



**CITY COUNCIL MEETING
7010 NORTH HOLMES
GLADSTONE, MISSOURI
MONDAY, NOVEMBER 10, 2025**

OPEN STUDY SESSION 7:00 PM

1. **GEST:** Lovell Holloway, Director of Kansas City Operations for GEST, will provide an update on the first two (2) months of Gladstone ridership since the launch of GEST transit services on September 1, 2025.
2. **2025 City Council Goals Update:** City Manager Baer will provide an update to the City Council's 2025 goals.

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 October 27, 2025, Regular City Council Meeting Minutes.**
6. **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.*

7. **Communications from the City Council.**
8. **Communications from the City Manager.**

9. CONSENT AGENDA

SPECIAL EVENT PERMIT: La Tiara (General Mills) Hiring Event, Gladstone Community Center, Wednesday, November 12, 2025, 8:00 am to 6:00 pm.

RESOLUTION R-25-70, A Resolution authorizing the City Manager to enter into an Agreement with Amie Jacobsen, dba Farris Wheel Studios, LLC for the design, construction, and installation of a public art piece at the Community Dog Park.

RESOLUTION R-25-71, A Resolution authorizing the City Manager to sign an Agreement with the Elders, Incorporated, to provide musical entertainment services for the 2026 Independence Day Celebration.

RESOLUTION R-25-72, A Resolution authorizing the City Manager to sign an Agreement with Midwest Music Supply to provide stage, lighting, sound, and projection screen services for the 2026 Independence Day Celebration.

REGULAR AGENDA

10. **FIRST READING BILL NO. 25-30,** An Ordinance Amending Title V, Business and Occupations, of the Code of Ordinances of the City of Gladstone, Missouri, to amend Chapter 105 Alarm Systems.
11. **FIRST READING BILL NO. 25-31,** An Ordinance authorizing the City Manager to execute an Intergovernmental Agreement between the City of Gladstone and the Mid-America Regional Council (MARC) Solid Waste Management District for the 2026 Regional Household Hazardous Waste Collection Program in the amount of \$31,440.06.
12. **RESOLUTION R-25-73,** A Resolution authorizing acceptance of material under contract with Legacy Post and Beam, Incorporated, for the purchase of a 1.5 Story Gable Barn Kit and authorizing final payment in the amount of \$105,164.78 for Project CP2454.

13. RESOLUTION R-25-74, A Resolution authorizing the City Manager to execute a contract with Frazier Oil Company for the purchase of unleaded and diesel fuel.

14. Other Business.

15. 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 3:45 pm

11/6/2025

Updated and reposted at 4:00 pm

11/7/2025



Department of General Administration Memorandum

DATE: November 3, 2025
TO: City Council
FROM: Robert Baer, City Manager 
SUBJECT: GEST Study Session

Mayor and City Council,

Lovell Holloway, Director of Kansas City Operations for GEST, will attend the November 10th City Council meeting to provide an update on the first two (2) months of Gladstone ridership since the launch of GEST transit services on September 1. His presentation will include a summary of ridership data, service utilization trends, and early feedback from the community regarding the new transportation option.

In addition to the Gladstone update, Mr. Holloway will discuss GEST's recent service expansions into neighboring communities, including Liberty, Riverside, and Parkville. He will also be available to address any questions or concerns from the Council and to provide insight into GEST's operational goals, community engagement efforts, and potential opportunities for continued collaboration with the City.

GEST Community Rideshare Update

Gladstone and Liberty October Monthly Ridership Report

Reporting Period: October 1 – 31, 2025 | November Preview

Executive Overview

GEST continues to demonstrate measurable growth, operational discipline, and strong community impact across the Northland.

October's metrics reflect significant gains in both ridership and reliability, confirming that **GEST's** community-first model is resonating deeply with residents.

- **Gladstone** continues to be the anchor market, delivering consistent weekday and evening utilization and sustaining its lead in total ridership.
- **Liberty** launched October 1, and rapidly gaining traction, showing both strong commuter engagement and steady growth momentum heading into November.

Together, the two cities produced **656 total trips in October**, a **22% month-over-month increase**, while maintaining a **95% on-time performance** and limited capacity strain.

GEST's continued growth has not compromised reliability and extraordinary achievement as the company expands from two to four vehicles and adds new municipalities to its operational footprint.





Curated Transportation, Elevated Experience

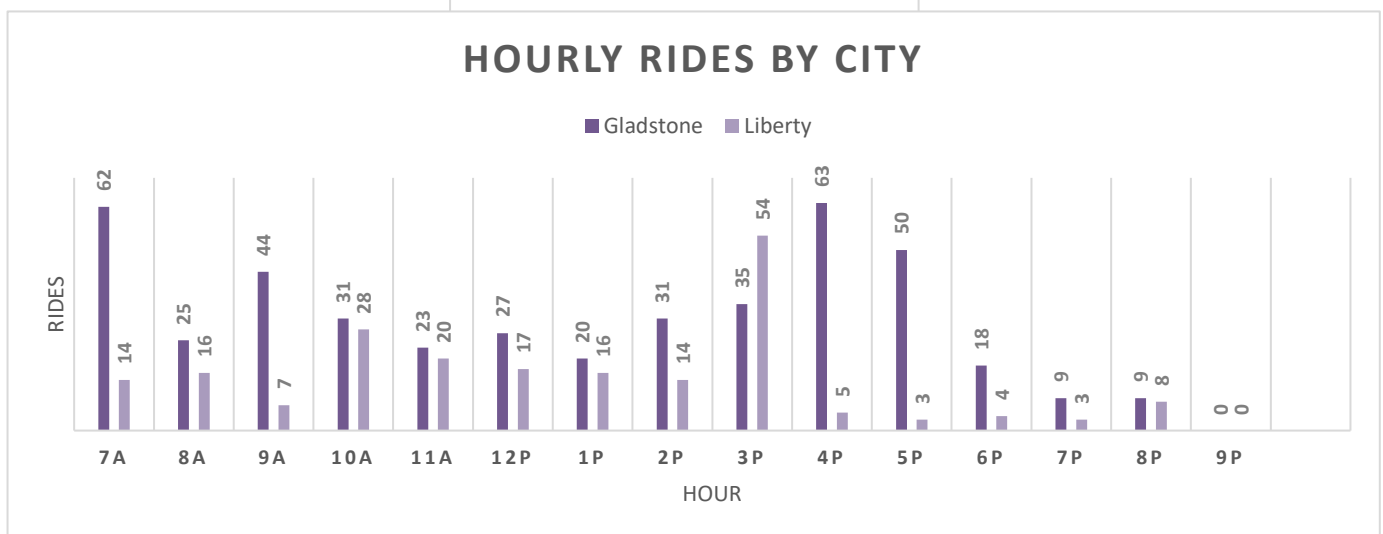
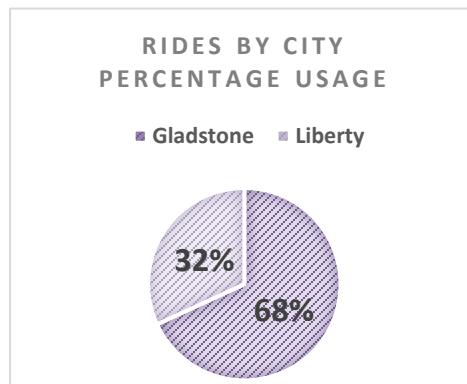
Ridership Performance & Growth Analysis (Gladstone and Liberty)

City	September Trips	October Trips	% Growth	Avg Trips/Day (Oct)	Last 2-Week Avg	Repeat Riders	On-Time %
Gladstone	268	447	↑ 66.8%	14.4	15.2	≈ 60%	95%
Liberty	(New in Oct)	209		6.7	4.8	≈ 60%	95%
Combined	268	656	↑ 144.8% (Total network growth)	21.1	20.0	60%+	95%

Growth Interpretation

Gladstone's jump from **268 to 447 rides** represents a **66.8% increase month-over-month**, a direct reflection of route optimization, improved ambassador consistency, and stronger community awareness.

Liberty's inaugural month recorded **209 total trips**, already achieving nearly **half of Gladstone's volume** despite being a new service zone, indicating a healthy adoption curve and validating the scalability of GEST's model.



Gladstone Ridership Analysis

Summary Growth Snapshot

Month	Total Trips	Avg Trips/Day	Last 2-Week Avg	Month-Over-Month Growth
September 2025	268	8.9	11.2	—
October 2025	447	14.4	15.2	+66.8 % overall increase
Projected November 2025	490 ± 10 %	≈ 16–17	—	+83 % total growth since Sept

 **Key takeaway:** Gladstone’s ridership grew by **179 additional trips** in one month, the strongest single-month gain since launch, achieved without expanding fleet hours or increasing fares.

Weekly Utilization Trends

Week	September Trips	October Trips	% Change	Trend Insight
Week 1	26	54	+108 %	Launch of Liberty marketing spillover lifted awareness in Gladstone.
Week 2	63	76	+21 %	Core commuter base stabilized; mid-week demand building.
Week 3	72	92	+28 %	Introduction of Gladfest Parade weekend; visibility surge.
Week 4	82	105	+28 %	Peak sustained; early PM capacity near full utilization.
Week 5	25 (partial)	120 (est.)	—	End-of-month consistency through Halloween promotions.

Observation: Growth was evenly distributed through weekdays, not dependent on a single event; evidence of **habitual adoption** rather than novelty usage.

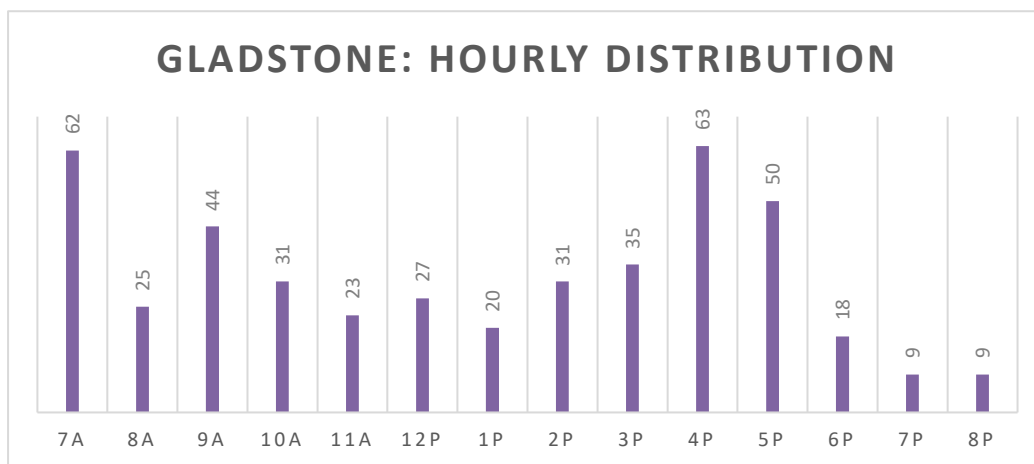
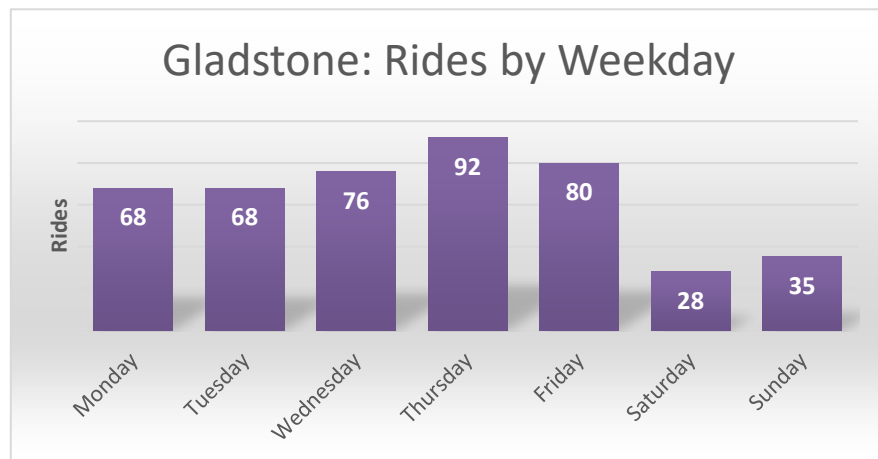


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Hour-of-Day Utilization

Time Slot	September	October	% Change	Comment
7 – 9 AM	25	62	+148 %	Surge in early-morning commuters and school-hour riders.
10 AM – 2 PM	70	132	+89 %	Errand and medical-trip volume nearly doubled.
3 – 6 PM	95	148	+56 %	Peak still dominant; slight extension into 6 PM hour.
7 PM – 9 PM	15	18	+20 %	Evening social and work pick up rides modest but growing.
Total	268	447	+66.8 %	Balanced expansion across all dayparts.

Interpretation: The largest percentage jump occurred in the **morning and midday hours**, showing commuters are pairing GEST rides with errands and return trips a healthy diversification of use cases.



