



**CITY COUNCIL MEETING  
7010 NORTH HOLMES  
GLADSTONE, MISSOURI  
MONDAY, AUGUST 25, 2025**

**OPEN STUDY SESSION 7:00 PM**

- 1. Gladstone Neighborhood Commission Home Repair Grant:** Alan Napoli, Community Development Administrator, will provide information regarding three successfully completed projects.
- 2. Missouri Fire Fighter Critical Illness Pool:** Mike Desautels, Fire Chief, will outline the information regarding implementation of this negotiated benefit.

**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 August 11, 2025, Regular City Council Meeting Minutes.**
- 6. PROCLAMATION:** Daughters of the American Revolution Constitution Week.
- 7. 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.*

8. **Communications from the City Council.**
9. **Communications from the City Manager.**
10. **CONSENT AGENDA**

**RESOLUTION R-25-48**, A Resolution authorizing acceptance of a proposal from Independent Salt Company for the purchase of snow removal salt.

**RESOLUTION R-25-49**, A Resolution authorizing the City Manager to execute a contract with Hi-Gene's Janitorial Service, Inc., in the amount of \$70,500.00 for annual janitorial services at certain City of Gladstone facilities.

**RESOLUTION R-25-50**, A Resolution authorizing acceptance of work under contract with Infrastructure-Solutions, LLC, and authorizing Final Payment in the amount of \$86,935.01 for the FY24 Water Main Replacements and Storm Drainage Project, WP2487.

**CONSIDER APPROVAL OF ANNUAL MEADOWBROOK COMMUNITY IMPROVEMENT DISTRICT BUDGET FOR JULY 1, 2025 TO JUNE 30, 2026 AND FIVE (5) YEAR PLAN.**

### **REGULAR AGENDA**

11. **FIRST READING BILL NO. 25-25**, An Ordinance amending Schedule V of the Model Traffic Code (Gladstone Municipal Code Section 4.100.020) to restrict parking at certain locations in the Trails Subdivision.
12. **RESOLUTION R-25-51**, A Resolution authorizing Change Order No. 1 in the amount of \$64,082.50 to the contract with Fleshman Construction, Incorporated, for the Gladstone/KCMO Dog Park Project CP2459 for the dog park.
13. **Other Business.**
14. **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 4:30 pm  
8/21/2025



## ***Community Development Memorandum***

**TO:** Robert M. Baer, City Manager

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

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

**DATE:** August 20, 2025

**RE:** Gladstone Neighborhood Commission Home Repair Grant

The year 2024 marked the launch of the Neighborhood Commission Home Repair Grant program. Information and applications were made available through the City's website, social media platforms, and the Gladstone Magazine. Nearly forty applications were submitted.

Staff carefully reviewed the applications to identify candidates who would most benefit from the program and whose requested repairs were both reasonable and appropriate. Following the review process, three applicants were approved to receive grant funding.

In February 2025, requests for proposals were issued to multiple contractors, resulting in two competitive bids. By May 2025, notices to proceed were issued, and all three grant recipients had their projects underway. The projects were successfully completed by the end of June 2025.



## ***Fire Department Memorandum***

**DATE:** 08/20/2025

**TO:** Robert M. Baer, City Manager

**FROM:** Mike Desautels, Fire Chief

**RE:** 08/25/2025 Study Session- Missouri Fire Fighters Critical Illness Pool (MFFCIP)

During the upcoming Council Study Session, I will outline the implementation of coverage under the Missouri Fire Fighter Critical Illness Pool, as negotiated and approved in the current Collective Bargaining Agreement (CBA):

### **"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."*

This session will provide an opportunity to ensure Council is fully informed on the background, scope, and requirements of this negotiated benefit, as well as the next steps for implementation.

*Mike Desautels*

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Respectfully,  
Mike Desautels, Fire Chief





## MISSOURI FIRE FIGHTERS CRITICAL ILLNESS POOL

### AGENCY REQUIRED ACTIONS FOR POOL PARTICIPATION

In order to protect first responders against cancer and support their mental well-being, the Missouri Fire Fighters Critical Illness Pool (MFFCIP) has adopted these low cost actions as an agency's minimum requirement for participation in the Cancer and Behavioral Health Programs.

The \_\_\_\_\_ (Name of Agency) agrees as a condition of MFFCIP membership to immediately implement and maintain the actions stated below for all agency personnel:

- Personal Decontamination - Use wet wipes or baby wipes to remove as much soot or other particulates as possible from your head, neck, jaw, throat, underarms and hands immediately and while still on the scene. Shower thoroughly after exposure to smoke, hazardous materials, or biological agents. Showering within the hour is ideal.
- PPE - Conduct gross field decontamination of all PPE to remove as much soot, debris, and particulates as possible. Clean all PPE following an incident involving fire, hazardous materials, or biological agents. Keep all PPE out of living and sleeping quarters.
- Clothing - Change clothes and wash them immediately after a response. Do not wash other personal clothing items with PPE. Do not take contaminated clothes or PPE home or store it in your vehicle.
- Response Apparatus - Decontaminate interior of apparatus after incidents involving fire, hazardous materials, or biological agents.
- Fire Agencies - Use SCBA from the initial attack to the completion of overhaul.
- Open Communication - Encourage open conversations about feelings, experiences, and challenges. Schedule regular check-ins to monitor mental and emotional well-being, intervening early if signs of distress are noticed.
- Crisis Support - Provide post-incident debriefings for all responders involved in a potentially traumatic event.
- Seek Assistance - Encourage first responders to seek help from peer support teams, chaplains, and mental health professionals when displaying signs of despair or stress. Keep issues confidential to eliminate fear of broken trust or repercussions.
- Resources - Encourage personnel to access the various resources which support first responder health and wellness including the MFFCIP website and mobile application.

Additionally, the below actions are strongly recommended:

- Reduce cancer-causing behaviors - Use sunscreen or sunblock. Do not use tobacco products. Use of tobacco could result in a 25% reduction in a cancer benefit.
- Reduce transfer of carcinogens - Gently rinse or brush off any debris and soot, place in a large, clear contractor's garbage bag before entering response apparatus and returning to station.
- PPE Use & Care - Gear should be washed in an extractor to provide increased decontamination of carcinogens. A second set of gear is ideal to allow for washing and drying time following exposure. Rely on multi-gas detectors to determine use of PPE when appropriate.
- Detectogether - Agency personnel should complete coursework available for free at [firefighter.detectogether.org](https://firefighter.detectogether.org).
- Behavioral Health Wellness Program - Create an agency program in policy, practice and procedure to support mental well-being of all first responders. Offer training which supports first responder behavioral health.
- Peer Support Teams - Support the training of and incorporate the use of peer support teams within the agency.

