. (must adhere to NNI's guidelines)
7. Consultant will monitor neighborhoods, support their individual needs and assist with long term goals if requested by neighborhood. (within NNI's guidelines)
8. Consultant will update Gladstone's Neighborhood Commission at their monthly meetings.
9. Consultant will meet monthly with the Community Development Administrator | Building Official.
10. Consultant will assist the City with their Neighborhood | Block Watch program.
11. Consultant will present an annual update to the Gladstone Neighborhood Commission and City Council.

ARTICLE V
ENTIRE AGREEMENT

The parties agree that this constitutes the entire agreement and there are no further items or provisions, either or otherwise. The City agrees that it has not relied on any representatives of the consultant as to prospective performance of the goods, but has relied upon its own inspection and investigation of the subject matter.

IN WITNESS WHEREOF, the parties hereunto have executed three (3) counterparts of this agreement the day and year as noted by signature.

THE CITY OF GLADSTONE, MISSOURI:

By: _____
Bob Baer, City Manager

Attest:

Kris Keller, City Clerk

Date: _____

NORTHLAND NEIGHBORHOODS, INC.:

By: _____
Deborah L. Hermann, Chief Executive Officer

Attest:

Theresa Wolfe, Director of Administration

Date: _____

**CITY OF GLADSTONE, MISSOURI
WORK AUTHORIZATION AFFIDAVIT
PURSUANT TO 285.530, RSMo
(FOR ALL CONTRACTS IN EXCESS OF \$5,000.00)**

STATE OF MISSOURI)
) ss.
COUNTY OF CLAY)

As used in this Affidavit, the following terms shall have the following meanings:

EMPLOYEE: Any person performing work or service of any kind of character for hire within the State of Missouri.

FEDERAL WORK AUTHORIZATION PROGRAM: Any of the electronic verification of work authorization programs operated by the United States Department of Homeland Security or an equivalent federal work authorization program operated by the United States Department of Homeland Security to verify information of newly hired employees, under the Immigration Reform and Control Act of 1986 (IRCA), P.L. 99-603.

KNOWINGLY: A person acts knowingly or with knowledge, (a) with respect to the person's conduct or to attendant circumstances when the person is aware of the nature of the person's conduct or that those circumstances exists; or (b) with respect to a result of the person's conduct when the person is aware that the person's conduct is practically certain to cause that result.

UNAUTHORIZED ALIEN: An alien who does not have the legal right or authorization under federal law to work in the United States, as defined in 8 U.S.C. 1324a(h)(3).

BEFORE ME, the undersigned authority, personally appeared Deborah L. Hermann who, being duly sworn, states on his/her oath or affirmation as follows:

1. My name is Deborah L. Hermann and I am currently the Chief Executive Officer of Northland Neighborhoods, Inc. (hereinafter "Consultant"), whose business address is 5340 NE Chouteau Trafficway, Kansas City, Missouri 64119 and I am authorized to make this Affidavit.
2. I am of sound mind and capable of making this Affidavit and am personally acquainted with the facts stated herein.
3. Consultant is enrolled in and participates in a federal work authorization program with respect to the employees working in connection with the Neighborhood consulting contracted between the Consultant and the City of Gladstone, Missouri.
4. Consultant does not knowingly employ any person who is an unauthorized alien in connection with the contracted services set forth above.

Affiant Signature

Affiant Printed Name

Subscribed and sworn to before me this ____ day of _____, 20__

Notary Public (Seal)

My Commission Expires: _____