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Liberty Ridership Analysis

First Month Performance Overview

Summary Launch Snapshot

Metric	October 2025	Notes
Total Trips	209	Strong launch month following Oct 3 service start
Average Trips per Day	6.7	Early-stage baseline for new city market
Adjusted Average per Day	7.2	Includes outlier day adjustments
Last 2-Week Average	4.8	Reflects partial week
On-Time Performance	95 %	Matched Gladstone's mature reliability metrics
Repeat Riders (Est.)	≈ 60 %	High early loyalty indicator

➡ Liberty began full operations on **October 1, 2025**, and achieved **209 total trips** in its first month. A solid performance considering the limited awareness window and concurrent Gladstone focus. This places Liberty at **nearly half of Gladstone's October ridership** despite being 30 days newer in market maturity.

Weekly Utilization Trend

Week	Total Trips	Trend Insight
Week 1 (Oct 3–5)	5	Soft opening and early adopters testing routes.
Week 2 (Oct 6–12)	29	Ribbon cutting, increased press coverage, and Liberty Community Center trips.
Week 3 (Oct 13–19)	80	Rapid adoption from commuters and Amazon warehouse riders.
Week 4 (Oct 20–26)	81	Consistent weekday performance and steady afternoon peaks.
Week 5 (Oct 27–31)	14	Shortened reporting week with Halloween and early November transitions.

Observation:

- Liberty achieved steady weekly growth, peaking in **Weeks 3–4**, where daily trips regularly hit **10–14 rides per day**.
- Week 3's spike coincided with the "Neighborhood Highlight" campaign and follow-through from Gladstone referrals, validating cross-market brand synergy.



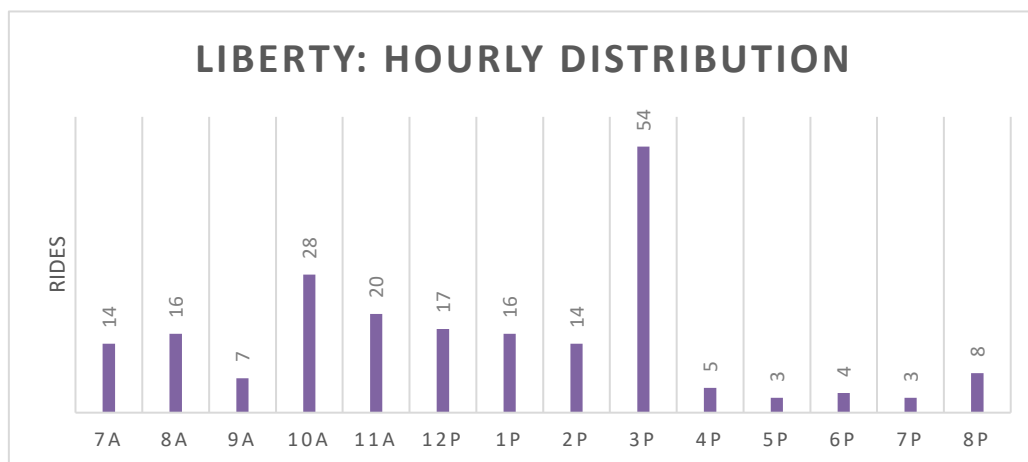
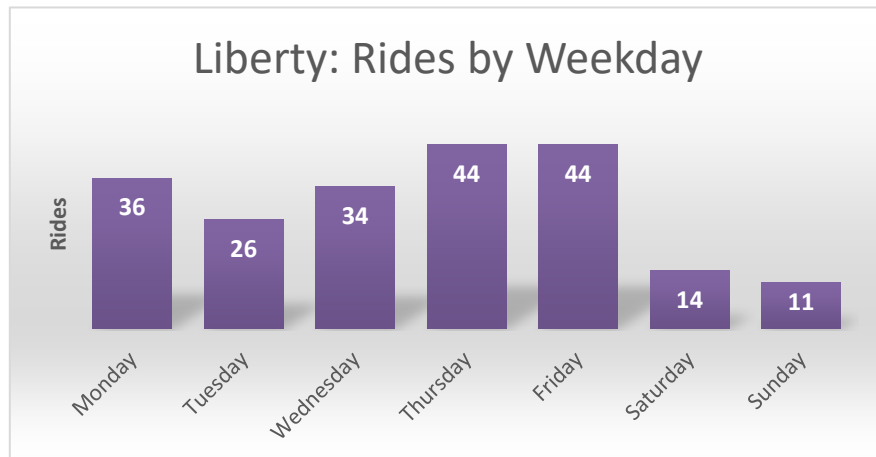
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Hour-of-Day Utilization

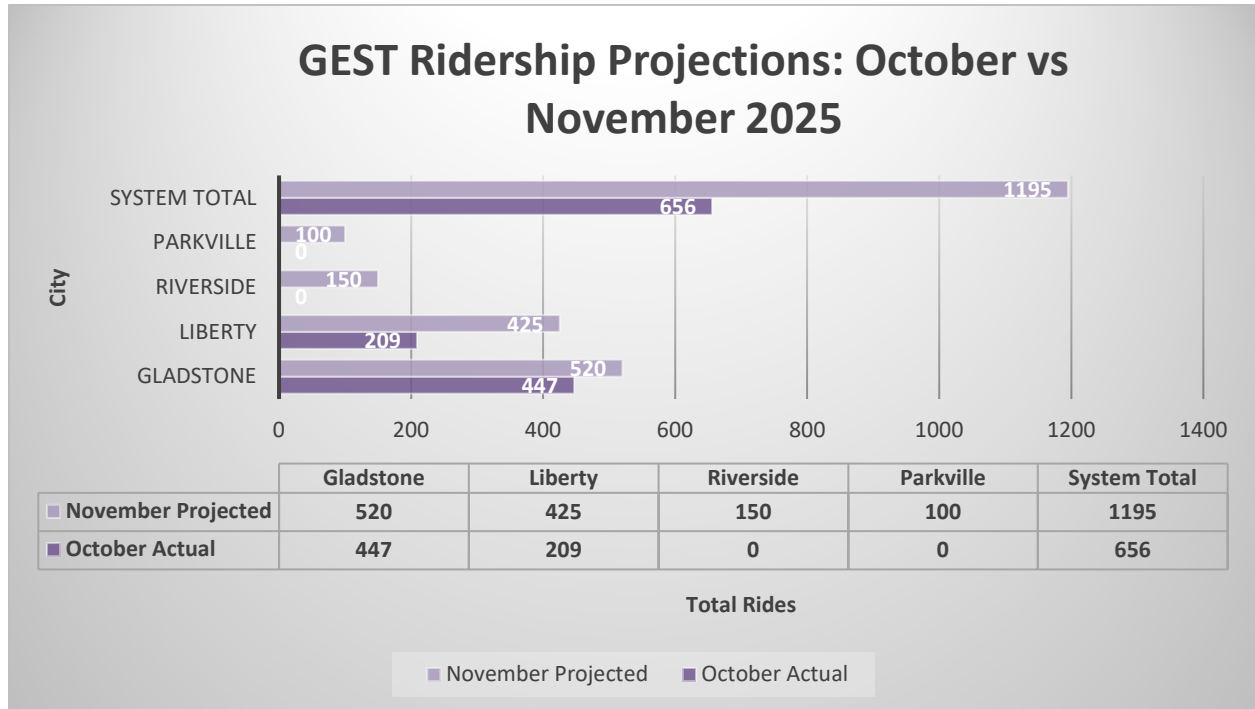
Time Slot	Total Trips	% of Monthly Volume	Key Use Case
7–9 AM	37	18 %	Work commute and school drop-offs
10 AM–2 PM	95	45 %	Errands, appointments, shopping
3–6 PM	66	32 %	Return commutes and local employment shifts
7–9 PM	11	5 %	Limited but growing Church and evening work pick ups

Interpretation:

- Liberty riders primarily used GEST for **midday errands and work-related travel**, mirroring Gladstone’s pattern of commuter-to-errand dual use.
- Midday utilization accounted for nearly **half of all ridership**, signaling strong adoption among retirees, essential workers, and families without second-vehicle access.



November Gladstone and Liberty Projections



This projection reflects a measured continuation of October’s growth patterns with incremental increases expected from the launch of Riverside (Nov 1) and Parkville (Nov 15). Gladstone maintains steady expansion (+16%), Liberty doubles as population parity catches up (+103%). **GEST** expects total Northland ridership to exceed **1,200 trips system-wide** once Riverside and Parkville stabilize mid-month (+82% vs October). These figures intentionally lean conservative to ensure credibility in reporting and partnership planning, while demonstrating sustainable operational and marketing momentum.

The Northland is Stronger Together

Efficiency, Capacity & Scalability

Despite record growth, **GEST** has maintained an extraordinary level of **operational efficiency**:

- **Limited capacity issues** despite expanding from two to four vehicles.
- **No reported rider denials or missed service windows** due to volume.
- **On-time rate maintained at 95%** even with increased route density and cross-city connectivity.
- **Fleet utilization optimized** with proactive scheduling, balanced shift assignments, and strategic staging across high-demand hours (3–6 PM).

This demonstrates **GEST's** ability to **scale without strain** continuing to provide dependable, hospitality-level service while expanding geographically and technologically.

The result: *a system growing rapidly without losing its human touch or service integrity.*

Cross-Municipal Connectivity

Approximately **12% of October rides originated in Gladstone and ended in Liberty**, highlighting natural travel patterns between municipalities. Key destinations include:

- **Liberty Community Center**
- **Amazon Warehouse Facility**
- **Churches, Retail, and Health Services**

This emerging cross-city trend reinforces the need for **Northland-wide connectivity**, which **GEST** will achieve as **Riverside and Parkville** come online. Riders are already vocal about their enthusiasm for a unified corridor connecting Gladstone, Liberty, Riverside, Parkville, and North Kansas City.

Rider Experience & Operations

- **On-Time Performance:** 95%
- **Fleet:** 4 vehicles (from 2)
- **Team:** 10 employees (including Dispatcher & Office Leader)
- **Hiring:** 5–7 ambassador interviews weekly
- **Turnover:** Minimal; primarily cultural fit
- **Incidents:** One tire blowout resolved within 12 hours (no passenger impact)
- **Dropped Rides:** ≈ 5 per week, mostly due to rider cancellations

Trip Breakdown:

Commutes, errands, medical visits, grocery runs, and childcare pickups remain the top categories. **Repeat ridership at 60%** showcases loyalty and satisfaction, an exceptional figure for early-stage municipal mobility.



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Customer Feedback & Growth

- **Diane Denison – (Gladstone)** *“I love the service, the drivers always go above and beyond to get me to and from Liberty Community Center on a weekly basis”*
- **Carolyn Lightfoot – (Liberty)** *“Driver’s are nice and get me to and from work”*
- **Chris Greene – (Gladstone)** *“I Love GEST! They picked me up everyday I have to work at 6:45 AM. That’s before they even open, even on Sundays. IRIS/Z-Trip would have never done that”*
- Customers appreciate app-based booking (launching November) and expanded service across Riverside and Parkville.
- On-Time Reliability Matters Deeply: Riders carry lingering “post-predecessor rideshare trauma” from past experiences with IRIS and Z-Trip. These prior services often failed to show up or arrived late, which created:
 - Fear of missed appointments (especially medical)
 - Anxiousness about scheduling windows
 - Tendency to cancel if the ride feels delayed
- Our 95% on-time performance is already helping rebuild trust, but it’s clear that consistent reliability and transparent communication are critical to overcoming this history.
- October introduced:
 - Customer-facing marketing campaigns
 - Formal customer feedback tools
 - Cameras onboard vehicles for safety and performance evaluation
- November we’re also exploring mobile marketing partnerships with local distilleries and breweries, turning vehicles into rolling community billboards.

GEST in the Community: Where Every Ride Starts with Care...





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October Marketing & Community Engagement Highlights

Key Events & Activations

- **Liberty Launch Week (Oct 7):** Ribbon Cutting Ceremony; strong city and media turnout.
- **Gladfest Parade (Oct 4):** Parade participation generated hundreds of in-person impressions and positive brand awareness.
- **Neighborhood Spotlight Series:** Weekly features highlighting local landmarks and safety messages.
- **Community Q&A Week:** “Can I Ride Without the App?” campaign clarified public misconceptions pre-launch.
- **Riverside Trunk or Treat (Oct 27–28):** Pre-launch activation introducing residents to ambassadors and vehicles.
- **Halloween “No Tricks, Just \$3” Campaign:** Seasonal creative boosted digital engagement.
- **Passenger and Client Appreciation:** Lamar’s Donuts and Flowers

Impact:

- Substantial social reach increases.
 - Deeper trust with city partners and residents.
 - Improved brand recall through civic participation.
-

November 2025 Marketing & Social Strategy

Key Campaigns

- **Riverside Ribbon Cutting:** November 4 – public celebration of new service.
- **Parkville Ribbon Cutting:** November 15 – highlighting city expansion and route maps.
- **Meet the Driver Ambassador Playlist Series:** Recruiting through personality and storytelling.
- **Now Rolling Across the Northland:** Four-city unification campaign (Gladstone, Liberty, Riverside, Parkville).
- **Thankful for Our Riders:** Thanksgiving week gratitude posts.
- **Skip the Parking Lots – Ride GEST Black Friday Campaign:** Encouraging \$3 trips over holiday traffic.
- **Where Should We Roll Next?** (Nov 30): Public engagement for future city expansion input.