**The importance of annual physical and mental examinations cannot be overstated. Early detection and treatment are essential to a healthy and productive workforce.**

Agency Head Signature \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_

Revised July 10, 2024



**MISSOURI FIRE FIGHTERS  
CRITICAL ILLNESS POOL**

# **Missouri Fire Fighter Voluntary Cancer Coverage Award Plan**

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## **Plan Summary of Awards**

**Plan Administered by Thomas McGee Insurance Services, LLC**  
**Effective: January 1, 2025**

**This Plan Document further defines the awards payable under RSMO sections 287.245, 320.400, and 537.620**

Revised 12/30/2024

# Table of Contents

<b>GENERAL DEFINITIONS .....</b>	<b>3</b>
<b>SCHEDULE OF AWARDS .....</b>	<b>4</b>
<b>EXCLUSIONS .....</b>	<b>9</b>
<b>COVERAGE PROVISIONS/CONDITIONS .....</b>	<b>9</b>
<b>CLAIMS PROVISIONS.....</b>	<b>10</b>
<b>ADMINISTRATIVE PROVISIONS.....</b>	<b>12</b>

Missouri Fire Fighter Critical Illness Trust and Pool  
COVERAGE PLAN DOCUMENT

This Coverage Plan Document represents coverage under the **Voluntary Cancer Award Program** and shall cover the voluntary and legal liability of **Members** of the Pool established under RSMO sections 287.245, 320.400, and 537.620 as well to defend **Members** from any actions brought by a **Covered Individual** against the **Member** regarding the interpretation of this statute.

*This Coverage is intended to be read in its entirety. In order to understand all the limitations to the Schedule of Awards and the applicable provisions/conditions, exclusions to its awards and general definitions please read all of the coverage provisions carefully.*

Coverage Declarations	
Coverage Effective Date	January 1, annually or upon execution of Member Resolution, Pool Agreement, and receipt of payment by <b>Pool Administrator</b>
Coverage Period	The twelve-month period beginning January 1, at 12:00 a.m. and ending December 31 at 11:59 p.m.
Contribution Due Date	January 1, annually or at the inception of coverage
Contribution	As determined by the <b>Pool Administrator</b> annually, subject to prorated changes for midterm adjustments

## **GENERAL DEFINITIONS**

Please note that certain words used in this Coverage Plan have specific meanings. These terms will be capitalized and in bold print throughout the document. The definition of any word, if not defined in the text where it is used, may be found either in this Definitions section or in the *Schedule of Awards*.

<b>Cancer</b>	Means cancer that originates as a cancer of the brain, skin, bladder, colon, rectum, esophagus, kidney, lung, mesothelioma, myeloma, non-hodgkin lymphoma, prostate, stomach, breast, testis and thyroid. Supplemental coverage included for buccal cavity/pharynx, liver, pancreas, larynx, Hodgkin's disease, leukemia, intestine, bone, soft tissue sarcoma, eye.
<b>Claim Administrator</b>	Processes claim information, makes claim determinations as respects to Coverage Plan, and makes appropriate payments on behalf of the <b>Pool</b> .
<b>Covered Individual</b>	Means a paid <b>First Responder</b> who is Full-Time, <b>Part-Time</b> , or <b>Volunteer First Responder</b> who meets the coverage requirements as defined in Coverage Provision #6.
<b>Directly Involved with the Provision of Hazardous Duty Services</b>	Means being currently on active duty with fire operations.
<b>Employer</b>	Means an "employer" as defined by RSMO 320.400 (including a municipality, special district, fire authority, or the division of fire prevention) which employs one or more <b>First Responder</b> , <b>Part-Time First Responder</b> , or <b>Volunteer First Responder</b> and participates in the Pool for purposes of providing benefits to all <b>Covered Individuals</b> under its employment, pursuant to RSMO sections 287.245, 320.400, and 537.620.

<b>First Responder(s)</b>	Means a full-time active employee of an <b>Employer</b> who regularly works at least one thousand six hundred (1,600) hours in any calendar year and whose duties are directly involved with the provision of fire protection services and who is not a <b>Volunteer First Responder</b> .
<b>Member</b>	Means an <b>Employer</b> who has passed a resolution to join this <b>Pool</b> and has signed the <b>Pool's</b> Trust and Pool Agreement.
<b>Part-Time First Responder</b>	Means an active employee of an <b>Employer</b> who regularly works less than one thousand six hundred (1,600) hours in any calendar year, whose duties are directly involved with the provision of fire protection services and who is not a <b>Volunteer First Responder</b> .
<b>Tobacco Product</b>	Means any product, including a vaping product that is made or derived from tobacco that is intended for human consumption.
<b>Pool</b>	Means the multiemployer Pool described in RSMO 537.620 and RSMO 320.400 established for the purposes of RSMO sections 287.245, 320.400, and 537.620.
<b>Pool Administrator</b>	Means the administrator who provides marketing, underwriting, invoicing, accounting, and other membership support services under contract to the <b>Pool</b> .
<b>Volunteer First Responder</b>	Means a <b>Volunteer First Responder</b> as defined in RSMO 287.243, and 320.33.
<b>Voluntary First Responder Cancer Award Program</b>	Means a program to cover the voluntary and legal liability of <b>Members</b> of the <b>Pool</b> established under RSMO sections 287.245, 320.400, and 537.620 as well to defend <b>Members</b> from any actions brought by a <b>Covered Individual</b> against the <b>Member</b> regarding the interpretation of this statute.

## **SCHEDULE OF AWARDS**

The **Pool** will pay the awards listed below if the **Covered Individual** suffers from a diagnosis of a covered **Cancer**, subject to the terms, conditions, provisions, and limitations of this Coverage Plan. If the **Covered Individual** sustains more than one diagnosis of a covered **Cancer** simultaneously, awards will be paid for the covered loss for which the largest available award is payable. Please read the Definitions, Exclusions, Coverage Provisions/Conditions, Claims and Administrative provisions in order to understand all of the terms, conditions and limitations applicable to these awards and coverage.

<b>Aggregate Limit</b>	The maximum amount that can be paid to a <b>Covered Individual</b> as a result of a diagnosis of a covered <b>Cancer</b> is the Member-chosen Limit of either Limit A: \$300,00, B: \$200,000 or C: \$100,000 as shown on the Member's current memorandum of coverage.
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Missouri Fire Fighter Critical Illness Trust and Pool  
COVERAGE PLAN DOCUMENT

No more than the Aggregate Limit specified above will be paid for all covered losses suffered by a **Covered Individual** as the result of any one diagnosis of a covered **Cancer** or series of related diagnosis of covered **Cancers**, as specified above.

Regarding Award Levels Zero A – F, variable limits apply depending upon assigned award limit. When a **Covered Individual** can show that their actual out of pocket expenses were higher than the scheduled award, then an additional maximum amount may be reimbursed based on remitted Explanation of Benefits or receipts as follows: \$3,000 will apply at \$300,000 limit; \$2,000 at \$200,000 limit; and \$1,000 at the \$100,000 limit. Award Level Zero will not be paid in addition to any other applicable Award Level.