Ongoing Activation

💜 **Share the Love: Heart Survey** (Nov 1 launch) capturing rider stories, demographics, and trip patterns to improve service design and community alignment.

Technology Update GEST App 2.0

The **GEST Rider App** remains fully functional in soft-launch (Version 2.0). It enables local trip scheduling and dispatch coordination with a clean user interface.

- **Current Phase:** Soft launch (active in market)
- **Public Rollout:** November 1, 2025
- **Next Update:** Version 3.0, late December (enhanced ETA visibility, driver tracking, rider feedback, and multi-rider scheduling)

GEST continues to prioritize *reliability over complexity*, building trust and performance before layering advanced app features.

Key Opportunities & Continuous Improvements

Category	Opportunities	Mitigation
App Functionality	Limited features in v2.0	Launch of v3.0 by late Dec
Rider Awareness	Coverage confusion	“How to Ride” social education campaign
Fleet Scaling	2→4→6 vehicle transition	Preventive maintenance + fleet rotation
Cultural Fit	Minor turnover	Reinforce ACC training while implementing Awesome and Amazing Hiring Campaign
Expansion Readiness	2 new cities added	Structured onboarding + ambassador mentorship

November Coming Attractions

- ♥ **GEST “Share the Love” Heart Survey** collecting rider feedback, demographics, and travel data.
- 🚗 **Riverside Launch:** Nov 1 | Ribbon Cutting Nov 4
- 🚗 **Parkville Launch:** Nov 15 | Ribbon Cutting Nov 14
- 👤 **Meet the Driver Ambassador** playlist drop series humanizing **GEST** through personality and culture.
- 🌟 **Now Rolling Across the Northland** digital campaign celebrating four cities, one \$3 mission.

Closing Summary

October’s growth marks a turning point for **GEST**: ridership more than **doubled since September**, operational efficiency improved, and community engagement reached new levels.

The **66.8% surge in Gladstone ridership** from 268 to 447 trips combined with **Liberty’s strong first-month performance of 209 rides**, showcases scalable, reliable progress.

GEST enters November not as a start-up pilot, but as a **regional connector**, blending hospitality, technology, and civic partnership into a model for municipal rideshare done right.

Extraordinary growth. Uncompromised reliability. Sustainable expansion.
Together, we’re not just moving passengers, we’re moving communities.



Department of General Administration

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

FROM: Robert M. Baer, City Manager

DATE: October 17, 2025

SUBJECT: 2025 City Council Goals Progress Report

On behalf of the entire City staff, I am pleased to share this update on the 2025 City Council Goals. This report highlights our progress toward each goal and provides a foundation for discussion as we prepare for the upcoming goal setting session. Your feedback will play a vital role in helping us refine our priorities and shape our strategies moving forward.

Keep Gladstone as a safe place with a focus on crime reduction, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters, and EMS personnel.

A key area of advancement for the Police Department has been identifying and securing grant funding to enhance equipment and technology. Following City Council's approval to designate Gladstone as a Blue Shield City, the Department was awarded \$50,000 on October 1, 2025. These funds will be used to purchase a vehicle tracking system for fleeing suspects, rifle-grade armor plates for officers, and a side-by-side utility vehicle (UTV) for use in parks and at special events. Additionally, the Department has applied for a Missouri Violent Crime Reduction grant, which, if awarded, will fund mobile fingerprint readers and an Artificial Intelligence suite integrated with the Department's video and Records Management Systems (RMS), streamlining investigative processes and improving officer safety and efficiency.

Staffing continues to be a challenge within law enforcement, and the Department has implemented innovative initiatives to address recruitment and retention. Recognizing that Kansas City Metropolitan agencies compete for a limited pool of candidates, Gladstone expanded its recruiting efforts beyond the metro area, attending career fairs at military installations and educational institutions as far as central Missouri, Wichita, Kansas, and Fort Reilly, Kansas. The

Department has also introduced a “pre-hiring” program for police entrant officer positions, targeting 19–21-year-old applicants. While Missouri law requires sworn officers to be at least 21 to carry a commission, this approach guarantees academy placement once they reach eligibility, helping to ensure a steady pipeline of qualified officers.

In response to limitations at the Clay County Detention Facility, where municipal holds are restricted due to overcrowding, the Department is developing plans to train entrant officers in-house. This will allow them to staff a short-term detention facility and provide officers with a safe, practical option for lodging criminal violators, rather than issuing citations and releasing individuals who would otherwise be held.

The Department has also refined traffic enforcement strategies to better respond to community concerns while efficiently using personnel resources. Radar-equipped speed trailers are now deployed with statistical reports provided to those who request the trailer’s deployment in their neighborhood, offering residents a clear and accurate view of traffic conditions.

Finally, compensation remains a challenge, as neighboring agencies have significantly increased salaries to compete for the same pool of personnel. In July, the city took proactive steps outside the boundaries of the current Collective Bargaining Agreement by providing a 7% increase to officers and corporals—who would have otherwise waited until November to receive a 3% contractual increase (which they will also still receive). As negotiations for a new Collective Bargaining Agreement begin in 2026, the City remains committed to ensuring police salaries and wages remain competitive and positioned at the higher end of the regional market.

From the perspective of Fire/EMS, the recruitment and retention of qualified paramedics, like police officers, also continues to present significant challenges across the region and nation. These challenges are influenced by several factors, most notably organizational culture, leadership quality, and compensation structures. Recognizing that these elements play a critical role in maintaining a strong and stable workforce, the Fire/EMS Department remains committed to fostering an environment that supports professional growth, promotes engagement, and ensures competitive compensation for its personnel.

To address ongoing workforce needs, the Department has adopted a proactive and strategic approach to hiring and development. Recruitment efforts include participation in regional job fairs, presentations at technical schools, and hosting student internships. The Department also serves as a premier paramedic clinical internship site for agencies such as the Central Jackson County Fire Protection District, Metropolitan Community College, Excelsior Springs Vo-tech, Grand River Vo-tech, and the University of Iowa. As of 2025, emphasis has been placed on identifying and hiring Emergency Medical Technicians (EMTs) who demonstrate both the aptitude and ambition to advance to the paramedic level.

To support this progression, the Department has committed to sponsoring two EMTs per year through paramedic training programs. This investment extends beyond tuition assistance to include comprehensive departmental support such as shift coverage and schedule flexibility to accommodate educational commitments. By investing in its personnel, the Department is cultivating a pipeline of well-trained professionals who are prepared to meet the evolving needs of the community.

In addition to strengthening recruitment and development efforts, the Fire/EMS Department has placed a renewed emphasis on leadership development over traditional management models. This focus aims to enhance departmental culture, empower personnel, and encourage a sense of shared responsibility and pride in public service. To further reinforce this positive environment, new employee recognition initiatives, such as service tenure awards and a uniform ribbon award program, have been implemented to celebrate the dedication and achievements of staff members.

Human Resources staff continue to refine and streamline the hiring and onboarding process to improve efficiency and enhance a candidate's experience. These collective efforts reflect a long-term commitment to building a sustainable, skilled, and resilient workforce, ensuring that the community continues to receive the highest quality emergency medical care for years to come.

Together, the Police and Fire/EMS Departments demonstrate Gladstone's continued dedication to safety, service excellence, and the recruitment of outstanding public safety professionals.

Continue commitment to downtown, commercial corridors, and under-developed areas through effective and innovative infrastructure and redevelopment strategies.

Significant progress continues on key projects designed to enhance accessibility, support economic growth, and improve the overall quality of life for residents.

Notably, the City secured \$4.4 million in local financing, which, combined with \$4.392 million in federal funds, will complete critical improvements along N. Oak Trafficway from NE 69th Street to NE 72nd Street. As part of this effort, MoDOT-required appraisals for 19 properties have been completed and coordination with potential developers is underway. Project design efforts have resumed with construction anticipated to begin following the 2026 FIFA World Cup.

In addition, the City continues to work closely with MoDOT on improvements to MO-1, including a mill and overlay from I-35 to NE 64th Street and full depth reconstruction from NE 64th Street to NE 72nd Street. These projects are intended to enhance traffic flow, safety, and overall corridor aesthetics.

The City is also actively pursuing federal funding to support further infrastructure initiatives. Recent successes include a \$1.4 million grant for the Old Antioch Road Project and a \$1.6 million grant for the Vivion Road Trail, which will expand recreational opportunities and improve connectivity for pedestrians and cyclists. These efforts reflect a continued dedication to strategic investment that strengthens neighborhoods, encourages development, and fosters long-term economic vitality.

As we approach the fourth quarter of 2025, City staff continues active dialogue with developers to attract new businesses and residential projects. Our focus remains on driving economic growth through high quality development, with a strong commitment to infrastructure improvements. Notable projects include:

- *NYX Lounge* (Fence Stile Winery) has opened, and the City updated its liquor code for their business to expand and allow individuals on-site under the age of 21. NYX Lounge plans to introduce an igloo dining concept this fall and continue through the spring to attract new customers.
- *Overflow Coffee* continues to grow and become a popular coffee shop in Downtown Gladstone.
- *The Animal Clinic of the Woodlands* completed its multi-million-dollar expansion and has been operating out of their new building since the summer.
- Due to the construction costs and economic environment, it seems unlikely that the *New Wine Church* will be moving forward with their plans for expansion. The church has received a substantial purchase offer from a developer for commercial pad site development. Assistant City Manager Greer has had conversations with this developer and the project hinges on whether New Wine Church can find a different location. From what staff has seen so far from the developer, it looks like an exciting project for the city if it moves forward.
- *General Mills* has purchased La Tiara Tacos, and the factory will remain at 607 NE 69th Street. The company plans to open the plant in January 2026, which is much quicker than earlier anticipated. Their goals are to expand and operate three (3) separate shifts to increase production. They do have a substantial parking issue that their leadership and City staff are actively trying to solve to accommodate their expanding labor force. For example, they are looking to expand from approximately 20 to 70 employees.
- *Off the Hook BBQ* opened this summer in Parkside at Hobby Hill. They appear to be doing quite well, and their reputation is rapidly growing in Gladstone.

Looking ahead to 2026, the City is pursuing projects that include a second hotel, high-density residential projects, and suitable development for the vacant property located in the 7100 and 7300 block of MO-1 Highway.

In contrast to these efforts to attract new and vibrant development, the City continues to review several proposals that do not align with Gladstone's broader economic development vision. These include projects such as gas stations, liquor stores, smoke/vape/CBD shops, personal loan services, self-storage facilities, heavy equipment storage, tow lots, used car lots, auto repair shops, and thrift stores. While these proposals are often well-intentioned, they do not contribute to the long-term growth, character, or vitality envisioned for the community. Evaluating each one is a time-intensive process, as staff must carefully assess whether a proposed business aligns with our strategic goals and desired mix of commercial and residential development.

Provide the resources and support strategies to continue to improve residential and commercial code enforcement.

The Neighborhood Relations and Maintenance Coordinators continue to work diligently to address property maintenance concerns and public nuisances. In parallel, the Building Inspectors are actively inspecting apartment complexes to ensure compliance with property maintenance standards and to mitigate nuisance issues.

A comparison of violations, summonses, and abatements for the first six months of 2025 versus the same period in 2024 is as follows:

	<u>First 6 months 2025</u>	<u>First 6 months 2024</u>	<u>Total 2024</u>
Violations	1,852	1,230	2,533
Summons	83	93	145
Abatement	\$33,310	\$33,350	\$80,988

Both neglected residential and commercial properties continue to be posted with black and orange violation signs. Earlier this year, Mayor Pro Tem Moore and Councilmember Spallo expressed interest in implementing larger signs. With that recommendation, Community Development ordered larger signs with dimensions of 24” x 18” to improve visibility and compliance. When property owners fail to address violations, abatement actions are initiated to ensure corrective measures are taken.



To promote public awareness and strengthen community engagement, the Department remains dedicated to proactive education and outreach efforts. Recent initiatives include the publication of an article in the City’s Spring magazine titled *“Code Compliance: A Vital Pillar of Gladstone’s Community,”* as well as ongoing communication through social media platforms. Additionally, informational brochures outlining residential and commercial property maintenance standards and addressing common nuisance concerns are distributed to property owners, tenants, and residents along with notices of violation. Attached are several before-and-after example photos highlighting significant improvements made by property owners in

response to these efforts, demonstrating the positive impact of compliance on both individual properties and the broader community.

2500 Block of NE 73rd Street- Before, During, and After



2500 Block of NE 59th Terrace- Before and After



The Building Inspectors have also been proactively addressing property maintenance issues, nuisance violations, and change-of-occupancy inspections at apartment complexes. Reception and compliance with Gladstone's Interior Inspection Program has been mixed; while some properties conduct regular inspections between tenants, others have been inconsistent or uncooperative.

Recent exterior inspections have resulted in corrective action across multiple properties. One property of particular concern, 1 Twenty-Two at 63rd Street, initially failed to comply with required standards but has since demonstrated progress by instituting regular inspections and addressing numerous deficiencies. Despite these improvements, additional corrective measures remain necessary to achieve full compliance. Further, the Bluffs have made substantial improvements, including roof replacements and exterior repainting, representing a significant investment in property maintenance.

Overall, most other multi-family rental properties remain in compliance, with only minor violations observed during inspections.

Enforcement of Neighborhood Preservation (Title X) Ordinances remains challenging, particularly with properties owned by resistant, out-of-state LLCs lacking on-site offices. Locating owners for court summons is often difficult and penalties under Title X remain minimal due to fine limitations imposed by Senate Bill 572 in 2016.

Despite these obstacles, progress has been achieved, particularly through exterior inspections. Common violations - such as rubbish accumulation, failing masonry, exposed wiring, damaged handrails, peeling paint, and missing siding - have largely been corrected, resulting in noticeable improvements across many complexes.

"The attached before-and-after photos showcase substantial improvements made by property owners in response to these initiatives, highlighting the positive impact of compliance on both multi-family properties and the wider community."

1 Twenty-Two at 63rd Street Apartments- Before and After



Broadway Ridge Apartments- Before and After



Crown Heights 58 Apartments- Before and After



The Bluffs Apartments- Before and After



Each year, between late spring and early fall, the City hosts up to three (3) “Dumpster Days” to support neighborhoods in maintaining a clean, safe, and welcoming environment. During each event, a 40-yard dumpster is provided to a participating Neighborhood Association, giving residents a convenient and responsible way to dispose of unwanted household items.

Since the program’s inception, the cost of dumpsters has steadily increased. In 2020, the City paid approximately \$250 per dumpster; in 2025, the cost rose to \$500 per dumpster. Despite these rising expenses, Dumpster Days remain a valuable resource for Gladstone neighborhoods.

This year, the City partnered with Claymont Estates, The Trails, and Brooktree neighborhoods to host three (3) successful Dumpster Day events. These initiatives provided residents with the opportunity to remove clutter, enhance curb appeal, and improve the overall livability of their communities. Inspired by the City’s efforts, the Claymont North Neighborhood also organized and successfully hosted multiple Dumpster Days of their own, further demonstrating the positive impact of this program.

Build an event facility to replace the existing barn on the Atkins-Johnson Farm to provide long-term programming opportunities.

Construction began in September of the new event facility at the Atkins-Johnson Farm. Centric was awarded the bid to manage and construct the project, providing professional oversight and ensuring timely completion. Building Inspector John Hlade, serving as the City's project manager, is coordinating all aspects of construction and delivery with Centric. The post and beam kit has been delivered, and progress remains on schedule, with completion anticipated in early June 2026.

Funding for the new event center was secured through the 2024 Certificate of Participation (COP) bonds, ensuring the project is fully supported and moving forward without delay. Once complete, Linda Borders, Assistant Director of Parks, Recreation, and Cultural Arts, will oversee management of the facility, applying her expertise in event coordination and hospitality to ensure the space is actively utilized for community events, weddings, educational programs, and other recreational activities.

This new facility represents a significant investment in the future of the Atkins-Johnson Farm, enhancing its role as a vibrant community hub while creating opportunities for long-term fiscal sustainability. By hosting private rentals and special events, the facility will provide a dependable revenue stream that supports ongoing preservation, programming, and general operations at the farm.

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.

The City continues to make strong progress toward the goal of prioritizing infrastructure improvements. These projects are designed not only to enhance essential services but also to strengthen neighborhood appeal and preserve housing values. The City takes pride in these efforts, ensuring that every investment contributes to a stronger, more connected, and vibrant community.

In Fiscal Year 2025, the City invested more than \$2 million in its Street Maintenance Program, with an additional \$2 million planned for Fiscal Year 2026. The 2025 program included resurfacing approximately 15-lane-miles of roadway and replacement of associated curbs, gutters, and sidewalks. These projects represent a significant investment toward the City Council's priority on roadway improvements.

Over the past two years, the City has also replaced nearly 9,000 linear feet of water main at a cost of more than \$2 million. An additional \$1 million investment is planned for Fiscal Year 2026 to continue upgrading the water system to ensure reliable service for residents. These coordinated infrastructure efforts reflect the City's proactive approach to maintaining and improving essential public services.

Additionally, the City has focused on maintaining key infrastructure that supports long-term reliability and civic pride. Both the Linden and Antioch water towers are being rehabilitated and painted at a combined cost of \$1.7 million, extending their service life and improving their appearance. Nearly \$7 million in improvements have also been bid and awarded for the Water Treatment Plant, with construction scheduled for completion in 2026. More than \$1 million in stormwater projects, including the NE 68th Terrace & N. Bellefontaine Storm Project and the NE 76th Terrace Storm Drainage & Parking Project, have been completed, addressing flooding and parking concerns while improving the overall infrastructure in those neighborhoods.

Beyond essential services, the City continues to invest in projects that enhance connectivity and quality of life. Construction has begun on the Linden Connector Trail, a \$1.5 million project that will provide an important east-west link between neighborhoods, partially funded by a \$720,000 federal grant. In addition, the City has issued a Request for Proposals and selected an engineer to begin designing improvements along Old Antioch Road from NE 68th Terrace to NE 72nd Street. Together, these initiatives reflect the City's ongoing commitment to revitalizing neighborhoods, strengthening infrastructure, and creating a community that residents are proud to call home.

Finally, the Neighborhood Commission, with support from staff, successfully completed the inaugural Home Repair Grant Program. With nearly forty (40) applicants, the Neighborhood Commission and staff carefully reviewed requests and supporting documentation to identify residents in need of assistance who also met the program qualifications. From this pool, three (3) applicants were selected, with their projects completed in June 2025. In 2026, the program is expected to support an additional three (3) households.

Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.

The City of Gladstone continues to advance efforts toward building a cleaner, more sustainable community through several programs and initiatives. The Glad Green Team, established under the leadership of Mayor Pro Tem Jean Moore, continues to bring together dedicated volunteers who meet twice each month to clean up designated areas across the city. Their ongoing efforts not only enhance neighborhood appearance but also foster community pride and shared responsibility. Over time, the Glad Green Team has become a cornerstone of Gladstone's commitment to maintaining a welcoming and well-cared-for city.

Beyond volunteer-driven initiatives, the City continues to support neighborhood cleanup efforts, such as the ongoing 'Dumpster Days' program, by partnering with Neighborhood Associations to promote community pride and property upkeep. Additionally, Gladstone has reinforced its commitment to sustainability by sponsoring multiple special collection events, including hazardous waste disposal, yard waste drop-offs, electronic waste recycling, and secure shredding. Collectively, these services were utilized more than 2,000 times by residents. By making safe and environmentally responsible disposal options readily available, the City reduces environmental risks while encouraging residents to adopt sustainable practices.

Together, these efforts underscore Gladstone's proactive approach to environmental stewardship. From volunteer programs to City-sponsored services, Gladstone continues to set a high standard for how communities can work together to create a cleaner, greener, and more connected future.

Promote diversity, equity, and inclusion in all that we do to continue to be a welcoming city to everyone.

The City continues to make meaningful progress toward the goal of promoting diversity, equity, and inclusion in all that we do, both within our organization and throughout the community. These efforts are aimed at fostering a culture where every individual feels respected, valued, and welcome. Through a combination of employee training, professional development, and community engagement, Gladstone reinforces its commitment to being a city that embraces diversity and ensures fair and equitable treatment for all.

Internally, the City remains focused on building awareness and understanding through mandatory training. As part of New Employee Orientation, all new hires are required to watch the 23-minute video *In This Together*, which addresses workplace respect, harassment prevention, and professional conduct. The program includes reflection questions designed to help employees consider how these principles apply to their daily work. In January 2025, the City hosted an Implicit Bias Training seminar led by Bret Hood of 21st Century Learning and Consulting. The session explored how bias develops, how it can influence decision-making, and strategies for reducing its impact. A total of 150 employees participated - 138 in person, and 12 virtually.

Ongoing education continues to play an important role in maintaining an inclusive workplace. Through MPR Online University, employees have access to more than 50 Missouri POST-certified courses developed specifically for public sector professionals. Course topics include *Diversity in the Workplace*, *Racial Profiling in Missouri*, *Community Policing*, *The LGBTQ+ Community*, and *Ethical Workplace Culture*. In addition, the City recently launched Streamery On-Demand Training, a platform offering hundreds of short videos on topics such as preventing workplace discrimination and fostering a positive and inclusive environment.

Gladstone's commitment to inclusion extends beyond the workplace and into the broader community. For the third consecutive year, Councilmember Spallo represented the City in the Kansas City Pride Community Alliance Parade, an event that celebrates diversity and promotes education, advocacy, and support in an inclusive setting. Councilmember Spallo's continued participation reflects Gladstone's ongoing dedication to visibility, representation, and inclusion at both the local and regional levels.

Continue to improve and build communication strategies to better inform and engage our residents.

In 2025, City staff focused on strengthening and refining the communication tools that keep residents informed and engaged, while exploring new ways to enhance accessibility and real-time outreach. Social media remains one of the City's most effective platforms for reaching residents, with steady engagement and consistent growth. Daily posts highlight city services, community events, and timely updates, helping residents stay connected to city activities and initiatives. Staff also began using Facebook's Ad Manager to better promote major community events, such as the return of Gladfest, further expanding the City's digital reach.

The Gladstone Alerts (Everbridge) system continues to serve as a vital resource for real-time notifications. It was used effectively following the June 2025 house explosion to update nearby residents and again during Gladfest to communicate major road closures. The City is also exploring expanded uses for the system, including alerts for major water main breaks, in coordination with the Public Works Department.

The City's monthly newsletter, distributed to approximately 9,000 subscribers, continues to provide updates on programs, Council initiatives, and community events. Residents have expressed appreciation for the newsletter as a reliable source of information about City services and activities.

Staff have also begun preliminary planning for a future website redesign to improve accessibility and user experience in preparation for upcoming ADA compliance standards. In addition, the City welcomed a new editor for the Gladstone Magazine, bringing new perspective and creative energy to the publication. These efforts, along with ongoing coordination across departments to ensure clear and consistent messaging, reflect the City's continuing strategy to strengthen engagement and identify new opportunities for improvement through reliable, transparent, and multi-channel communication.

Continue towards developing Flora Park as an all-inclusive recreational space.

The City is making significant progress in developing Flora Park as an all-inclusive recreational space for children of all abilities. A major milestone was achieved with the award of a \$501,946 Land and Water Conservation Fund (LWCF) Grant from the Missouri Department of Conservation, with the official notice to proceed presented on October 9, 2025.

This grant, combined with the City's commitment of \$500,000 and a pledged \$250,000 match from Variety KC, brings total project funding to over \$1.75 million. The funding will support the creation of a park designed to be fully accessible and engaging for children of all abilities, providing a safe and inclusive environment for play, learning, and community connection.

Flora Park was selected as one of only six (6) projects out of twenty-nine (29) applications submitted to the Missouri Department of Conservation and forwarded to the National Park Service for approval, underscoring the City's strong planning and vision. Construction is

expected to begin in 2026, with completion anticipated later that year. Once finished, Flora Park will become a major community resource, offering a vibrant, welcoming space where children of all needs can enjoy recreation and families can gather in an inclusive setting.

Explore funding opportunities for improving infrastructure, roads, and amenities.

The City continues to track and pursue funding from a variety of sources, including the Missouri Department of Natural Resources and the Missouri Department of Transportation. These efforts have already produced tangible results, including a recently awarded \$500,000 matching grant from the Missouri Department of Natural Resources for Phase II of Flora Park, as previously mentioned.

In addition, progress continues on the \$3 million U.S. Department of Housing and Urban Development (HUD) grant for the Community Center, which will fund updates to the HVAC system, roof, and parking lot. The project has advanced to the stage of requesting proposals for construction, and staff is confident the funding is secure, having already been allocated and protected from potential federal budget cuts.

Through active participation on MARC committees, Gladstone stays informed of emerging funding programs and regional initiatives that support local improvements. Collaboration with neighboring communities and organizations, such as Variety KC, remains a key strategy for the City. The recently completed Gladstone/KCMO Dog Park demonstrates how partnerships can deliver valuable amenities to residents. Through these ongoing efforts, the City is well-positioned to maximize opportunities that improve infrastructure, enhance quality of life, and strengthen community connections.

Prepare for the opportunities and challenges that will come with the World Cup 2026.

City staff continues to participate in regional planning efforts as part of the Go North KC initiative, a collaborative partnership between Clay and Platte Counties and Northland cities preparing for the FIFA World Cup 2026. This regional effort is designed to ensure the Northland is ready to welcome visitors, support local businesses, and highlight community assets during one of the world's largest sporting events.