Award Level	Coverage Conditions	Applicable Award Limit		
		\$300,000	\$200,000	\$100,000
Zero A	Diagnosis that is covered for \$1,000 in treatment and medication paid by the provider	\$200	\$132	\$66
Zero B	Diagnosis that is covered for \$2,000 in treatment and medication paid by the provider	\$400	\$164	\$122
Zero C	Diagnosis that is covered for \$4,000 in treatment and medication paid by the provider	\$800	\$528	\$264
Zero D	Diagnosis that is covered for \$6,000 in treatment and medication paid by the provider	\$1,000	\$660	\$330
Zero E	Diagnosis that is covered for \$8,000 in treatment and medication paid by the provider	\$1,500	\$990	\$495
Zero F	Diagnosis that is covered for \$10,000 in treatment and medication paid by the provider	\$2,000	\$1,320	\$660

Award Level	Applicable Award Limit		
	\$300,000	\$200,000	\$100,000
1	\$4,000	\$2,640	\$1,320
2	\$9,000	\$6,000	\$3,000
3	\$20,000	\$13,200	\$6,600
4	\$28,000	\$18,480	\$9,240
5	\$35,000	\$23,100	\$11,550
6	\$45,000	\$29,700	\$14,850
7	\$75,000	\$49,500	\$24,750
8	\$96,000	\$63,360	\$31,680
9	\$188,000	\$124,080	\$62,040
10	\$249,000	\$164,340	\$82,170



Missouri Fire Fighter Critical Illness Trust and Pool  
COVERAGE PLAN DOCUMENT

The following describes the stage of the **Cancer** and the designated Award Level for purposes of awards under this Voluntary First Responder Cancer Awards Program:

STAGE OF CANCER →	0	1	2	3	4
↓ TYPES OF CANCER					
<b>Skin</b>  <b>Melanoma</b>	(Award 0)  Abnormal cells are found in the squamous cell or basal cell layer of the epidermis	(Award 0)  Confined to skin as thick as 10mm	(Award 1)  Grown thicker up to 4mm, but not spread	(Award 6)  Has spread to either nearby skin or nearby lymph nodes	(Award 8)  Has spread to an internal organ, or is found on the skin far from the original melanoma, squamous cell carcinoma, or basal cell carcinoma.
<b>Colon</b>  <b>Rectal</b>  <b>Esophagus</b>  <b>Stomach</b>	(Award 0)  Limited to the inner lining layer of the stomach and have not grown into deeper layers	(Award 2)  Has grown into the inner layer of the wall of the stomach, but it has not spread to any lymph nodes or other organs	(Award 5)  Stage 2 has two types depending on severity of the spread. In general, the cancer is still limited to local tissues and lymph nodes at this stage	(Award 7)  Stage 3 has two types depending on severity of spread. At this Award, the cancer may/may not spread to nearby organs or structures	(Award 9)  A cancer of any size that has spread to distant parts of the body in addition to the area around the stomach
<b>Bladder</b>  <b>Kidney</b>  <b>Prostate</b>  <b>Testis</b>	(Award 0)  No evidence of tumor in the prostate	(Award 3)  Found in the prostate only and is usually made up of cells that look more like healthy cells and is likely to grow slowly	(Award 4)  Has not spread outside of the prostate gland, but the cells are usually more abnormal and may tend to grow more quickly. It has not spread to lymph nodes or distant organs	(Award 6)  Has spread beyond the outer layer of the prostate into nearby tissues. It may also have spread to the seminal vesicles	(Award 9)  Any tumor that has spread to other parts of the body, such as the bladder, rectum, bone, liver, lungs, or lymph nodes
<b>Brain</b>	(Award 0)  In general, the cancer cells are still located in the place they started and have not spread to nearby tissues in the brain	(Award 2)  A separate group of tumors called juvenile pilocytic astrocytoma (JPA). The term "juvenile" refers to the type of cell, not the age of the patient. This is a non-cancerous, slow-growing tumor that is oftentimes curable with surgery. It is different from a low-grade astrocytoma or Grade II glioma, which are likely to come back after treatment	(Award 5)  Tumor does not have dead cells in the tumor, called necrosis, but shows an abnormally large number of cells, called hypercellular	(Award 8)  Tumor is hypercellular and has cells that are actively dividing, called mitosis. It is often called anaplastic astrocytoma	(Award 10)  Tumor is usually a glioblastoma, also called GBM (glioblastoma multiforme). Cells in the tumor are actively dividing, and it has blood vessel growth and areas of dead cells in addition to the factors common to grade II and III tumors



Missouri Fire Fighter Critical Illness Trust and Pool  
COVERAGE PLAN DOCUMENT

STAGE OF CANCER →	0	1	2	3	4
↓ TYPES OF CANCER					
<b>Myeloma</b>  <b>Non-Hodgkin Lymphoma</b>  <b>Thyroid</b>	<b>(Award 0)</b>  Too many lymphocytes in the blood, but no other signs or symptoms of leukemia. Chronic lymphocytic leukemia is indolent	<b>(Award 0)</b>  Has lymphocytosis and enlarged lymph nodes. The patient does not have an enlarged liver or spleen, anemia, or low levels of platelets	<b>(Award 3)</b>  Has lymphocytosis and an enlarged spleen and/or liver and may or may not have swollen lymph nodes	<b>(Award 6)</b>  Has lymphocytosis and anemia. The patient may or may not have swollen lymph nodes and an enlarged liver or spleen	<b>(Award 8)</b>  Has lymphocytosis and low levels of platelets. The patient may or may not have swollen lymph nodes, an enlarged liver or spleen, or anemia
<b>Breast</b>	<b>(Award 1)</b>  No evidence of cancer cells outside breast; not invading nearby tissues. Cancer cells are only in the ducts of breast tissues. Non-invasive.	<b>(Award 2)</b>  <u>Type A:</u> Tumor up to 2 cm confined to breast and lymph nodes are not compromised  <u>Type B:</u> Small cancer cells found in lymph nodes but no tumor in breast, or tumors are only 2cm or less in breast	<b>(Award 5)</b>  <u>Type A:</u> No tumor or small tumor less than 2 cm in breast and cancer cells are found in 1-3 auxiliary lymph nodes; or a tumor between 2 cm and 5 cm in breast but has not spread to lymph nodes  <u>Type B:</u> A tumor between 2 cm and 5 cm in breast and has spread to lymph nodes; or a tumor larger than 5 cm but has not spread to lymph nodes	<b>(Award 7)</b>  <u>Type A:</u> Any tumor size and has spread to 4-9 lymph node  <u>Type B:</u> Tumor has spread to chest wall. It may or may not have spread to up to 9 lymph nodes  <u>Type C:</u> Any tumor size and has spread to 10 or more lymph nodes	<b>(Award 8)</b>  Tumor is any size and has spread to other organs
<b>Lung</b>	<b>(Award 0)</b>  Tumor is only visible in the top layers of cell lining and has not invaded into nearby tissues or lymph nodes.	<b>(Award 1)</b>  <u>Type A:</u> Tumor is no more than 3 cm and hasn't spread to lymph nodes.  <u>Type B:</u> Tumor is between 3-4 cm and hasn't spread to lymph nodes.	<b>(Award 3)</b>  <u>Type A:</u> Tumor is between 4-5 cm and hasn't spread to lymph nodes but it could have reached main bronchus or the innermost tissue of the lung.  <u>Type B:</u> Tumor is less than 5 cm but has reached nearby lymph nodes. Tumor could have reached main bronchus or innermost lung tissue.	<b>(Award 6)</b>  Tumor is between 5-7 cm or any size. One additional tumor is found in the lung or the cancer is spread to chest wall or other nearby chest tissues.	<b>(Award 7)</b>  Tumor is any size and has spread to other organs