Under Clay County's coordination, the Go North KC Committee is developing a comprehensive marketing and hospitality plan to promote Northland attractions, events, and destinations. The group has launched a unified brand identity and website, supported by state tourism grants, to serve as a central hub for regional tourism information and visitor engagement.

Gladstone will host one of the regional World Cup watch parties at Happy Rock Park, providing residents and visitors with an opportunity to celebrate the event locally. Planning for these gatherings is underway in partnership with neighboring cities, Northland Festivals, and the KC2026 team, ensuring all events meet FIFA public viewing guidelines.

Other regional preparations include hospitality coordination, transportation planning, and the development of marketing materials highlighting Northland communities. These efforts are intended not only to enhance the World Cup visitor experience but also to create a lasting tourism and economic development legacy for the region.

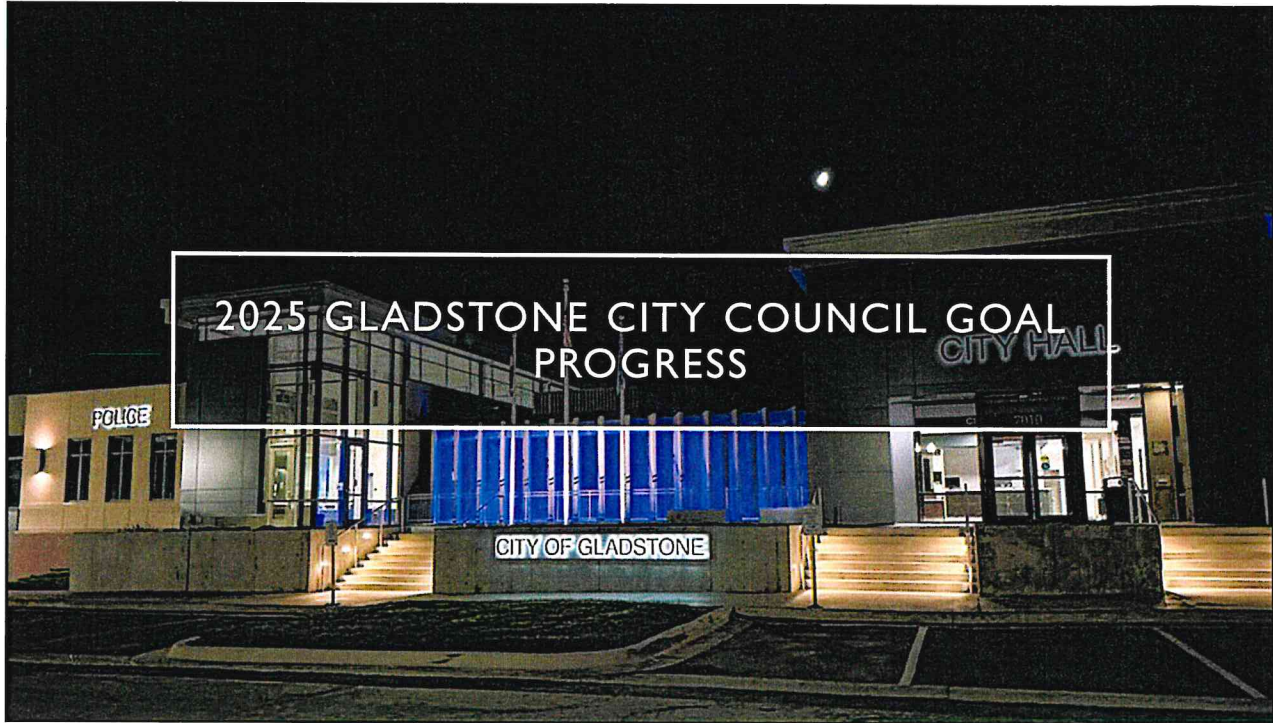
Gladstone's participation in Go North KC ensures the city remains a visible and engaged partner in regional planning, while also helping to communicate opportunities and updates to residents and businesses as 2026 approaches.

Conclusion

Beyond the measurable progress achieved toward the 2025 City Council goals, Gladstone continued to advance other initiatives that strengthened community connection, recreation, and quality of life. The successful return of the Gladfest parade and BBQ contest reaffirmed cherished community traditions, drawing residents together in celebration and restoring events many feared might not return. Major recreational investments, most notably the highly-popular pickleball courts on NE 72nd Street, the construction of the Linden Connector Trail and bridge, and the opening of one of the largest off-leash dog parks in the metropolitan area have further enhanced Gladstone's Parks and Recreation system, providing residents with new spaces and trails to gather, stay active, and enjoy the City's exceptional public amenities.

At the same time, Gladstone continues to advance projects that support long-term growth, innovation, and fiscal sustainability. The ongoing construction of the Atkins-Johnson Event Center marks a transformative addition to the City's recreational infrastructure, creating new opportunities for both community gatherings and private events while contributing to the overall financial sustainability of the historic farm.

Additionally, the successful launch of GEST, Gladstone's new and improved rideshare service, positions the City as a regional leader in alternative transit and mobility solutions. Together, these accomplishments underscore Gladstone's dedication to progress, innovation, and community well-being. They lay a strong foundation of successes and provide momentum as the City Council looks ahead to establishing the 2026 City Council goals.



1

Keep Gladstone as a safe place with a focus on crime reduction, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters, and EMS personnel.



\$50,000 Blue Shield City Grant for new police technology and safety equipment.



Recruitment Innovation: Entrant Officer program for 19–21-year-olds



Compensation: 7% proactive raise for officers; continued focus on competitive pay.



Police Chief Advisory Board: Meet monthly to discuss culture and issues.



Fire/EMS Workforce Development: Increased Paramedic sponsorship and leadership development programs.



Positive Collective Bargaining Agreement negotiations with IAFF Local 42



2

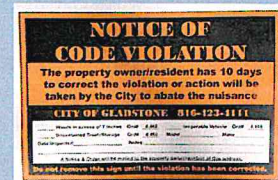
Continue commitment to downtown, commercial corridors, and under-developed areas through effective and innovative infrastructure and redevelopment strategies.

- **\$8.8 million** total investment in N. Oak Trafficway improvements (local & federal funds).
- **MoDOT Coordination:** Major upgrades to MO-I for improved traffic and safety.
- **Grant Wins:** \$1.4 million Old Antioch Road; \$1.6 million Vivion Road Trail.
- **New Businesses:** NYX Lounge, Overflow Coffee, Animal Clinic expansion, Off the Hook BBQ.
- **Future Outlook:** Hotel, high-density housing, and MO-I redevelopment opportunities.

3

Provide the resources and support strategies to continue to improve residential and commercial code enforcement.

- **2025 Violations:** 1,852 cases (up from 1,230 in 2024).
- **Improved Visibility:** Larger violation signage (24" x 18").
- **Proactive Outreach:** Educational articles, brochures, and social media engagement.
- **Before & After Successes:** Major improvements in multi-family properties.
- **Dumpster Days:** 3 neighborhood events—Claymont Estates, The Trails, Brooktree.



4

Build an event facility to replace the existing barn on the Atkins-Johnson Farm to provide long-term programming opportunities.

- **Construction Began:** September 2025.
- **Completion Target:** June 2026.
- **Funding:** Supported through 2024 COP Bonds.
- **Impact:** Creates long-term revenue stream, community event space, and cultural asset.



5

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.

- **Street Maintenance:** \$2 million in FY2025; another \$2 million planned for FY2026. Over 15-lane-miles of roadway surfacing and associated curb, gutters and sidewalks.
- **Water System:** 9,000 ft of water mains replaced over last 2 years at a cost of over \$2 million; \$1 million more planned. \$7 million invested in water plant improvements, which are scheduled to be completed by the end of 2026.
- **Tower Rehabilitation:** \$1.7 million for Linden & Antioch towers.
- **Trail Investment:** \$1.5 million Linden Connector Trail with \$720,000 Federal grant.
- **Home Repair Grant Program:** 3 homes improved in 2025; more planned for 2026.



6

Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.

- **Glad Green Team:** Twice-monthly cleanups led by volunteers.
- **Community Programs:** Dumpster Days, neighborhood cleanups, sustainability events.
- **Environmental Stewardship:** 2,000+ resident uses of special collection events (hazardous waste, e-waste, shredding, etc.).



7

Promote diversity, equity, and inclusion in all that we do to continue to be a welcoming city to everyone.

- **Training:** Required orientation video and implicit bias seminar (150 employees).
- **Education Access:** MPR Online University and Streamery On-Demand.
- **Community Representation:** Councilmember Spallo's ongoing participation in KC Pride Parade.



8

Continue to improve and build communication strategies to better inform and engage our residents.

- **Social Media Growth:** Daily engagement and improved event promotion.
- **Gladstone Alerts:** Used for emergencies and event updates.
- **Monthly Newsletter:** 9,000 subscribers.
- **Upcoming Projects:** ADA-compliant website redesign and new magazine editor.



9

Continue towards developing Flora Park as an all-inclusive recreational space.

- **Total Investment:** \$1.75M+ (City, Variety KC, LWCF Grant).
- **Grant Award:** \$501,946 Land & Water Conservation Fund.
- **Construction:** Begins 2026, completion same year.
- **Purpose:** All-inclusive park for children of all abilities.



10

Explore funding opportunities for improving infrastructure, roads, and amenities.

- **HUD Grant:** \$3M for Community Center upgrades.
- **DNR Matching Grant:** \$500K for Flora Park Phase II.
- **Regional Collaboration:** Ongoing participation in MARC committees and Variety KC partnerships.
- \$1.4 Million Old Antioch Road; \$1.6M Vivion Road Trail.
- \$4 Million North Oak Grant



11

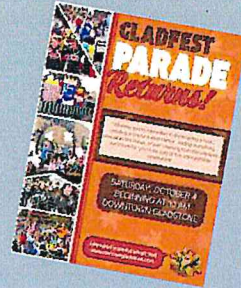
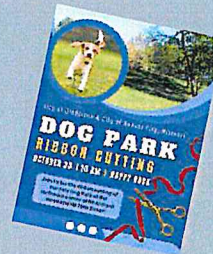
Prepare for the opportunities and challenges that will come with the World Cup 2026.

- **Regional Partnership:** Active member of *Go North KC* initiative.
- **Gladstone Watch Party:** Planned for Happy Rock Park June 20th.
- **Legacy Goal:** Long-term tourism and economic development benefits.



12

- **Gladfest Parade**
- **BBQ Contest**
- **GEST Transit**
- **Dog Park**
- **Whiskeyfest**
- **Linden Square Programming**
- **Parks, Recreation, and Cultural Arts Restructure**
- **Key Leadership Positions**





**MINUTES
REGULAR CITY COUNCIL MEETING
GLADSTONE, MISSOURI
MONDAY, OCTOBER 27, 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, October 27, 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 requested that all attendees stand and join in the Pledge of Allegiance to the Flag of the United States of America and expressed appreciation to VFW Color Guard members: Jim Cox, Gordon Harris, and Jim Zimmerman for their participation.

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 October 13, 2025, Regular City Council Meeting Minutes.

Mayor Pro Tem Moore moved to approve the minutes of the October 13, 2025, Regular 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. PROCLAMATION: National Family Literacy Day.

Mayor Smith presented the Proclamation to representatives of the William Boydston Chapter, Daughters of the American Revolution: Jean McHenry, Janice Tilman, and Susan Dowden.

Item No. 7. On the Agenda. PROCLAMATION: National Native American Heritage Month.

Mayor Smith presented the Proclamation to representatives of the William Boydston Chapter, Daughters of the American Revolution: Jean McHenry, Janice Tilman, and Susan Dowden.

Item No. 8. On the Agenda. PRESENTATION: 250 Coin Challenge

Mayor Smith presented the first coin in the County's 250 Coin Challenge to recipient Zakk Ryser, a local Scout and an 8th grade student at Antioch Middle School. The Mayor explained the purpose and significance of the Coin Challenge, emphasizing its importance to the community. He expressed appreciation to the committee, partner schools, teachers, civic groups, and volunteers for their efforts in making the Challenge a reality. He also extended his thanks to the families who have supported and encouraged these efforts. Zakk Ryser, recipient, shared that he was excited to participate in the challenge, noting that it offered a meaningful way to connect with others and be part of something larger than himself.

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

There was no communication from the audience.

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

Councilman Nave congratulated Zakk Ryser for earning the first 250 Challenge Coin and encouraged him to continue his good work. He reported attending the Parks Board meeting and his first Arts Commission meeting during the past week, noting that exciting developments are planned for 2026. He also announced that the ribbon-cutting ceremony for the new Dog Park will be held this Thursday at 10:00 a.m.

Councilman Davis shared that he and Assistant City Manager Greer made a brief visit to the Atkins-Johnson Farm Event Center to see the progress being made. He stated that it's very exciting, there's a lot of energy and enthusiasm around the project and the site looks great overall.

Councilmember Spallo reported that she and the Mayor attended the Northland Pride Alliance Walk over the past weekend and expressed their appreciation for the opportunity to support the group and assist in any way possible.