## Additional Awards Schedule A

Coverage Conditions	Applicable Awards
Payment to the provider for actual cost for rehabilitative or vocational training employment services and educational training relating to the <b>Cancer</b> diagnosis;	Up to \$25,000
Payment if a <b>Covered Individual</b> incurs cosmetic disfigurement cost resulting from a covered <b>Cancer</b> ; and	Up to \$10,000
If the <b>Cancer</b> is diagnosed as terminal, the <b>Covered Individual</b> will receive a lump sum payment as an accelerated payment toward the awards due in the Awards section above.	Up to \$25,000

## Supplemental Cancer Coverage Awards Schedule B\*

Other Types of Cancers Not Otherwise Covered	Stage 0	Stage 1	Stage 2	Stage 3	Stage 4
Buccal cavity / pharynx	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Liver	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Pancreas	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Larynx	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Hodgkin's disease	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Leukemia	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Intestine	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Bone	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Soft tissue sarcoma	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000
Eye	\$1,000	\$3,000	\$5,000	\$7,000	\$10,000

*\*To qualify for payment under a Supplemental cancer Coverage Award Schedule B, the First Responder must prove enrollment in the National Fire Fighter Cancer Registry. Registration must be completed before payment will be made.*

## **EXCLUSIONS**

In addition to any award-specific exclusion, awards will not be paid for any diagnosis of a covered cancer, or for any claimed loss or expense occurring, arising, or resulting from:

1. Intentionally self-inflicted injury, suicide, or any self-inflicted injury or suicide attempt.
2. Any act of declared or undeclared war unless specifically provided by this Coverage.
3. Travel or activity outside the contiguous United States.
4. Any cancer which was diagnosed in a **Covered Individual** prior to the date of enrollment of the **Covered Individual** in this Pool.

## **COVERAGE PROVISIONS/CONDITIONS**

The following provisions and conditions apply and must be met in order for a **Covered Individual** to be eligible for awards hereunder:

1. The **Covered Individual** is entitled to additional awards if the **Cancer** increases in Award Level, but the amount of any award paid earlier for this **Cancer** will be subtracted from the new award.
2. If a **Covered Individual** dies while owed awards under this Coverage Plan, the awards will be paid to the surviving spouse or domestic partner, if any at the time of death, and if there is no surviving spouse or domestic partner, any surviving children equally. If there is no surviving spouse, domestic partner or child, the obligation of the Pool to pay awards will cease.
3. If a **Covered Individual** returns to employment after a **Cancer** diagnosis, the **Covered Individual** is entitled to the awards in the Schedule of Awards in this Coverage Plan for any subsequent new type of covered **Cancer** diagnosis.
4. The awards paid pursuant to this Coverage Plan must be offset by any payments made under the "Workers' Compensation Act Chapter 287, regardless of when the payments are made. The Pool will have the authority to determine how and when the offsets are implemented. Notice to Workers' Compensation Provider will be made.
5. The awards in this Coverage Plan are reduced by twenty five percent [25%] if a **Covered Individual** used a **Tobacco Product** within five [5] years immediately preceding the **Cancer** diagnosis.
6. In order for a **Covered Individual** to be eligible for the awards in the Schedule of Awards and Supplemental Awards in this Coverage Plan, the following conditions must be met:
  - a. Prior to the diagnosis of **Cancer** and either in qualifying for a **First Responder** position or any time after the **First Responder, Volunteer First Responder** or **Part-Time First Responder** became employed by an **Employer** or joined as an individual, the **First Responder, Volunteer First Responder** or **Part-Time First Responder** had a medical examination that would reasonably have found an illness or injury that could have caused the **Cancer** and no illness or injury was found;
  - b. Prior to the diagnosis of **Cancer**, the covered **First Responder/Part-time First Responder/Volunteer First Responder** must have undergone a physical during pre- or post-employment testing or after the hire date but prior to the doctors appointment leading to the diagnosis of a covered **Cancer**.
  - c. The **First Responder**:
    - (I) Is a paid employee or is a volunteer **First Responder** as defined in section 320.333;
    - (II) Has been assigned to at least five years of hazardous duty as a **First Responder**;
    - (III) Was last assigned to hazardous duty as a **First Responder** within the previous fifteen years; and
    - (IV) Is not seventy years of age or older at the time of the diagnosis of cancer.
    - (V) A break in service of no more than one [1] year will not be considered a break in continuous full-time employment for purposes of this section. The break in service will not count as part of the five years of service.
7. Where a **Covered Individual** is scheduled under more than one **Member's** roster of this **Pool** only one claim for the same diagnosis will be considered.

8. All **Covered Individuals** must be scheduled annually with the **Pool Administrator** and a **Contribution** must be paid based on the census in order to be eligible to receive an award payment under this Coverage Plan. Newly eligible **Covered Individuals** must be reported on the first census after they have been certified as eligible.

## **CLAIMS PROVISIONS**

### **Notice of Claim**

As the claim is formally established as a liability owed to the **Covered Individual** by the **Employer** and where the rules for a qualifying claim are very specific, the **Covered Individual** must work with the **Employer** to substantiate a valid claim by voluntarily providing necessary qualifying information with the **Employer** by written or authorized electronic notice of claim. This notice of claim must be given to the **Claims Administrator** through the **Employer** no more than three years after a diagnosis of a covered **Cancer** for which awards are sought occurs, or the eligibility is reviewed with the **Employer**. If written or authorized electronic notice is not given within this period, the claim will not be invalidated or reduced if it is shown that written or authorized electronic notice was given as soon as was reasonably possible. Only one timely claim for each type of **Cancer** needs to be filed to allow the **Pool** to pay or increase the Award Level applicable in this Coverage Plan.

Timely claim notice must be given to the **Employer**, who must immediately contact the **Pool Administrator** at:

Missouri Cancer Award Pool Administrator  
c/o Thomas McGee Insurance Services, LLC  
1713 Deer Tracks Trail, St. Louis, Mo 63131  
314-858-6370

Website Claim Form: <https://www.mffcip.org/claims/>

It is important to file claims immediately even if all of the information is not yet known. Notice should include the **Employer's** name, coverage number, and the **Covered Individual's** name, address, contact information, date of event, medical facility, and attending physician along with a signed Medical Release of Information and Waiver form.

### **Claim Forms**

**Claim Administrator** will send claim forms to either the **Covered Individual** or the **Employer** for filing proof of loss upon receiving notice of a claim. If such forms are not sent within 15 days after the **Claim Administrator** receives notice, the proof requirements will be met by submitting, within the time fixed in this Coverage Plan for filing proof of loss, written or authorized electronic proof of the nature and extent of the loss for which the claim is made.

### **Covered Individual Cooperation Provision**

Failure of a **Covered Individual** to cooperate in the administration of the claim may result in the termination of the claim. Such cooperation includes but is not limited to: providing any information or documents needed to determine whether awards are payable, or the actual award amount due.

### **Proof of Loss**

Proof of loss must include diagnoses documentation furnished by a physician and supported by clinical, radiological, histological, pathological, and/or laboratory evidence. If it is not reasonably possible to provide proof of claim within 90 days after the date of the diagnosis for which an award is claimed or date of covered loss for which an award is claimed, it must be given no more than three (3) years after the date of diagnosis, subject to the provisions of the

Notice of Claim section above. These time limits will not apply during any time period the **Covered Individual** or his or her authorized representative lacks the legal capacity to give proof of claim.

## Time of Payment of Claims

**Pool** will pay the Award Level due as follows:

- a. Award Level 0 as a lump sum after an explanation of benefits from physician is received;
- b. Award Level 1 as a lump sum after adequate proof of loss is filed;
- c. Award Level 2 through 10 at a rate of: Plan A; \$4,000 B: \$2,640 C; \$1,320 paid twice monthly from the date of diagnosis, less any applicable offsets; or
- d. Immediately after **Pool** receive the proof of loss.

Any award due will be paid when the **Claims Administrator** receives written, or authorized electronic, proof of loss.

## Payment of Claims

All awards will be paid in United States currency to the **Covered Individual**.

## Denial Review Process

If a **Covered Individual** and the **Pool** fail to agree on whether benefits under this Coverage Plan are due, the **Covered Individual** may request a review of the denial of benefits, in whole or in part, by submitting a written statement to the **Pool Administrator** within sixty (60) days of the denial; the denial is considered final if no request for review is submitted within sixty (60) days of the notice of denial. The form of the written request, and the details of the review process, are set forth in the Benefit Claims Review Procedure of the **Pool**. The **Pool Administrator** will forward timely written review requests to the Pool Claims Committee, which will provide a written decision within thirty (30) days, unless special circumstances exist for an extension, in which event the written decision shall be made within ninety (90) days. If a **Covered Individual** is dissatisfied with the decision rendered by the Pool Claims Committee, the **Covered Individual** may submit a written request for reconsideration to the Pool Committee. The decision of the Pool Committee is final, conclusive, and binding upon the **Covered Individual** and all other persons thirty (30) days after the decision is issued.

## Legal Actions

No action at law or in equity will be brought to recover awards under this Coverage Plan less than 60 days after satisfactory completion of the appropriate proof of loss requirement has been furnished as required by this Coverage Plan or until such time that the Claims Administrator, Pool Claims Committee, and the Trustees have each had 60 days to review the issues involved without reaching an acceptable resolution. No such action will be brought after expiry of the applicable statute of limitations from the time proof of loss is required to be furnished under this Coverage Plan.

## ADMINISTRATIVE PROVISIONS

### Changes to This Contract

This Coverage Plan and the **Pool Agreement** make up the entire contract between the **Employer**, **Covered Individual**, and the **Pool**. In the absence of fraud, all statements made by the **Covered Individual** or any **Employer** or **Covered Individual** will be considered representations and not warranties. No written statement made by a **Covered Individual** will be used in any contest unless a copy of the statement is furnished to the **Covered Individual**

or personal representative. No change in this Coverage Plan will be valid until approved in accordance with the provisions of the **Pool** Agreement governing amendments to the Coverage Plan. The approval must be noted on or attached to this Coverage Plan. No party may change this Coverage Plan or waive any of its provisions.

### **Coverage Effective Date and Termination Date**

Coverage is effective January 1, annually upon a **Member's** payment of contribution or, for a new **Member**, upon enrollment, which includes the **Pool Administrator's** receipt of signed Member Resolution and **Pool** Agreement joining the **Pool** as well as payment of contribution.

**Pool** may terminate coverage on or after the first anniversary of the coverage effective date, and the Employer may terminate coverage on any contribution due date. Written or authorized electronic notice must be given at least 90 days prior to such contribution due date. Termination will not affect a claim for award of a diagnosis of a covered Cancer that occurs while coverage was in effect.

### **Clerical Error**

Clerical error, whether by the **Covered Individual, Employer, or the Pool** will not deny or void the coverage of any eligible **Covered Individual** that would otherwise have been in effect, nor extend the coverage if that coverage would have otherwise ended or been reduced as provided in this Coverage Plan.

### **Payment in Error**

If an erroneous award payment is made by or on behalf of the **Pool**, the **Pool** may require the **Covered Individual**, the provider of services, or the ineligible person to refund the amount paid in error. The **Pool** reserves the right to correct payments made in error by offsetting the amount paid in error against any future award payments and new claims. The **Pool** also reserves the right to take legal action to correct payments made in error.

### **Conformity with Law**

This Coverage Plan Document shall conform with any determination made by an appropriate jurisdiction regarding changes to the awards payable under RSMO sections 287.245, 320.400, and 537.620.





**MINUTES  
REGULAR CITY COUNCIL MEETING  
GLADSTONE, MISSOURI  
MONDAY, AUGUST 11, 2025**

**PRESENT:** Mayor Les Smith  
Mayor Pro Tem Jean Moore  
Councilmember Tina Spallo  
Councilman Spencer Davis  
Councilman Cameron Nave  
  
City Manager Bob Baer  
City Attorney Chris Williams  
City Clerk Kris Keller

**ABSENT:** Assistant City Manager Austin Greer

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

**Mayor Smith** opened the Regular City Council Meeting Monday, August 11, 2025 at 7:31 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** requested that all attendees 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 July 28, 2025, Closed City Council Meeting Minutes.

**Mayor Pro Tem Moore** moved to approve the minutes of the July 28, 2025, Closed City Council meeting as presented. **Councilman Davis** 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 July 28, 2025, Regular City Council Meeting Minutes.



**Mayor Pro Tem Moore** moved to approve the minutes of the July 28, 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.** Communications from the Audience.

Kevin Gann, 3602 NE 56th Terrace, addressed the Council regarding his barn construction project on a separate lot he owns at 3601 NE 56th Terrace. He acknowledged initially failing to obtain a permit, but applied upon learning it was required. He raised concerns about the required \$22,500.00 escrow deposit for street improvements, stating it was not financially feasible. Mr. Gann cited prior expenses and steps he took related to the permit process, shared photos of the lot's prior condition, and reported experiencing unfair treatment by the department through the permit process.

**Mayor Smith** reported that he that he was familiar with the area and shared a brief history of that area of housing. He requested that either the City Manager or the Assistant City Manager contact Mr. Gann, who then provided his information to the city clerk.

**Item No. 8. On the Agenda.** Communications from City Council.

**Councilman Nave** shared that he recently attended the dedication ceremony for the Vietnam Memorial Wall at Oak Park High School, where he had the opportunity to speak with alumni who served in the Vietnam War; he reported that the ceremony was a meaningful experience. He also stated that he attended the Theatre in the Park charity golf tournament on Friday and noted it was a successful event supporting a worthy cause.

**Mayor Pro Tem Moore** expressed her pride in the recent Glad Green Team monthly clean-up day, which had 15 participants. She reported the event was successful, with efforts focused on downtown and the surrounding streets. She thanked fellow Councilmember Spallo, Councilman Nave, and an audience member for participating, and expressed sincere appreciation for the dedicated volunteers whose efforts continue to make a positive impact. She announced the next Glad Green Team monthly clean-up day is scheduled for Saturday, September 6 and encouraged everyone to participate.