Mayor Pro Tem Moore shared that the City, through the Missouri Municipal League, awarded resident John Houlihan and his late wife Beth the Civic Leadership Award this year. She, the Mayor, Councilmember Spallo, and City Manager Baer attended the event and were honored to recognize John and his late wife, Beth, with this distinguished award. She invited all to join the Glad Green Team on Saturday, November 1st, and will meet at Westlake Ace Hardware parking lot at 8:00 am. The focus of this clean-up will be 64th Street and Antioch to Englewood.

Mayor Smith stated that it was a joy to attend the Northland Pride Alliance Walk and expressed their commitment to supporting everyone in the community. He shared that he and Councilman Nave gave a presentation to a group of second-grade students and appreciated their thoughtful questions. He noted that it was inspiring to see young children engage with and show interest in their elected officials.

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

There was no communication from the City Manager.

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

Following the Clerks' reading:

Mayor Smith asked if anyone wished to remove an item from the Consent Agenda and place it on the Regular Agenda; there were no requests.

Councilmember Spallo moved to approve **RESOLUTION R-25-61**, A Resolution authorizing the City Manager to execute a Contract with CINTAS Corporation No. 2 for field crew uniform rental and related services. **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-25-62**, A Resolution authorizing the City Manager to execute an Agreement between the City of Gladstone, Missouri, and Berry, Dunn, McNeil and Parker, LLC, dba BerryDunn, for the provision of Consulting Services to provide expert advice and support services for the City's Grant Management of HUD Community Project Funding Grant Award from October 27, 2025 through December 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 **RESOLUTION R-25-63**, A Resolution authorizing the City Manager to sign an Agreement with Hillbilly Attitude, Inc., represented by Action Entertainment Collaborative, to provide services for the 2026 Independence Day Celebration. **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-25-64**, A Resolution authorizing the City Manager to execute a contract with The Fagan Company dba EMCOR Services Fagan in an annual amount of \$45,005.00 for HVAC preventative maintenance and related services at certain City facilities. **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 **MONTHLY FINANCIAL UPATE SEPTEMBER 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. **RESOLUTION R-25-65**, A Resolution authorizing the City Manager to purchase five hundred (500) water meter registers from Schulte Supply, Incorporated, in the total amount of \$144,975.00 as part of the annual Water Meter Register Replacement Program.

Mayor Pro Tem Moore moved to approve **RESOLUTION R-25-65**, A Resolution authorizing the City Manager to purchase five hundred (500) water meter registers from Schulte Supply, Incorporated, in the total amount of \$144,975.00 as part of the annual Water Meter Register Replacement Program. **Councilman Nave** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 14. On the Agenda. **RESOLUTION R-25-66**, A Resolution declaring support for America's 250th Anniversary and the 250 Citizen Challenge.

Councilman Davis moved to approve **RESOLUTION R-25-66**, A Resolution declaring support for America's 250th Anniversary and the 250 Citizen Challenge. **Councilmember Spallo** seconded. The

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

Item No. 15. On the Agenda. **RESOLUTION R-25-67**, A Resolution authorizing the City Manager to execute a Contract with Ace Pipe Cleaning, Incorporated, in the total amount not to exceed \$100,000.00 for FY26 Sewer Cleaning and Televising Project SP2689.

Councilman Nave moved to approve **RESOLUTION R-25-67**, A Resolution authorizing the City Manager to execute a Contract with Ace Pipe Cleaning, Incorporated, in the total amount not to exceed \$100,000.00 for FY26 Sewer Cleaning and Televising Project SP2689. **Mayor Pro Tem Moore** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 16. On the Agenda. **RESOLUTION R-25-68**, A Resolution authorizing Change Order No. 5 in the amount of \$260,000.00 to the contract with Lan-Tel Communications Services, Incorporated, for the FY25 Curb, Gutter, and Sidewalk Program – Phase 1 Project TP2505.

Mayor Pro Tem Moore moved to approve **RESOLUTION R-25-68**, A Resolution authorizing Change Order No. 5 in the amount of \$260,000.00 to the contract with Lan-Tel Communications Services, Incorporated, for the FY25 Curb, Gutter, and Sidewalk Program – Phase 1 Project TP2505. **Councilman Davis** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 17. On the Agenda. **RESOLUTION R-25-69**, A Resolution authorizing Change Order No. 1 in the amount of \$498,667.60 to the contract with Metro Asphalt, Incorporated, for the FY26 Mill and Overlay Program Project TP2606.

Councilmember Spallo moved to approve **RESOLUTION R-25-69**, A Resolution authorizing Change Order No. 1 in the amount of \$498,667.60 to the contract with Metro Asphalt, Incorporated, for the FY26 Mill and Overlay Program Project TP2606. **Councilman Nave** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 18. On the Agenda. Other Business.

There was no other business.

Item No. 19. On the Agenda. Adjournment.

Mayor Smith adjourned the October 27, 2025, Regular City Council meeting at 7:53 pm.

Respectfully submitted:

Kris Keller, City Clerk

Approved as presented: _____

Approved as modified: _____

Mayor Les Smith



Request for Council Action

RES ☐ # City Clerk Only

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 10/29/2025

Department: Community Development

Meeting Date Requested: 11/10/2025

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

Subject: Special Event Permit

Background: General Mills (GM) has recently acquired Gladstone Foods, known for its La Tiara Taco Shells brand, and will soon begin production at the Gladstone facility. To support full operations, GM will be running three (3) shifts and is seeking to hire personnel for all positions.

To promote this hiring event, GM will be placing signs at key locations, including:

- N Oak Trafficway and NE 69th Street
- N Oak Trafficway and NE 70th Street
- N Holmes Street and NE 72nd Street
- Intermediate points along the way
- The Gladstone Community Center

Location: Community Center

Date: Wednesday, November 12, 2025

Time: 8:00 am to 6:00 pm

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: OCTOBER 29, 2025
PERMIT NO.: SEP25-00100
RE: TYPE 4 OUTDOOR SPECIAL EVENT

NAME OF EVENT: GENERAL MILLS HIRING EVENT
LOCATION OF EVENT: 6901 N HOLMES STREET
COMMUNITY CENTER
DATE OF EVENT: WEDNESDAY, NOVEMBER 12, 2025
TIME OF EVENT: 8:00 AM TO 6:00 PM
EST. ATTENDANCE: 150±

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

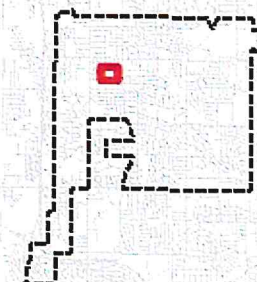
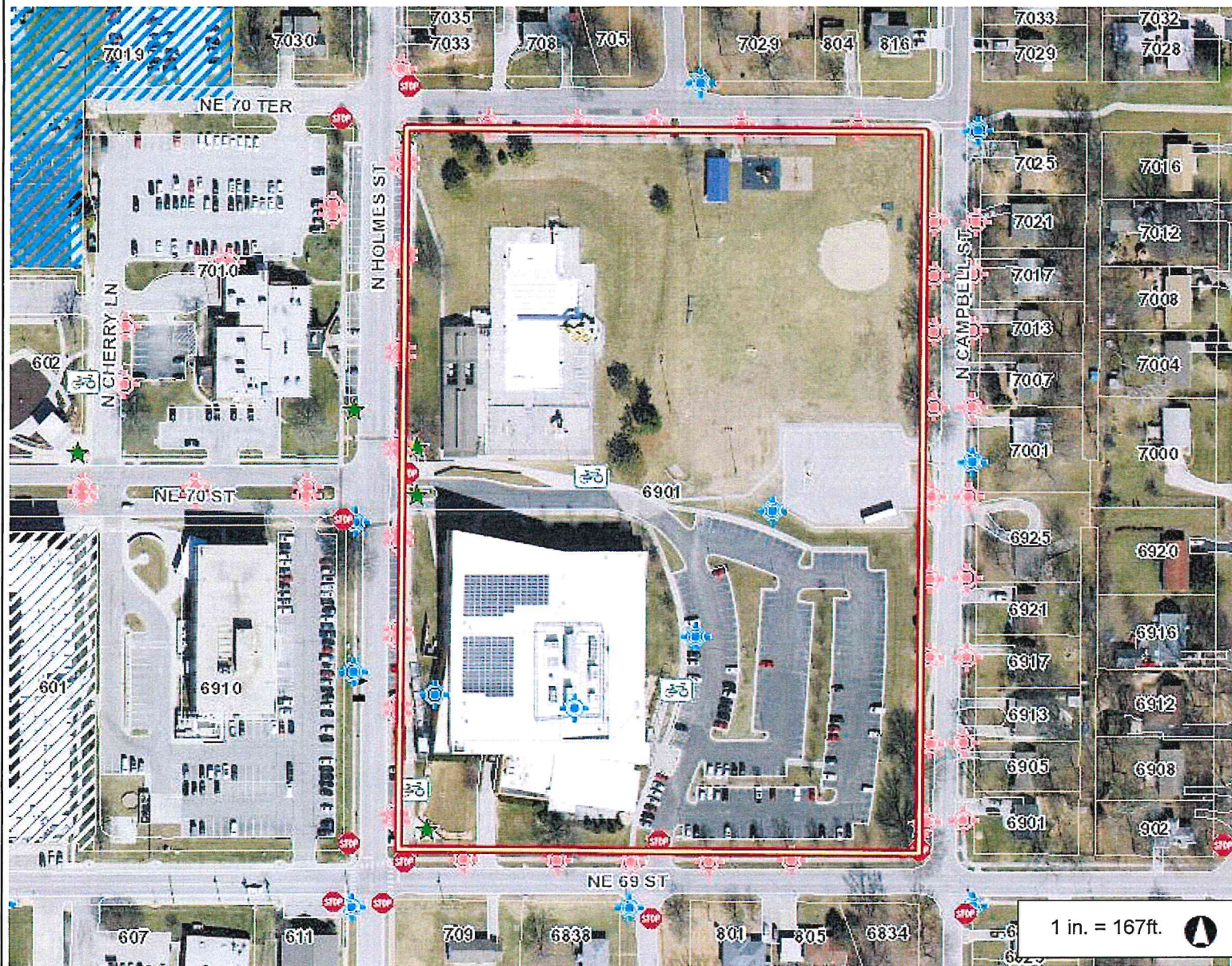
ATTACHMENT(S):

☒ 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
- School Polygon
- Villages
- Apartment Polygon

Notes

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



Request for Council Action

RES ☒ # R-25-70

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 10/31/2025

Department: General Administration

Meeting Date Requested: 11/10/2025

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

Subject: A Resolution authorizing the City Manager to sign an Agreement with Amie Jacobsen, dba Farris Wheel Studios, LLC for the design, construction, and installation of a public art piece at the community dog park.

Background: The City of Gladstone wishes to dedicate a memorial piece of art at the community dog park in memory of the late Beth Houlihan, a former City employee, active resident, and respected civic leader. Beth's commitment to the community and her love for Gladstone left a lasting impact, and it is the City's intent to honor her life and service in a meaningful and lasting way through this memorial art piece. In determining an appropriate artistic tribute, the City worked closely with Beth's husband, John, and their daughter, Lauren, to select a concept that would reflect Beth's warmth, energy, and love of gardening and animals. After thoughtful discussions and consideration of several options, the Houlihan family chose artist Amie Jacobsen of Farris Wheel Studios, LLC to design and create the memorial. The proposed artwork will feature a stainless steel arch sculpted in a floral pattern, designed to interact with natural sunlight. As the sun passes over the piece, it will cast flower-patterned shadows onto the ground. The City had previously set aside \$20,000 in the Dog Park Project for the purpose of supporting public art at the site. The cost of the proposed artwork, however, exceeds that amount by \$18,500. The Houlihan family has graciously agreed to contribute the additional funding through a donation to the Gladstone Economic Betterment Corporation (GEBC) to cover the remaining balance. Upon approval and execution of the contract with the artist, installation and delivery of the artwork are anticipated in late spring or early summer of 2026. This memorial will serve as a lasting tribute to Beth Houlihan's spirit of service, community pride, and love of Gladstone, while also enhancing the beauty and character of the City's Dog Park

Budget Discussion: Funds are budgeted in the amount of \$ 20,000 from the General Fund, with an additional \$18,500 being donated by the Houlihan family for a total cost of \$38,500. Ongoing costs are estimated to be \$0 annually. Previous years' funding was \$0.

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

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

Bob Baer
Department Director/Administrator

JA
City Attorney

BB
City Manager

RESOLUTION NO. R-25-70

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH AMIE JACOBSEN, DBA FARRIS WHEEL STUDIOS, LLC FOR THE DESIGN, CONSTRUCTION, AND INSTALLATION OF A PUBLIC ART PIECE AT THE COMMUNITY DOG PARK.

WHEREAS, the City has agreed to enter into a partnership with the Houlihan Family to install an art piece at the dog park to honor the memory of Beth Houlihan, a former City employee and resident; and

WHEREAS, both the City and Houlihan family have agreed upon the artist and design of the proposed art piece; and

WHEREAS, the City of Gladstone (the “City”) desires to enter into an agreement with Amie Jacobson, dba Farris Wheel Studios, LLC for the design, construction, and installation of a public art piece.