**Mayor Smith** thanked Mayor Pro Tem Moore for the great job with Glad Green Team. He noted that, as mentioned at the previous meeting, he was unable to assist due to his commitment at a bowling tournament event at Gladstone Bowl. He reported that it was a success and it brought visitors from across the region, other states, and even Canada to Gladstone. He shared that while most individuals stayed in the general vicinity, many expressed positive impressions of the City of Gladstone. He commented that it was eye opening to see visitors staying at the local hotel, many of whom were unfamiliar with the City's history, expressing appreciation for the progress and work that had been done. He extended his thanks to everyone involved for contributing to the success of the City.

**Item No. 9. On the Agenda.** Communications from the City Manager.

City Manager Baer announced the following:

- Registration for Gladfest Smokefest and Gladfest parade will be closing in about a month and more information can be found at [discovergladstone.com](http://discovergladstone.com).
- Big Shoal Sunflower Field Festival is Saturday, August 16 at Atkins-Johnson Farm and admission is free. There will be an art fair, sunflower picking, photo ops, food vendors, and crafts from 9:00 am to 3:00 pm.

- 6th Annual Sunflower 5K is Saturday, August 23 at Atkins-Johnson Farm beginning at 8:00 am. The run benefits the Friends of the Atkins-Johnson Farm and Museum and the North Kansas City Schools Education Foundation.

**Item No. 10. On the Agenda. CONSENT AGENDA.**

**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.

Following the Clerk's reading:

**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:**

**LINDEN SQUARE AND SURROUNDING STREETS:** Gladfest, 7010 North Holmes Street, Gladstone City Hall grounds and Linden Square; Friday, October 3, 5:00 to 10:00 pm, Saturday, October 4, 10:00 am to 10:00 pm, Sunday, October 5, 2025, 12:00 to 4:00 pm.

**CENTRAL PARK (NE CORNER):** Gladfest Smokefest, Friday, October 3 and Saturday, October 4, 2025, 8:00 am to 10:00 pm.

**GLADSTONE CITY HALL,** Gladfest Parade, Saturday, October 4, 2025, 8:00 am to 12:00 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-25-45**, A Resolution authorizing acceptance of work under contract with C.P. Excavating, LLC, for the Northeast 68<sup>th</sup> Terrace and North Bellefontaine Storm Drainage Project and authorizing final payment in the amount of \$25,518.01 for Project CP2432. **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-25-46**, A Resolution authorizing the City Manager to enter into a Memorandum of Understanding with North Kansas City Hospital to work collaboratively with the Police Department to meet the behavior health needs of those requiring assistance. **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 the **ANNUAL REPORT OF LINDEN BLOCK 25 COMMUNITY IMPROVEMENT DISTRICT FOR FISCAL YEAR ENDING MARCH 31, 2025.** **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 the **ANNUAL REPORT OF DOWNTOWN LINDEN COMMUNITY IMPROVEMENT DISTRICT FOR FISCAL YEAR ENDING MARCH 31, 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. 11. On the Agenda.** **FIRST READING BILL NO. 25-24**, An Ordinance of the City of Gladstone, Missouri, to establish a procedure to disclose potential conflicts of interest and substantial interests for certain Municipal Officials pursuant to the State of Missouri Ethics law.

**Councilmember Spallo** moved **BILL NO. 25-24** 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. 25-24**, 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. 25-24** and enact the Bill as **Ordinance 4.708**. **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. 25-24** stands enacted as **Ordinance Number 4.708**.

**Item No. 12. On the Agenda.** **RESOLUTION R-25-47**, A Resolution authorizing the City Manager to execute a contract with GEST Missouri Holding, LLC, to provide public transportation services to Gladstone residents as outlined in the Agreement.

**Mayor Pro Tem Moore** moved to approve **RESOLUTION R-25-47**, A Resolution authorizing the City Manager to execute a contract with GEST Missouri Holding, LLC, to provide public transportation services to Gladstone residents as outlined in the Agreement. **Councilman Nave** seconded.

**Mayor Smith** requested an explanation of the proposed Resolution. City Manager Baer provided an update on the termination of the current KCATA-IRIS service contract, effective September 1st, citing rising costs, unstable funding, and concerns about reliability. He emphasized the importance of maintaining a stable transit option and announced ongoing discussions with the new provider who has agreed to offer comparable or improved service at the same or lower cost. The new door-to-door service will begin September 1st, covering trips within Gladstone city limits to the nearest bus stops, medical facilities, or doctor’s offices in Gladstone, Riverside, Parkville, Liberty, or Kansas City located in Clay or Platte County (primarily the northern region for health care services). The fare will remain at \$3 per ride, with improved consistency and convenience expected.

**Mayor Pro Tem Moore** thanked Manager Baer and his team for their hard work in finding a solution for Gladstone’s transit challenges. She expressed her gratitude and noted that this effort could set a benchmark for surrounding cities in the northland.

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

**Item No. 13. On the Agenda.** Other Business.

There was no other business.

**Item No. 14. On the Agenda.** Adjournment.

**Mayor Smith** adjourned the August 11, 2025, Regular City Council meeting at 7:51 pm.

Respectfully submitted:

\_\_\_\_\_  
Kris Keller, City Clerk

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

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

\_\_\_\_\_  
Mayor Les Smith

# **PROCLAMATION**

**WHEREAS**, September 2025 marks the two hundred thirty-eighth anniversary of the drafting of the Constitution of the United States of America by the Constitutional Convention; and

**WHEREAS**, it is fitting and proper to accord official recognition to this magnificent document and its memorable anniversary and to the patriotic celebrations which will commemorate the occasion; and

**WHEREAS**, Public Law 915 guarantees the issuing of a Proclamation each year by the President of the United States of America designating a Constitution Week in September.

**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 recognize the week of September 17-23, 2025 as:

## **CONSTITUTION WEEK**

and join the National Society of the Daughters of the American Revolution, William Boydston Chapter, in encouraging all residents to reaffirm the ideals the Framers of the Constitution had in 1787 by vigilantly protecting the freedoms guaranteed to us through this guardian of our liberties, remembering that lost rights may never be regained.

Signed this 25th Day of August 2025



## *Request for Council Action*

RES ☒ # R-25-48

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 8/19/2025

Department: Public Works

Meeting Date Requested: 8/25/2025

Public Hearing: Yes ☐ Date: N/A

Subject: Contract Award, Purchase of Snow Removal Salt

Background: The City of Gladstone recently solicited bids for a cooperative salt contract. The Clay County Highway Department, the City of Liberty, and the City of Excelsior Springs participated in the request for bids. With additional entities, the amount of salt requested increases and subsequently is less expensive than each entity alone. Requests for bids were sent to six (6) suppliers and three (3) suppliers' submitted bids.

Budget Discussion: Funds are budgeted in the amount of \$ 60,000 from the General Fund. Ongoing costs are estimated to be \$180,000 annually based on an annual usage of 3,000 tons. Previous years' funding was \$60,000.

Public/Board/Staff Input: Public Works staff has determined that the bid from Independent Salt Company in the amount of \$60.44 per ton is the lowest and best bid received. The City's current contract, which expires at the end of August, is also with Independent Salt Company in the amount of \$60.49 per ton.