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

THAT, the City Manager of the City of Gladstone is hereby authorized to execute an Agreement with Amie Jacobsen, dba Farris Wheel Studio, LLC for the design, construction, and installation of a public art piece for the community dog park .

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF NOVEMBER 2025.

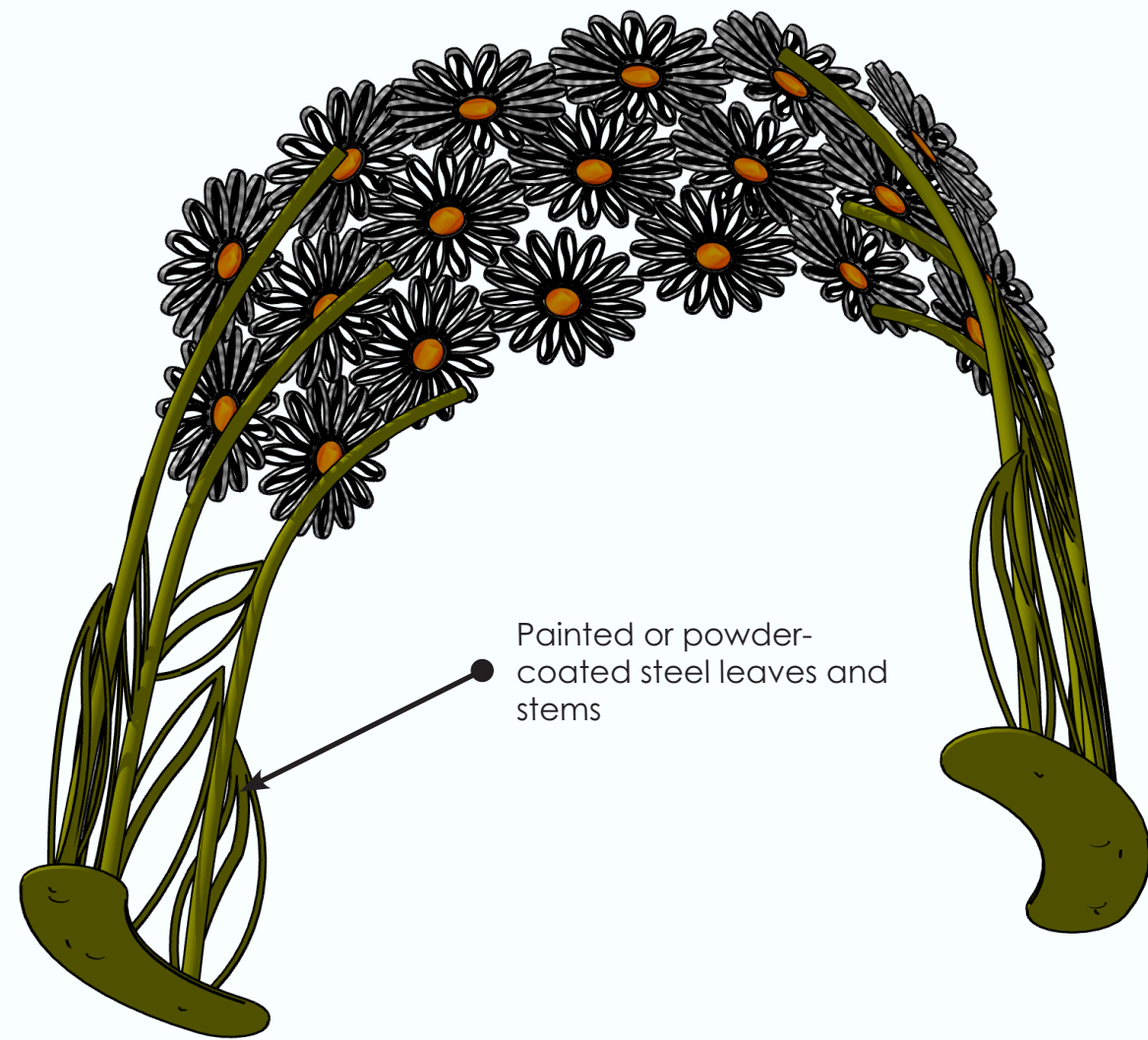
Mayor Les Smith

ATTEST:

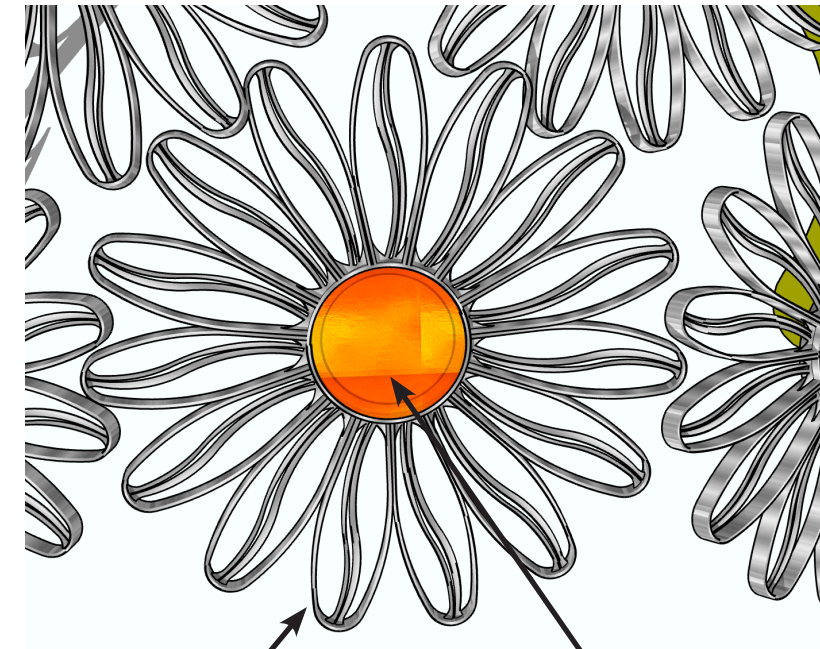
Kris Keller, City Clerk

In the Shadow of Giants





Painted or powder-coated steel leaves and stems



Marine grade stainless steel

Cast glass orange centers

Design Fee	\$2,000.00
Materials/Supplies: stainless steel bar, steel tubing, sheet metal, baseplate, shop supplies	\$5,000.00
Glass	\$3,000.00
laser cutting/forming	\$2,000.00
fabrication labor: 200 (5 weeks)	\$22,000.00
installation: equipment rental, 1 day labor for 2 people	\$3,000.00
paint/powdercoating	\$1,500.00
Total	\$38,500.00

COMMISSION AGREEMENT

This Commission Agreement ("Agreement") is made and entered into as of October 30, 2025, by and between:

Amie Jacobsen DBA Farris Wheel Studios, LLC, an independent artist with a principal place of business at 1450 W Lexington Ave. Independence, MO 64052 ("Artist"),
And The City of Gladstone, a municipal government organized under the laws of the State of Missouri ("City").

1. Commission and Scope of Work

The City hereby commissions the Artist to design and create original artwork as described in Exhibit A – Scope of Work, which is attached and incorporated by reference.

2. Compensation and Payment Terms

- The total commission amount shall not exceed \$38,500.
 - The City agrees to pay the Artist in two installments:
 - 40% after execution of this Agreement, due before March 2026.
 - 60% upon final delivery and acceptance of the completed artwork
 - The Artist shall submit invoices, and the City will make payments within thirty (30) days of invoice approval.
-

3. Timeline and Termination

- This Agreement shall begin on October 31, 2025 and conclude on July 31, 2026, unless extended or terminated in writing.
 - Either party may terminate this Agreement with ten (10) days' written notice.
 - Upon termination, the City shall pay for all work satisfactorily completed through the termination date. Any unfinished artwork shall remain the property of the Artist unless otherwise agreed in writing.
-

4. Independent Artist Status

The Artist is acting as an independent contractor and not as an employee, partner, or agent of the City. Nothing in this Agreement shall be interpreted to create an employment or agency relationship.

5. Copyright and Intellectual Property

- The Artist retains all copyrights under U.S. law in the artwork created under this Agreement.
 - The City is granted a perpetual, royalty-free, non-exclusive license to use, display, and reproduce the artwork for non-commercial and governmental purposes, with attribution to the Artist.
 - The Artist shall not create or authorize an exact duplicate of the final artwork without prior written permission from the City.
-

6. Ownership of Artwork

- Upon final payment, the City shall gain full ownership of the physical artwork.
 - Preparatory materials (e.g., sketches, maquettes) remain the property of the Artist unless otherwise agreed.
-

7. Site Preparation and Installation Access

- The City agrees to prepare the site for installation of the artwork, including the construction of any required concrete footing or foundation, as specified by the Artist.
 - The Artist agrees to provide the City with the recommended dimensions and specifications for the concrete footing or other required structural supports in a timely manner.
 - The City shall ensure the Artist has reasonable access to the site during agreed-upon installation dates to facilitate delivery and installation of the artwork.
 - The City is responsible for ensuring that the site is prepared by the scheduled installation date. If delays occur, both parties will agree on a revised timeline in writing.
-

8. Insurance

The Artist shall maintain general liability insurance in reasonable commercial amounts during the term of this Agreement and provide proof upon request.

9. Indemnification

The Artist agrees to indemnify and hold harmless the City from any claims, damages, or losses arising out of the Artist's negligence or willful misconduct under this Agreement.

10. Compliance with Laws

The Artist shall comply with all applicable local, state, and federal laws and regulations in connection with the performance of this Agreement.

11. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Missouri. Venue for any dispute shall lie in Clay County, Missouri.

12. Entire Agreement

This Agreement, including any attached exhibits, represents the entire agreement between the parties. No oral statements or prior written material not specifically incorporated shall be of any force and effect. Modifications must be in writing and signed by both parties.

13. Signatures

ARTIST

By: Amie Jackson

Name: [Artist Name]

Date: 10/31/2025

CITY

By: _____

Name: _____

Title: _____

Date: _____

Exhibit A – Scope of Work

Concept design documents attached

Description

The Artist will design, fabricate, and deliver a site-specific sculptural trellis composed of steel, stainless steel, and cast glass elements. The sculpture will take the form of an arched canopy supported by painted steel stems and leaves, representing a cluster of daisies in bloom. Approximately twenty (20) daisy flower heads, each measuring about 26.5 inches in diameter, will form the upper canopy. The flower petals will be fabricated from marine-grade stainless steel with cast glass centers in vibrant shades of orange.

The structural stems and leaves will be fabricated from mild steel, painted in a durable exterior-grade green finish, supporting the stainless steel canopy above. The completed sculpture will measure approximately **10.5 feet wide, 10 feet 3 inches tall, and 5.5 feet deep.**

Artist will arrange for and provide delivery and installation of the artwork, including rental of lift equipment.

Timeline

- **Contract Phase:** November–December 2025
(Execution of contract, initial coordination, and schedule confirmation.)
- **Design Finalization Phase:** March–April 2026
(Final design drawings, color selections, and concrete footing specification submitted for approval.)
- **Fabrication Phase:** May–June 2026
(Fabrication of steel and stainless components, casting of glass elements, and assembly in studio.)
- **Completion and Delivery: No later than July 31, 2026**
(Includes finishing, transport, and installation coordination.)



Request for Council Action

RES ☒ # R-25-71

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 10/31/2025

Department: General Administration

Meeting Date Requested: 11/10/2025

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

Subject: A Resolution authorizing the City Manager to sign an Agreement with The Elders, Incorporated to provide musical entertainment services for the 2026 Independence Day celebration.

Background: The City of Gladstone is planning a large-scale Independence Day Celebration on July 4, 2026, to commemorate the 250th anniversary of the signing of the Declaration of Independence. This milestone event will be held at Happy Rock Park and is expected to draw a significant regional audience.

As part of the festivities, the City is organizing an evening of live entertainment leading up to a large scale fireworks display. The Elders, a renowned Kansas City-based Celtic rock band with a strong following across the Midwest, have agreed to perform for the event.

Budget Discussion: Funds are budgeted in the amount of \$ 8,500 from the General Fund. Ongoing costs are estimated to be \$0 annually. Previous years' funding was \$0.

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

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

Bob Baer
Department Director/Administrator

JA
City Attorney

BB
City Manager

RESOLUTION NO. R-25-71

A RESOLUTION AUTHORIZING THE CITY MANAGER TO SIGN AN AGREEMENT WITH THE ELDERS, INCORPORATED, TO PROVIDE MUSICAL ENTERTAINMENT SERVICES FOR THE 2026 INDEPENDENCE DAY CELEBRATION.

WHEREAS, the City of Gladstone (the “City”) desires to enter into an Agreement with The Elders, Incorporated, to provide musical entertainment services for the upcoming July 4th, 2026 celebration commemorating the 250th anniversary of the signing of the Declaration of Independence; and

WHEREAS, after legal review, City Staff recommends the approval of the Agreement.