Currently, the City has 2,400 tons of salt in storage.

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-25-48**

**A RESOLUTION AUTHORIZING ACCEPTANCE OF A PROPOSAL FROM INDEPENDENT SALT COMPANY FOR THE PURCHASE OF SNOW REMOVAL SALT.**

**WHEREAS**, three (3) proposals were received for snow removal salt and the proposal of Independent Salt Company is recommended.

**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 the proposal of Independent Salt Company for the purchase of snow removal salt on an as-needed basis at a cost of \$60.44 per ton.

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

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 25TH DAY OF AUGUST 2025.**

---

Mayor Les Smith

ATTEST:

---

Kris Keller, City Clerk





## *Request for Council Action*

RES ☒ # R-25-49

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 8/19/2025

Department: Public Works

Meeting Date Requested: 8/25/2025

Public Hearing: Yes ☐ Date: N/A

Subject: Contract Award, Janitorial Services

Background: The City of Gladstone recently solicited bids for janitorial services to be performed at City Hall, the Police Department, Public Works and a sub-leased space at 7001 N. Cherry Street (CEK). Requests were sent to four (4) janitorial companies as well as posted in the Kansas City Star. Six (6) companies submitted bids.

Budget Discussion: Funds are budgeted in the amount of \$ 70,500 from the General Fund. Ongoing costs are estimated to be \$73,320 annually. Previous year's funding was \$80,000

Public/Board/Staff Input: City staff have determined that the bid from Hi-Gene's Janitorial Service, Inc. in the amount of \$70,500 is the lowest and best bid received.

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-25-49**

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH HI-GENE'S JANITORIAL SERVICE, INC, IN THE AMOUNT OF \$70,500.00 FOR ANNUAL JANITORIAL SERVICES AT CERTAIN CITY OF GLADSTONE FACILITIES.**

**WHEREAS**, proposals were received for janitorial services and the proposal from Hi-Gene's Janitorial Service, Inc., has been determined to be the lowest and best bid.

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

**THAT**, the City Manager of the City of Gladstone, Missouri, is hereby authorized to execute a contract for janitorial services for City Hall, Police Department, Public Works and a sub-leased space at 7001 North Cherry Street, in the annual amount of \$70,500.00.

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

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 25TH DAY OF AUGUST 2025.**

\_\_\_\_\_  
Mayor Les Smith

ATTEST:

\_\_\_\_\_  
Kris Keller, City Clerk



## *Request for Council Action*

RES ☒ # R-25-50

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 8/15/2025

Department: Public Works

Meeting Date Requested: 8/25/2025

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

Subject: FY24 Water Main Replacements and Storm Drainage, Project WP2487

Background: Work has been completed on the referenced project and the contractor, Infrastructure-Solutions, LLC., 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. Project change orders included the rehabilitation of an existing 60-inch culvert under Old Pike Road (R-24-18), storm sewer replacement at 2850 NE Kendallwood Parkway (R-24-39), emergency water main replacement at NE 64th Street and N. Bales (R-24-65), and miscellaneous water main break repairs and adjustments for field measured quantities.

Original Contract Amount:	\$ 968,040.00
Change Order(s):	770,659.96
Revised Contract Amount:	\$ 1,738,699.96
Amount Paid to Date:	1,651,764.95
<b>Total Amount Due Final Pay:</b>	<b>\$ 86,935.01</b>

Budget Discussion: Funds were budgeted in the amount of \$ 300,000 from the CIST Fund and \$1,500,000 from the CWSS Fund. Ongoing costs are estimated to be \$1,000,000 annually. Previous years' funding was \$1,800,000.

Public/Board/Staff Input: N/A

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-25-50

**A RESOLUTION AUTHORIZING ACCEPTANCE OF WORK UNDER CONTRACT WITH INFRASTRUCTURE-SOLUTIONS, LLC, AND AUTHORIZING FINAL PAYMENT IN THE AMOUNT OF \$86,935.01 FOR THE FY24 WATER MAIN REPLACEMENTS AND STORM DRAINAGE, PROJECT WP2487.**

**WHEREAS**, work under the contract with Infrastructure-Solutions, LLC for the FY24 Water Main Replacements and Storm Drainage, Project WP2487, 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:	\$ 968,040.00
Change Order(s):	770,659.96
Revised Contract Amount:	<u>\$ 1,738,699.96</u>
Amount Paid to Date:	<u>1,651,764.95</u>
<b>Total Amount Due Final Pay:</b>	<b><u><u>\$ 86,935.01</u></u></b>

**FURTHER**, funds for such purpose are authorized from the Capital Improvements Sales Tax Fund and the Combined Waterworks and Sewerage System Fund.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 25TH DAY OF AUGUST 2025.**

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Mayor Les Smith

ATTEST:

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Kris Keller, City Clerk



## *Request for Council Action*

**RES** ☐# City Clerk Only

**BILL** ☐# City Clerk Only

**ORD** ☐# City Clerk Only

Date: 8/13/2025

Department: General Administration

Meeting Date Requested: 8/25/2025

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

Subject: Consideration of the Meadowbrook Shopping Center Community Improvement District Budget and Five Year Plan

Background: Meadowbrook Shopping Center went through a major update approximately eleven (11) years ago. The City supported that renovation by allowing the creation of a Community Improvement District (CID). The CID levies a one-cent sales tax to help offset redevelopment costs.

Budget Discussion: N/A.

Public/Board/Staff Input: The CID is required to seek City approval of a five (5) year plan. The attached five (5) year plan complies with that requirement and is substantially the same as the previous five (5) year plan.

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

Austin Greer  
Assistant City Manager

JA  
City Attorney

BB  
City Manager

**Meadowbrook**  
**CID Budget, July 1, 2025 - June 30, 2026**  
**Prepared: July 30, 2025**

	<u><b>2025-26</b></u>	
<b>Receipts</b>		
CID Deposits from MO DOR	70,000	
<b>Total Receipts - CID Project</b>	<u><b>70,000</b></u>	
 <b>Expenditures</b>		
Interest Expense - General Construction Loan	12,900	
Interest Expense - Dunkin Donuts	19,950	
Interest Expense - Popeye's Loan	0	
Interest Expense - Add'l Meadowbrook Improvements	1,845	
Interest Expense - 2025 Improvements	0	0.00
Professional Fees	2,500	
CID Budget Meeting	500	
CID Payments, City of Gladstone 1.5% of receipts	1,050	
<b>Total Expenditures</b>	<u><b>38,745</b></u>	
<b>Receipts in Excess of Expenditures /</b>		
<b>(Expenditures in Excess of Receipts)</b>	<u><b>31,255</b></u>	

**Meadowbrook**  
**CID Forecast, July 1 - June 30**  
**Prepared: July 30, 2025**

	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030	5 YEAR TOTAL
<b>Receipts</b>						
CID Deposits from MO DOR	70,000	70,000	70,000	70,000	70,000	350,000
<b>Total Receipts - CID Project</b>	<b>70,000</b>	<b>70,000</b>	<b>70,000</b>	<b>70,000</b>	<b>70,000</b>	<b>350,000</b>
<b>Expenditures *</b>						
Interest Expense - General Construction Loan	12,900	11,900	10,900	9,900	8,900	54,500
Interest Expense - Dunkin Donuts	19,950	19,550	19,150	18,750	18,350	95,750
Interest Expense - Popeye's Loan	0	0	0	0	0	0
Interest Expense - Add'l Meadowbrook Improvements	1,845	1,820	1,795	1,770	1,745	8,975
Interest Expense - 2025 Improvements						
Professional Fees	2,500	2,500	2,500	2,500	2,500	12,500
CID Budget Meeting	500	500	500	500	500	2,500
CID Payments, City of Gladstone 1.5% of receipts	1,050	1,050	1,050	1,050	1,050	5,250
<b>Total Expenditures</b>	<b>38,745</b>	<b>37,320</b>	<b>35,895</b>	<b>34,470</b>	<b>33,045</b>	<b>179,475</b>
<b>Receipts in Excess of Expenditures / (Expenditures in Excess of Receipts)</b>	<b>31,255</b>	<b>32,680</b>	<b>34,105</b>	<b>35,530</b>	<b>36,955</b>	<b>170,525</b>

\*As items age and require additional repair or replacement we anticipate significant increases of costs to the CID. They are not identified because of the subjective nature of determining an amount, but property management experience suggests it will increase the negative bottom line results in the future.





## *Request for Council Action*

RES ☐ # City Clerk Only

BILL ☒ # 25-25

ORD ☒ # 4.709

Date: 8/19/2025

Department: Public Works

Meeting Date Requested: 8/25/2025

Public Hearing: Yes ☐ Date: N/A

Subject: Amend Schedule V of the Model Traffic Code to restrict parking at certain locations within The Trails subdivision as stated in the attached Bill.

Background: The Trails Homeowners Association Board voted to recommend the removal of on-street parking within its boundaries that are approximately located north of NE 59th Terrace, east of NE Kendallwood Parkway, and south of NE Brooktree Lane as shown on the attached map.

Budget Discussion: Funds are budgeted in the amount of \$ 750.00 from the General Fund. Ongoing costs are estimated to be \$0 annually.

Public/Board/Staff Input: The Department of Public Works and the Police Department recommend amending Schedule V of the Model Traffic Code to restrict parking at all times on both sides of streets within the Trails subdivision as stated in the attached Bill.

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

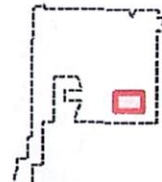
Timothy A. Nebergall  
Department Director/Administrator

JA  
City Attorney

BB  
City Manager



## Gladstone, MO



- Legend**
- Street Centerline
  - Edge Of Pavement
  - Driveway
  - Gladstone.DBO.CityBldg\_Rep
  - Gladstone.DBO.CityBldg\_Repl
  - Apartment
  - City Park
  - School Parcel
  - Parcel
  - City Limits
  - City Mask

1 in. = 247ft.



Notes

493.2 0 246.58 493.2 Feet

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



**AN ORDINANCE AMENDING SCHEDULE V OF THE MODEL TRAFFIC CODE (GLADSTONE MUNICIPAL CODE SECTION 4.100.020) TO RESTRICT PARKING AT CERTAIN LOCATIONS IN THE TRAILS SUBDIVISION.**

**WHEREAS**, The Homeowners Association Board voted to recommend the removal of on-street parking within its boundaries.

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

**SECTION 1. RESTRICT PARKING IN THE TRAILS SUBDIVISION AS DESCRIBED BELOW AT ALL TIMES.** SCHEDULE V of the Model Traffic Ordinance (Gladstone Municipal Code Section 4.100.020) is hereby amended by the addition of the following parking restriction locations:

**SCHEDULE V - LOCATIONS**

- |                |  |
|----------------|--|
| <b>NO. 135</b> | <b>BOTH SIDES OF NORTH KANSAS AVENUE FROM KENDALLWOOD INCLUDING BOTH LOOPS.</b>                                    |
| <b>NO. 136</b> | <b>BOTH SIDES OF NORTH BELLEFONTAINE FROM NORTHEAST 59<sup>TH</sup> TERRACE INCLUDING LOOP.</b>                    |
| <b>NO. 137</b> | <b>BOTH SIDES OF NORTHEAST 59<sup>TH</sup> PLACE FROM NORTHEAST 59<sup>TH</sup> TERRACE TO NORTH KANSAS AVENUE</b> |

**SECTION 2. EFFECTIVE DATE.** This Ordinance shall become effective from and after its passage.

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 25TH DAY OF AUGUST 2025.**

\_\_\_\_\_  
Mayor Les Smith

ATTEST:

\_\_\_\_\_  
Kris Keller, City Clerk

1<sup>st</sup> Reading: August 25, 2025

2<sup>nd</sup> Reading: August 25, 2025



## *Request for Council Action*

RES ☒ # R-25-51

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 08/20/25

Department: Public Works

Meeting Date Requested: 08/25/25

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

Subject: Change Order No. 1, Gladstone/KCMO Dog Park, Project CP2459

Background: The contract for Project CP2459 was awarded to Fleshman Construction, Inc. as authorized by Resolution R-25-19. Change Order No. 1 expands the scope of work to include additional tree removal, additional access gates on the north side of the project, a concrete slab on the west side of the Animal Shelter that is currently only gravel, and miscellaneous storm drainage improvements including construction of a small detention basin and diversion ditch to reroute stormwater from both the Animal Shelter and Public Works away from the dog park, installation of a culvert under the driveway to NE 76<sup>th</sup> Street that was not called out in the plans, and the installation of a 10-inch storm drain in the vicinity of the Animal Shelter to route stormwater from an area that remains muddy and difficult to maintain after it rains.

Budget Discussion: A financial breakdown of the contract is as follows:

Original Contract Amount:	\$ 581,682.25
Change Order 1	<u>64,082.50</u>
<b>Revised Contract Amount:</b>	<b>645,764.75</b>

Funds are available from the Capital Improvement Sales Tax Fund.

Public/Board/Staff Input: City staff recommends approval of this Change Order.

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

Timothy Nebergall  
Department Director/Administrator

JA  
City Attorney

BB  
City Manager

**RESOLUTION NO. R-25-51**

**A RESOLUTION AUTHORIZING CHANGE ORDER NO. 1 IN THE AMOUNT OF \$64,082.50 TO THE CONTRACT WITH FLESHMAN CONSTRUCTION, INCORPORATED, FOR THE GLADSTONE/KCMO DOG PARK PROJECT CP2459.**

**WHEREAS**, additional work under the Gladstone/KCMO Dog Park Project CP2459 has been determined necessary and is recommended by 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 execute Change Order No. 1 to the Gladstone/KCMO Dog Park, Project CP2459 with Fleshman Construction, Incorporated, as follows:

	Original Contract Amount:	\$ 581,682.25
	Change Order 1	<u>64,082.50</u>
	<b>Revised Contract Amount:</b>	645,764.75

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

**INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 25TH DAY OF AUGUST 2025.**

\_\_\_\_\_  
Mayor Les Smith

ATTEST:

\_\_\_\_\_  
Kris Keller, City Clerk