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

THAT, the City Manager of the City of Gladstone is hereby authorized to execute the Agreement with The Elders, Incorporated to provide entertainment for the 2026 Independence Day celebration.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF NOVEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



Request for Council Action

RES ☒ # R-25-72

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 10/31/2025

Department: General Administration

Meeting Date Requested: 11/10/2025

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

Subject: A Resolution authorizing the City Manager to sign an Agreement with Midwest Music Supply to provide stage, lighting, sound, and projection screen services for the 2026 Independence Day celebration.

Background: The City of Gladstone is planning a major community celebration to commemorate the 250th anniversary of the signing of the Declaration of Independence on July 4, 2026. This event will be held at Happy Rock Park and is envisioned as a large-scale, family-friendly celebration that will include live entertainment, food vendors, and a large fireworks display. The celebration is anticipated to draw significant attendance from both residents and visitors. To ensure a high-quality entertainment experience, the event will include multiple live musical performances that require complex technical support, including professional-grade staging, lighting, sound reinforcement, and projection systems. These services must meet the specific technical demands of professional touring acts and require specialized expertise for design, setup, and operation. The City has been working with Midwest Music Supply, a regional vendor with extensive experience in large public events, to provide consulting services and assistance in booking entertainment acts suitable for this significant celebration. Under the City's Purchasing Policy, the City Council may determine that it is in the best interest of the City to waive the formal Request for Proposals (RFP) or bid process when unique circumstances justify direct negotiation with a qualified vendor. Given the complexity of technical requirements, the need for consistency in production management, and the limited availability of qualified providers during the 2026 FIFA World Cup events occurring concurrently in the Kansas City metropolitan area, staff believes that Midwest Music Supply is uniquely positioned to deliver the necessary production services. For these reasons, staff recommends that the City Council authorize entering into a contract with Midwest Music Supply for entertainment production services for the 2026 Independence Day Celebration. This will ensure the City secures the required professional expertise in a timely manner, maintains quality control over entertainment and technical production, and positions the event for success as a signature community celebration.

Budget Discussion: Funds are budgeted in the amount of \$33,500.00 from the General Fund. Ongoing costs are estimated to be \$0 annually. Previous years' funding was \$0.

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

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

Bob Baer
Department Director/Administrator

JA
City Attorney

BB
City Manager

RESOLUTION NO. R-25-72

A RESOLUTION AUTHORIZING THE CITY MANAGER TO SIGN AN AGREEMENT WITH MIDWEST MUSIC SUPPLY TO PROVIDE STAGE, LIGHTING, SOUND, AND PROJECTION SCREEN SERVICES FOR THE 2026 INDEPENDENCE DAY CELEBRATION.

WHEREAS, the City of Gladstone (the “City”) desires to enter into an agreement with Midwest Music Supply to provide stage, lighting, sound, and projection screen services for the upcoming July 4th, 2026 celebration commemorating the 250th anniversary of the signing of the Declaration of Independence; and

WHEREAS, after legal review, City Staff recommends the approval of the Agreement.

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

THAT, the City Manager of the City of Gladstone is hereby authorized to execute the Agreement with Midwest Music Supply to provide stage, lighting, sound, and projection screen services for the 2026 Independence Day celebration.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF NOVEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



Request for Council Action

RES ☐ # City Clerk Only

BILL ☒ # 25-30

ORD ☒ # 4.714

Date: 10/30/2025

Department: Police

Meeting Date Requested: 11/10/2025

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

Subject: Amendments to City of Gladstone Alarm Systems Ordinance; Chapter 105

Background: Currently, the City has an alarm Ordinance that outlines provisions for repeated false alarms and subsequent penalties. Often times, the current owner or occupant of a building isn't readily known, and the current Ordinance requires citations be handled through municipal court. The Police Department and City legal counsel believe that an amendment to the current Ordinance that allows fines to be billed as other city fees and a provision for discontinuation of police response when fees are not paid, would create a more manageable system for handling these types of infractions. The City's legal counsel has found that a similar system works very well in a much larger community and believes this amendment will provide a more efficient and enforceable system.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommends adoption of the proposed Ordinance.

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

Fred Farris
Police Chief

JA
City Attorney

BB
City Manager

AN ORDINANCE AMENDING TITLE V, BUSINESS AND OCCUPATIONS, OF THE CODE OF ORDINANCES OF THE CITY OF GLADSTONE, MISSOURI, TO AMEND CHAPTER 105 ALARM SYSTEMS.

WHEREAS, The Code of Ordinances of the City of Gladstone, Missouri (the “City Code”) includes provisions in Title V addressing Alarm Systems within the City of Gladstone, Missouri (the “City”); and

WHEREAS, City staff have prepared revisions to amend Title V of the City Code to revise Chapter 105 to allow the Police Department’s Alarm Coordinator to directly charge partial reimbursement fines when alarm users have more than six false alarms in any calendar year and to allow the Police Department to discontinue responses to alarm users with more than six false alarms in a calendar year until their partial reimbursement fines are paid.

WHEREAS, the City Council desires to approve the proposed amendments to Title V of the City Code as set forth in this Ordinance.

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

SECTION 1: That Chapter 105 Alarm Systems of the City Code is hereby amended with additions in bold underline and deletions in ~~strikethrough~~:

Sec. 5.105.080: Review of false alarm determinations.

(a) *Notice.* At the time of the sixth false alarm for any alarm user within any calendar year, the alarm coordinator shall notify the alarm user by personal service or upon the addressee, or ~~given~~ by United States mail of such occurrence and that subsequent false alarms during the calendar year will result in a partial expense reimbursement fine. ~~and that additional false alarms during the calendar year may require the alarm user's appearance in municipal court.~~

(b) *Subsequent False Alarms.* Upon receipt of any subsequent false alarm after the sixth false alarm for any alarm user, a partial expense reimbursement fine to the City in accordance with subsection 5.105.100(b) of this chapter shall be paid by the alarm user for each such false alarm. Failure to pay the partial expense reimbursement fine within ten (10) days of demand by the alarm coordinator will result in all alarm service otherwise rendered by the Police Department to be suspended until payment is made.

~~(b)~~ (c) *Review of false alarm determinations.* The city Police Department Alarm Coordinator shall, when requested by an alarm user, review the determination that an alarm was false. Such review may be done by the Alarm Coordinator only if the alarm user requests such a review within 15 days of the mailing or other delivery of the notice of the sixth false alarm determination. A request for a determination by the Alarm Coordinator shall include at least the following information:

BILL NO. 25-30

ORDINANCE NO. 4.714

- (1) Alarm user name;
- (2) Address at which alarm is installed;
- (3) Date(s) of alarm or alarms being contested;
- (4) Facts upon which the request for a review of determination is made.

SECTION 2: That all Ordinances or parts of Ordinances in conflict with this Ordinance are hereby repealed.

SECTION 3: That this Ordinance shall be in full force and effect from and after the date of its passage and approval.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF NOVEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

First Reading: November 10, 2025

Second Reading: November 10, 2025



Request for Council Action

RES ☐ # City Clerk Only

BILL ☒ # 25-31

ORD ☒ # 4.715

Date: 11/5/25

Department: Public Works

Meeting Date Requested: 11/10/2025

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

Subject: Intergovernmental Agreement, 2026 Regional Household Hazardous Waste Collection Program

Background: The City of Gladstone has participated in the MARC Regional Household Hazardous Waste Collection Program since 2006. The program requires the City to enter into a new agreement annually. The annual cost of participation in 2026 will be \$31,440.06, which is \$1.14 per resident based upon 2024 population estimates.

Budget Discussion: Funds are budgeted in the amount of \$32,000 in the General Fund. Ongoing costs are estimated to be \$32,000 annually.

Public/Board/Staff Input: As in previous years, the City plans to host a mobile event in 2026. Gladstone residents can also continue to use permanent facilities located at 4707 Deramus in Kansas City, MO and 2101 SE Hamblen Road in Lee's Summit, MO. During the first three quarters of 2025, a total of 393 residents participated and safely disposed of approximately 33,796 pounds of household hazardous waste. Staff recommends that the City execute a new agreement with the MARC Solid Waste Management District (SWMD) to continue the program.

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 THE CITY MANAGER TO EXECUTE AN INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF GLADSTONE AND THE MID-AMERICA REGIONAL COUNCIL (MARC) SOLID WASTE MANAGEMENT DISTRICT FOR THE 2026 REGIONAL HOUSEHOLD HAZARDOUS WASTE COLLECTION PROGRAM IN THE AMOUNT OF \$31,440.06.

Legislative Findings

1. Cass, Clay, Jackson, Platte, and Ray Counties and the City of Kansas City have formed the MARC Solid Waste Management District (SWMD) pursuant to Sections 260.300 through 260.345 of the Revised Statutes of Missouri (1986 & Cum. Supp. 1990); and
2. The SWMD administers the Regional Household Hazardous Waste Collection Program which includes most cities within the member counties including the City of Gladstone; and
3. The City of Gladstone will be responsible for an annual fee for 2026 in the amount of \$31,440.06 which is \$1.14 per resident based on 2024 population estimates; and
4. It is in the best interest of the citizens of Gladstone to continue membership in the SWMD Regional Household Hazardous Waste Collection Program.

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

SECTION 1. The City Manager of the City of Gladstone, Missouri, is hereby authorized to execute the Agreement with the MARC SWMD for the Regional Household Hazardous Waste Collection Program.

SECTION 2. Funds for such purpose are budgeted in the General Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF NOVEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

1st Reading: November 10, 2025

2nd Reading: November 10, 2025



Request for Council Action

RES ☒ # R-25-73

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 10/30/2025

Department: Parks & Recreation

Meeting Date Requested: 11/10/2025

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

Subject: Final payment approval, Project CP2454, 1.5 Story Gable Barn Kit

Background: All material has been received on the referenced project and the supplier, Legacy Post and Beam, Inc., has made application for final pay. Staff has conducted a final inspection and determined the material is in accordance with the specifications.

Budget Discussion:

Original Contract Amount:	\$ 305,501.21
Change Order(s):	35,596.30
Revised Contract Amount:	<u>\$ 341,097.51</u>
Amount Paid to Date:	<u>235,932.73</u>
Total Amount Due Final Pay:	<u>\$ 105,164.78</u>

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

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

Bob Baer
Department Director/Administrator

CW
City Attorney

BB
City Manager

RESOLUTION NO. R-25-73

A RESOLUTION AUTHORIZING ACCEPTANCE OF MATERIAL UNDER CONTRACT WITH LEGACY POST AND BEAM, INCORPORATED, FOR THE PURCHASE OF A 1.5 STORY GABLE BARN KIT, AND AUTHORIZING FINAL PAYMENT IN THE AMOUNT OF \$105,164.78 FOR PROJECT CP2454.

WHEREAS, material provided under the contract with Legacy Post and Beam, Incorporated, for the purchase of a 1.5 Story Gable Barn Kit, Project CP2454, has been completed to the satisfaction of the Director of Parks, Recreation, and Cultural Arts.

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

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

Original Contract Amount:	\$ 305,501.21
Change Order(s):	35,596.30
Revised Contract Amount:	<u>\$ 341,097.51</u>
Amount Paid to Date:	<u>235,932.73</u>
Total Amount Due Final Pay:	<u>\$ 105,164.78</u>

FURTHER, funds for such purpose are authorized from the 2024 COP Project Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF NOVEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



Request for Council Action

RES ☒ # R-25-74

BILL ☐ # City Clerk Only

ORD # City Clerk Only

Date: 11/3/2025

Department: Public Works

Meeting Date Requested: 11/10/2025

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

Subject: Contract Award, Purchase of Gasoline and Diesel Fuel

Background: Kansas City, MO (KCMO) recently awarded a new contract to Frazier Oil Company for the purchase of gasoline and diesel fuel. That contract includes cooperative language and pricing that will result in an estimated annual savings of \$48,000 when compared to purchasing fuel directly from a gas station.

Budget Discussion: Funds are budgeted in the amount of \$250,000 in the General Fund, PSST, and CWSS Funds. Ongoing costs are estimated to be \$250,000 annually.

Public/Board/Staff Input: The City currently purchases fuel from Frazier Oil Company under a previous KCMO contract. Staff has been satisfied with their performance and recommend that the City execute a new contract with them.

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-25-74

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH FRAZIER OIL COMPANY FOR THE PURCHASE OF UNLEADED AND DIESEL FUEL.

WHEREAS, Kansas City, Missouri awarded a contract to Frazier Oil Company for the purchase of unleaded and diesel fuel that included cooperative language and pricing; and

WHEREAS, the City of Gladstone wishes to enter into a contract with Frazier Oil Company for the purchase of unleaded and diesel fuel under the terms of that contract.

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

THAT, the City Manager of the City of Gladstone, Missouri, is hereby authorized to execute a contract with Frazier Oil Company for purchases as outlined in the contract.

FURTHER, THAT, funds for such purpose are authorized from the General Fund, Public Safety Sales Tax, and Combined Waterworks and Sewerage System Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 10TH DAY OF NOVEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk