



**CITY COUNCIL MEETING
7010 NORTH HOLMES
GLADSTONE, MISSOURI
MONDAY, DECEMBER 8, 2025**

The City Council will meet in Closed Executive Session at 6:45 pm, Monday, December 8, 2025, Gladstone City Hall, 7010 North Holmes, Gladstone, Missouri. The Closed Executive Session is closed pursuant to RSMo. Open Meeting Act Exemption 610.021(1) for Litigation and Confidential or Privileged Communications with Legal Counsel, 610.021(3) Personnel, 610.021(9) Employee Groups, and 610.021(13) Employee Evaluations.

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 November 10, 2025, Regular City Council Meeting Minutes.**
- 6. PRESENTATION: 250 Coin Challenge Commendation.**
- 7. Communications from the Audience:** *Members of the public are invited to speak about any topic not listed on the agenda. While speaking, please state your name and address for the record and limit comments to 5 minutes.*
- 8. Communications from the City Council.**

- Boards & Commissions Appointments.
- Presentation for Retiring Boards and Commissions members.

9. Communications from the City Manager.

10. CONSENT AGENDA

RESOLUTION R-25-75, A Resolution Amending the Employee Handbook for the City of Gladstone, Missouri.

RESOLUTION R-25-76, A Resolution Amending the City of Gladstone Retiree Health Savings (RHS) Plan to expand the definition of eligible expenses to include all medical expenses allowable under Internal Revenue Code (IRC) Section 213, except direct long-term care expenses.

RESOLUTION R-25-77, A Resolution adopting a Mission Statement, Vision Statement, and Goals for the City of Gladstone, Missouri for 2026.

RESOLUTION R-25-78, A Resolution authorizing the City Manager to sign an Agreement with Box of Chalk, Inc, d/b/a United Entertainment of America, to provide event coordination, promotion, marketing, and sponsor solicitation for the 2026 Independence Day Celebration.

RESOLUTION R-25-79, A Resolution authorizing the City Manager to enter into a Fourth Amendment to the Antenna Site Lease with New Cingular Wireless PCA, LLC, at the Antioch Water Tower.

CONSIDER MONTHLY FINANCIAL UPDATE OCTOBER YTD 2025.

REGULAR AGENDA

- 11. FIRST READING BILL NO. 25-32**, An Ordinance approving the Final Plat of Blankenship Homestead and directing the appropriate officials to affix their signatures to said Plat for recording.
- 12. FIRST READING BILL NO. 25-33**, An Ordinance authorizing the City Manager to enter into an agreement with the United States Department of Justice to allow for the acceptance of allowable proceeds resulting from joint investigations between the Gladstone Police Department and federal law enforcement agencies.

- 13. FIRST READING BILL NO. 25-34,** An Ordinance approving a Collective Bargaining Agreement with the Fraternal Order of Police, Lodge 50 for non-supervisory, commissioned Police Department personnel and authorizing the City Manager to execute the Agreement.
- 14. RESOLUTION R-25-80,** A Resolution authorizing the City Manager to execute a professional engineering services agreement with Walter P. Moore and Associates, Incorporated, in the amount not to exceed \$282,470.00 for the Old Antioch Road Complete Street Design Project TP2612.
- 15. Other Business.**
- 16. Adjournment.**

Representatives of the News Media may obtain copies of this notice by contacting:
City Clerk Kris Keller Posted at 2:30 PM
City of Gladstone 12/4/2025
7010 North Holmes
Gladstone, MO 64118
816-423-4096



**MINUTES
REGULAR CITY COUNCIL MEETING
GLADSTONE, MISSOURI
MONDAY, NOVEMBER 10, 2025**

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

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

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

Mayor Smith opened the Regular City Council Meeting Monday, November 10, 2025 at 7:38 pm.

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

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

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

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

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

The agenda was approved as published.

Item No. 5. On the Agenda. Approval of the October 27, 2025, Regular City Council Meeting Minutes.

Mayor Pro Tem Moore moved to approve the minutes of the October 27, 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. Communications from the Audience.

Greg Strasser, 6709 N. Agnes, addressed the Council and thanked Chief Farris for his involvement in removing the 70-H, an intoxicating and addictive product from the local stores.

Item No. 7. On the Agenda. Communications from City Council.

Councilman Nave shared that he had an excellent experience at the North Kansas City School Education Foundation Annual Fall Breakfast, which he attended with Mayor Smith and Mayor Pro Tem Moore. He stated that he learned more about the school district and noted that it is the second-largest district in the state. He also recognized local resident Kelly Perez, who was featured on the news earlier this week for reportedly running a food pantry in her front yard. He commended her and others who are providing similar support within their neighborhoods.

Councilman Davis reported that the new dog park has been well received, noting high usage and describing it as a positive addition to the community.

Councilmember Spallo commended the presenters this evening and expressed her appreciation for all the hard work City staff do to accomplish the Council's goals. She stated that the dog park is amazing and wished a Happy Veterans Day to staff, and all the men and women who have or currently serve in the military.

Mayor Pro Tem Moore also recognized Veterans Day and shared that it is a great opportunity to pause for a moment and recognize those individuals' past and present that serve our country so bravely.

Mayor Smith reflected on the North Kansas City School Education Foundation breakfast, specifically acknowledging the foundation director, and commented that the event was a good reminder of the positive contributions of young people and the good that exists in the world. He expressed hope that this perspective will continue to be appreciated.

Item No. 8. On the Agenda. Communications from the City Manager.

City Manager Baer announced that applications are being accepted for the City's Home Repair Grant and noted that additional information is available on the City's website.

Item No. 9. On the Agenda. **CONSENT AGENDA.**

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

Following the Clerk's reading:

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

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

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

Councilmember Spallo moved to approve **RESOLUTION R-25-70, 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. **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-25-71**, 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. **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-25-72**, 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. **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. 10. On the Agenda. 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.

Councilmember Spallo moved **BILL NO. 25-30** be placed on its First Reading. **Mayor Pro Tem Moore** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilmember Spallo moved to accept the First Reading of **BILL NO. 25-30**, waive the rule and place the Bill on its Second and Final Reading. **Mayor Pro Tem Moore** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilmember Spallo moved to accept the Second and Final Reading of **BILL NO. 25-30** and enact the Bill as **Ordinance 4.714**. **Mayor Pro Tem Moore** seconded.

Roll Call vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) **Mayor Smith** stated **BILL NO. 25-30** stands enacted as **Ordinance Number 4.714**.

Item No. 11. On the Agenda. 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.

Councilman Nave moved **BILL NO. 25-31** be placed on its First Reading. **Councilman Davis** seconded. The Vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilman Nave moved to accept the First Reading of **BILL NO. 25-31**, waive the rule and place the Bill on its Second and Final Reading. **Councilman Davis** seconded. The Vote: “aye”,

Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilman Nave moved to accept the Second and Final Reading of **BILL NO. 25-31** and enact the Bill as **Ordinance 4.715**. **Councilman Davis** seconded.

Roll Call vote: “aye”, Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) **Mayor Smith** stated **BILL NO. 25-31** stands enacted as **Ordinance Number 4.715**.

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

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

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

Councilman Davis moved to approve **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. **Councilmember Spallo** 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. Other Business.

There was no other business.

Item No. 15. On the Agenda. Adjournment.

Mayor Smith adjourned the November 10, 2025, Regular City Council meeting at 7:51 pm.

Respectfully submitted:

Kris Keller, City Clerk

Approved as presented: _____

Approved as modified: _____

Mayor Les Smith

Citizen Challenge Commendation and Charge

Presented by the City of Gladstone and Clay County 250

This certifies that

Cindy Booth

has successfully completed the 250 Citizen Challenge, demonstrating a living commitment to informed, responsible, and engaged citizenship in honor of America's 250th anniversary.

Through acts of learning, service, and participation, she has exemplified the spirit of active citizenship envisioned by our founders—proving that patriotism is not a status, but a practice.

With the presentation of this Citizen Challenge Coin, we commend this accomplishment and issue this Charge:

"Continue your practice of citizenship. Share the Challenge with others. Inspire your neighbors, students, and community to join you in strengthening our Republic for the next 250 years."

**Presented on behalf of the
City of Gladstone, Missouri and Clay County 250
in partnership with the America 250 Missouri Commission**

December 8, 2025



Mayor Les Smith

Scott Wagner, Chair, Clay County 250

Citizen Challenge Commendation and Charge

Presented by the City of Gladstone and Clay County 250

This certifies that

Bryan Edinger

has successfully completed the 250 Citizen Challenge, demonstrating a living commitment to informed, responsible, and engaged citizenship in honor of America's 250th anniversary.

Through acts of learning, service, and participation, he has exemplified the spirit of active citizenship envisioned by our founders—proving that patriotism is not a status, but a practice.

With the presentation of this Citizen Challenge Coin, we commend this accomplishment and issue this Charge:

"Continue your practice of citizenship. Share the Challenge with others. Inspire your neighbors, students, and community to join you in strengthening our Republic for the next 250 years."

**Presented on behalf of the
City of Gladstone, Missouri and Clay County 250
in partnership with the America 250 Missouri Commission**

December 8, 2025



Mayor Les Smith

Scott Wagner, Chair, Clay County 250

Citizen Challenge Commendation and Charge

Presented by the City of Gladstone and Clay County 250

This certifies that

Ann Nelson

has successfully completed the 250 Citizen Challenge, demonstrating a living commitment to informed, responsible, and engaged citizenship in honor of America's 250th anniversary.

Through acts of learning, service, and participation, she has exemplified the spirit of active citizenship envisioned by our founders—proving that patriotism is not a status, but a practice.

With the presentation of this Citizen Challenge Coin, we commend this accomplishment and issue this Charge:

"Continue your practice of citizenship. Share the Challenge with others. Inspire your neighbors, students, and community to join you in strengthening our Republic for the next 250 years."

**Presented on behalf of the
City of Gladstone, Missouri and Clay County 250
in partnership with the America 250 Missouri Commission**

Month, Day, Year



Mayor Les Smith

Scott Wagner, Chair, Clay County 250

Citizen Challenge Commendation and Charge

Presented by the City of Gladstone and Clay County 250

This certifies that

David Nelson

has successfully completed the 250 Citizen Challenge, demonstrating a living commitment to informed, responsible, and engaged citizenship in honor of America's 250th anniversary.

Through acts of learning, service, and participation, he has exemplified the spirit of active citizenship envisioned by our founders—proving that patriotism is not a status, but a practice.

With the presentation of this Citizen Challenge Coin, we commend this accomplishment and issue this Charge:

"Continue your practice of citizenship. Share the Challenge with others. Inspire your neighbors, students, and community to join you in strengthening our Republic for the next 250 years."

**Presented on behalf of the
City of Gladstone, Missouri and Clay County 250
in partnership with the America 250 Missouri Commission**

December 8, 2025



Mayor Les Smith

Scott Wagner, Chair, Clay County 250

Citizen Challenge Commendation and Charge

Presented by the City of Gladstone and Clay County 250

This certifies that

Jim Oldebeken

has successfully completed the 250 Citizen Challenge, demonstrating a living commitment to informed, responsible, and engaged citizenship in honor of America's 250th anniversary.

Through acts of learning, service, and participation, he has exemplified the spirit of active citizenship envisioned by our founders—proving that patriotism is not a status, but a practice.

With the presentation of this Citizen Challenge Coin, we commend this accomplishment and issue this Charge:

"Continue your practice of citizenship. Share the Challenge with others. Inspire your neighbors, students, and community to join you in strengthening our Republic for the next 250 years."

**Presented on behalf of the
City of Gladstone, Missouri and Clay County 250
in partnership with the America 250 Missouri Commission**

December 8, 2025



Mayor Les Smith

Scott Wagner, Chair, Clay County 250

**AGENDA ITEM #8 COUNCIL COMMUNICATIONS
BOARD & COMMISSION APPOINTMENT RECOMMENDATIONS
FOR CITY COUNCIL ACTION DECEMBER 8, 2025**

<u>BOARD/COMMISSION</u>	<u>TERM EXPIRATION</u>
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ARTS COMMISSION

Reappointment	GK Callahan	December 2028
Reappointment	Sarah Day	December 2028
Reappointment	Chad Pio	December 2028

BOARD OF ZONING ADJUSTMENT

Reappointment	Robert Settich	December 2030
Reappointment	Larry Newport	December 2030

CAPITAL IMPROVEMENTS PROGRAM

Reappointment	Greg Strasser	December 2028
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CODE BOARD OF APPEALS

Reappointment	Robert Franke	December 2028
Reappointment	Charles Logan	December 2028

ENVIRONMENTAL MANAGEMENT ADVISORY COMMITTEE

Reappointment	Gary Smedile	December 2028
Reappointment	Larry Thrasher	December 2028

NEIGHBORHOOD COMMISSION

Reappointment	Dan Green	December 2028
New Appointment	Roland Cretel Jr.	December 2028

PARKS AND RECREATION ADVISORY BOARD

Reappointment	Julie Beamer	December 2028
Reappointment	Jim Olshefiski	December 2028
New Appointment	Kenzie Adams	December 2028
New Appointment	Shelly True	December 2028
New Appointment	Charles Leap	December 2028

PLANNING COMMISSION

Reappointment	Steve Beamer	December 2029
Reappointment	Katie Middleton	December 2029
New Appointment	Andrea Johnson	December 2029
New Appointment	Jacob Dobbs	December 2029



Request for Council Action

RES ☒ # R-25-75

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 12/1/2025

Department: General Administration

Meeting Date Requested 12/8/2025

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

Subject: A Resolution amending the City of Gladstone Employee Handbook

Background: The current Sick Leave Donation Policy in the City of Gladstone Employee Handbook does not require City Manager approval before sick leave donations are processed. In addition, the existing policy does not specify any limitations regarding the job classifications or pay grades of employees who are eligible to donate leave time. To strengthen oversight and ensure consistency in the administration of sick leave donations, staff is recommending updates to the policy. The proposed revisions will:

1. Require City Manager approval for all sick leave donation requests prior to acceptance or processing.
2. Limit donations to employees within the same job classification, the same pay grade, or a higher pay grade than the employee receiving the donation.

These changes will improve accountability, provide clearer guidance for both employees and supervisors, and ensure that the sick leave donation process is administered in an equitable and well-managed manner.

Budget Discussion: N/A

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

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

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager

RESOLUTION NO. R-25-75

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

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

WHEREAS, an amendment to the Employee Handbook has been proposed concerning the following policy: Sick Leave Donation (Exhibit A); and

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

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

THAT, The Sick Leave Donation Policy contained within the City of Gladstone Employee Handbook is hereby amended to include the following provisions:

1. **City Manager Approval Required.** All requests for sick leave donation must receive prior approval from the City Manager before any transfer of donated leave may occur.
2. **Eligibility of Donors.** Sick leave donations may only be made by employees who are:
 - (a) In the same job classification as the recipient,
 - (b) In the same pay grade as the recipient, or
 - (c) In a higher pay grade than the recipient.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

Exhibit A

Sick Leave Donation

Sick Leave Donation

The purpose of this policy is to provide a means for eligible City of Gladstone employees to voluntarily donate accrued leave to assist fellow employees who have exhausted their own leave balances due to a qualifying medical condition affecting themselves or an immediate family member.

Eligibility for Receiving Donations

A regular full-time or regular part-time employee of the City of Gladstone may request sick leave donations when all the following conditions are met:

1. The employee has exhausted all available sick leave, vacation leave, floating holiday leave, and compensatory time.
2. The employee is expected to be absent from work for **at least one full work week** due to their own serious illness or injury, or that of an immediate family member.
3. The receiving employee has completed at least **one year of service** with the City.
4. The receiving employee is **not actively working** at the time donations are applied.
5. Donations may only be received from employees working in the **same job classification, the same pay grade, or a higher pay grade.**

Eligibility for Donating Leave

Employees wishing to donate leave must meet the following criteria:

1. The donating employee must be a regular full-time employee of the City of Gladstone with at least **one year of service.**
2. Donated sick leave hours must have been **accrued in prior calendar years.**
3. The donating employee must retain a minimum balance of **96 hours** of previously accrued sick leave after the donation is processed.
4. Donors may also contribute **floating holiday time**, if available.
5. Donated time must be in increments of four (4) hours.
6. Names of individuals donating sick leave or floating holiday will remain anonymous.
7. Donations must be voluntary and may not be solicited through pressure, coercion, or expectation.

Approval Process

1. All requests for sick leave donation must be submitted in writing to Human Resources.
2. **The City Manager must review and approve all sick leave donation requests** before donations may be accepted or applied.
3. Human Resources is responsible for verifying eligibility and ensuring compliance with this policy.

Administration of Donated Leave

1. Donated hours will be credited to the receiving employee as **paid leave at the employee's normal hourly rate**.
2. Donors will have the equivalent number of hours deducted from their own sick leave (or floating holiday) balances.
3. An employee may receive donations until one of the following occurs:
 - The employee reaches **91 consecutive calendar days** of leave, or
 - The employee begins receiving disability insurance benefits.



Request for Council Action

RES ☒ # R-25-76

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 12/1/2025

Department: General Administration

Meeting Date Requested: 12/8/2025

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

Subject: The City of Gladstone sponsors a Retiree Health Savings (RHS) Plan designed to assist eligible employees in covering qualified medical expenses after retirement. The current RHS Plan provides reimbursement for medical premiums; however, it does not cover all medical expenses allowable under Internal Revenue Code (IRC) Section 213.

Background: The requested amendment updates the RHS Plan to align its definition of reimbursable medical expenses with those recognized under IRC Section 213, while excluding direct long-term care expenses, which remain ineligible.

Budget Discussion: N/A

Public/Board/Staff Input: Staff recommend amending Resolution R-06-54 to include all medical expenses allowable under IRC Section 213.

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

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager

RESOLUTION NO. R-25-76

A RESOLUTION AMENDING THE CITY OF GLADSTONE RETIREE HEALTH SAVINGS (RHS) PLAN TO EXPAND THE DEFINITION OF ELIGIBLE EXPENSES TO INCLUDE ALL MEDICAL EXPENSES ALLOWABLE UNDER INTERNAL REVENUE CODE (IRC) SECTION 213, EXCEPT DIRECT LONG-TERM CARE EXPENSES.

WHEREAS, the City of Gladstone (“City”) sponsors a Retiree Health Savings (RHS) Plan to assist eligible employees with qualifying medical expenses upon separation from employment; and

WHEREAS, the City desires to ensure that its RHS Plan conforms to current federal regulations and provides maximum flexibility to plan participants in accordance with Internal Revenue Code (IRC) Section 213; and

WHEREAS, the current RHS Plan limits reimbursement to a narrower set of medical expenses and does not expressly include all medical expenses allowed under IRC Section 213; and

WHEREAS, the City wishes to amend the RHS Plan to expand allowable reimbursable medical expenses to include all expenses defined as medical care under IRC Section 213, excluding direct long-term care expenses.

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

THAT, City of Gladstone Retiree Health Savings (RHS) Plan is hereby amended to expand eligible reimbursable medical expenses to include all medical expenses allowed under Internal Revenue Code Section 213, except direct long-term care expenses, which shall remain ineligible.

THAT, the Human Resources Administrator is authorized to execute all documents, certifications, and amendments necessary to implement this revision to the RHS Plan.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



Request for Council Action

RES ☒ # R-25-77

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 11/21/2025

Department: General Administration

Meeting Date Requested: 12/8/2025

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

Subject: Resolution adopting a Mission Statement, Vision Statement, and Goals for 2026

Background: On Thursday November 13, 2025, the City Council and Leadership Team convened at Fire Station #2 to outline goals for the upcoming year. The session was facilitated by Mike Mowery from Strategic Government Resources (SGR). City staff delivered several presentations showcasing project updates and proposed initiatives for 2026. Additionally, the City Council engaged in discussions about pressing issues affecting the community. The attached Resolution and Final Report reflect the outcomes of this planning process and detail the updated goals for 2026.

Budget Discussion: N/A

Public/Board/Staff Input: N/A

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

Bob Baer
Department Director/Administrator

CW
City Attorney

RESOLUTION NO. R-25-77

A RESOLUTION ADOPTING A MISSION STATEMENT, VISION STATEMENT, AND GOALS FOR THE CITY OF GLADSTONE, MISSOURI FOR 2026.

WHEREAS, the Council of the City of Gladstone believes that developing and implementing goals is a critical component in successfully managing the municipal resources entrusted to them; and

WHEREAS, the Council of the City of Gladstone recognizes that clearly articulated goals provide a valuable communication tool between a City government and its constituents; and

WHEREAS, the Council of the City of Gladstone is committed to implementing policies and allocating resources to promote these goals.

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

THAT, the following Mission Statement, Vision Statement, and Goals are adopted for the City of Gladstone, Missouri:

MISSION STATEMENT

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

GLADSTONE VISION

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

RESOLUTION NO. R-25-77

Based on the Mission and Vision, the City Council establishes the following Goals:

2026 CITY COUNCIL GOALS

1. Keep Gladstone as a safe place with a focus on crime prevention, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters and EMS personnel.
2. Promote innovative economic development and funding opportunities for continued commitment to downtown, commercial corridors, and under-developed areas through effective infrastructure and redevelopment strategies.
3. Provide the resources and support the strategies to continue to improve residential and commercial code enforcement.
4. Pursue partnerships to maximize agriculture benefits and education programming at AJ Farm.
5. Prioritize neighborhood infrastructure to meet the needs of our residents and encourage quality residential density and homeowner investment to preserve and increase housing values.
6. Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.
7. Continue to improve and build communication strategies to better inform and engage our residents.
8. Prepare for the opportunities and challenges that will come with the World Cup 2026.
9. Begin the process to support a revised Parks Master Plan.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



2026 City Council Goal Setting Retreat

Gladstone, Missouri

The City Council of the City of Gladstone, Missouri, met on November 13, 2025, to review the progress that has been made in 2025 and to set goals for 2026. The retreat was attended by the entire Council, the City Manager, Assistant City Manager, and Department Directors. The President of Leadership Development for SGR, Mike Mowery, facilitated the retreat.

The Council reviewed and celebrated the progress that was made in 2025. In addition to reviewing the previous year, the Council also received updates on the status of some important projects from the staff. Following those updates, the Council developed a list of goals for 2026. Some of these goals are ones that were created in previous years and continue to be goals. Some of these goals are new for 2026. The Council's goals are listed below.

2026 City Council Goals

1. Keep Gladstone as a safe place with a focus on crime prevention, traffic enforcement, and the recruitment and retention of high-quality police officers, firefighters and EMS personnel.
2. Promote innovative economic development and funding opportunities for continued commitment to downtown, commercial corridors, and under-developed areas through effective infrastructure and redevelopment strategies.

3. Provide the resources and support the strategies to continue to improve residential and commercial code enforcement.
4. Pursue partnerships to maximize agriculture benefits and education programming at AJ Farm.
5. Prioritize neighborhood infrastructure to meet the needs of our residents and encourage quality residential density and homeowner investment to preserve and increase housing values.
6. Promote initiatives to beautify Gladstone by encouraging civic engagement and community pride.
7. Continue to improve and build communication strategies to better inform and engage our residents.
8. Prepare for the opportunities and challenges that will come with the World Cup 2026.
9. Begin the process to support a revised Parks Master Plan.



Request for Council Action

RES ☒ # R-25-78

BILL ☐ # City Clerk Only

ORD ☐ # City Clerk Only

Date: 11/20/2025

Department: General Administration

Meeting Date Requested: 12/8/2025

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

Subject: A Resolution authorizing the City Manager to sign an Agreement with Box of Chalk, Inc, d/b/a United Entertainment of America to provide event coordination, promotion, marketing, and sponsorship solicitation for the 2026 Independence Day celebration.

Background: The City of Gladstone is preparing to host a signature community celebration on July 4, 2026, commemorating the 250th anniversary of the signing of the Declaration of Independence. This milestone event will be held at Happy Rock Park and is envisioned as a large-scale, regional attraction featuring national musical acts, family-friendly activities, and patriotic programming. The celebration is intended to honor the nation's 250th anniversary while strengthening community pride and showcasing Gladstone as a vibrant and welcoming place to live, work, and visit. In order to deliver an event of this magnitude, the City requires professional coordination and industry expertise in managing event operations and implementing a comprehensive promotional strategy. Box of Chalk Inc has extensive experience in producing and coordinating major festivals. Their services will support the City in ensuring a well-organized, highly attended, and memorable celebration befitting this historic anniversary. The proposed Resolution authorizes the City Manager to enter into an Agreement with Box of Chalk, Inc., d/b/a United Entertainment of America, for event coordination, promotion, marketing, and sponsorship solicitation related to the July 4, 2026 celebration. Approval of this Agreement will allow planning and production efforts to move forward efficiently, providing the necessary professional support to deliver a successful and impactful community event for residents and guests alike.

Budget Discussion: Funds are budgeted in the amount of \$13,000 with an additional 20% of secured sponsorships 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-25-78

A RESOLUTION AUTHORIZING THE CITY MANAGER TO SIGN AN AGREEMENT WITH BOX OF CHALK, INC, D/B/A UNITED ENTERTAINMENT OF AMERICA, TO PROVIDE EVENT COORDINATION, PROMOTION, MARKETING, AND SPONSOR SOLICITATION FOR THE 2026 INDEPENDENCE DAY CELEBRATION.

WHEREAS, the City of Gladstone (the “City”) desires to enter into an agreement with Box of Chalk, Inc, d/b/a United Entertainment of America, to provide event coordination, promotion, marketing, and sponsor solicitation 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 Box of Chalk, Inc., d/b/a United Entertainment of America, in accordance with the terms and conditions set forth therein.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk



United Entertainment Production Contract

Agreement made this 19th day of November, 2025, between The City Of Gladstone , hereinafter Buyer and United Entertainment of America, hereinafter Producer .

Producer agrees to coordinate all aspects of Gladstone's 4th of July Event. This oversight includes working with city officials to meet requirements, production schedules, talent requirements, logistics for crowd control and attendee experience.

The Producer will also assume the lead in promotions while working with the city's departments. The Producer will assume primary responsibility for procuring sponsorships. All actions taken must be approved by The Buyer.

The Producer agrees to be available for meetings and planning sessions and respond to communications in a timely fashion.

The Buyer agrees to name United Entertainment as additionally insured.

The Buyer agrees to pay United Entertainment \$1000 per month beginning December 2025. Beginning March 2026, the monthly fee increases to \$2000 per month through July 2026. The Buyer also agrees to pay United Entertainment 20% commission on all sponsorships payable when the money comes in.

Please make all checks payable to Box of Chalk, Inc. dba United Entertainment of America, Fed I.D. 43-1604520

Any changes or special instructions should be directed to Mark Valentine. (816) 520-8430.

SECTION

INSTRUMENT AS ENTIRE AGREEMENT

This instrument contains the entire agreement between the parties, and no statements, promises, or inducements made by either party or agent of either party that are not contained in this contract shall be valid or binding; this contract may not be enlarged, modified, or altered except in writing, signed by both parties and endorsed on this agreement.

SECTION

EFFECT OF AGREEMENT

This agreement shall inure to the benefit of and be binding on the heirs, executors, assignees, and successors of the respective parties.

IN WITNESS WHEREOF, the parties have executed this agreement on the day and year first above written.

X Robert Baer
City Manager
7010 N. Holmes
Gladstone, MO 64118

X Box of Chalk, Inc.
2510 Grand # 603
Kansas City, MO 64108
(816) 520-8430

SUPERSEDING ADDENDUM

1. This superseding addendum is made and entered this ____ day of _____, 2025, by and between Gladstone, Missouri ("City") and Box of Chalk, Inc., dba United Entertainment of America ("Producer").
2. This superseding addendum form is hereby made a part of the United Entertainment Production Contract (the "Agreement") by and between the parties, modifying and superseding where it is inconsistent. All other conditions of the Agreement remain unchanged and this addendum is expressly incorporated and made a part of the Agreement.
3. This Agreement shall be governed by and interpreted, construed, and enforced in accordance with the laws of the State of Missouri. The parties hereto agree that any action at law, suit in equity, or other judicial proceeding arising out of this Agreement shall be instituted only in the Circuit Court of Clay County, Missouri or in federal court of the Western District of Missouri and waive any objection based upon venue or forum or otherwise.
4. Notwithstanding any provision of the Agreement to the contrary, nothing in the Agreement shall constitute or be construed or deemed to constitute a waiver of the City's sovereign immunity. The parties agree that the City is not indemnifying Producer for any reason whatsoever.
5. Pursuant to RSMo 285.530(1), by its sworn affidavit in substantially the form attached hereto, Producer hereby affirms its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. Furthermore, Producer affirms that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services.
6. This Agreement does not create an employee/employer relationship between the parties. It is the parties' intention that the Producer will be an independent contractor and not the City's employee for all purposes, including, but not limited to, the application of the Fair Labor Standards Act minimum wage and overtime payments, Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, Missouri Revenue and Taxation laws, Missouri Workers' Compensation and Unemployment Insurance laws.
7. In accepting this Agreement, Producer certifies that no member or officer of its firm or corporation is an officer or employee of the City, or any of its boards or agencies, and further that no officer or employee of the City has any financial interest, direct or indirect, in this Agreement. All applicable federal regulations and the provisions of Section 105.450, RSMo, *et seq.* shall not be violated.
8. Pursuant to Section 34.600, RSMo., Producer agrees to comply with Missouri law regarding the Anti-Discrimination Against Israel Act, and execution of this Superseding Addendum constitutes Producer's certification of compliance with the Anti-

Discrimination Against Israel Act, including that it is not currently engaged in, and shall not, for the duration of the Agreement, engage in a boycott of goods or services from the State of Israel; companies doing business in, or with, Israel companies authorized by, licensed by, or organized under, the laws of the State of Israel; or persons or entities doing business in the State of Israel. This section shall not apply to contracts with a total potential value of less than one hundred thousand dollars or to contractors with fewer than ten employees.

9. The Agreement may be amended, changed, or supplemented only by written agreement executed by both parties.

X Box of Chalk, Inc., dba United Entertainment of America: _____ By: Mark Valentine Title: _____ Dated: _____	City of Gladstone, Missouri: _____ By: Robert Baer City Manager Dated: _____
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Work Authorization Affidavit

STATE OF MISSOURI)
) ss.
COUNTY OF CLAY)

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

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

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

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

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

BEFORE ME, the undersigned authority, personally appeared _____, who, being duly sworn, states on his oath or affirmation as follows:

1. My name is _____ and I am currently the _____ of _____ (hereinafter "Company"), whose business address is _____, and I am authorized to make this Affidavit.

2. I am of sound mind and capable of making this Affidavit, and I am personally acquainted with the facts stated herein.

3. Company is enrolled in and participates in a federal work authorization program with respect to the employees working in connection with the contracted Project Services.

4. Company does not knowingly employ any person who is an unauthorized alien in connection with the contracted services set forth above.

Affiant / Contractor

Printed Name

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

SEAL

Notary Public



Request for Council Action

RES ☒# R-25-79

BILL ☐# City Clerk Only

ORD ☐# City Clerk Only

Date: 12/3/2025

Department: General Administration

Meeting Date Requested: 12/8/2025

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

Subject: A Resolution Authorizing the City Manager to enter into a Fourth Amendment to the Antenna Lease with New Cingular Wireless PCS, LLC, at the Antioch Water Tower.

Background: City Staff has been in contact with the representatives of New Cingular Wireless PCS, LLC, ("New Cingular") regarding negotiating terms for a Fourth Lease Amendment for the Antioch Water Tower. After discussions and review of proposed changes related to site plans, notice requirements, and usage of Unmanned Aircraft System ("UAS") the City and New Singular have reached an agreement to the terms of the Fourth Lease Amendment.

Budget Discussion: N/A

Public/Board/Staff Input: Staff Recommends Approval of the Proposed Resolution.

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

Bob Baer
Department Director/Administrator

JA
City Attorney

BB
City Manager

RESOLUTION R-25-79

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A FOURTH AMENDMENT TO THE ANTENNA SITE LEASE WITH NEW CINGULAR WIRELESS PCS, LLC, AT THE ANTIOCH WATER TOWER.

WHEREAS, New Cingular Wireless PCS, LLC (“Tenant”), currently maintains equipment at the City of Gladstone, Missouri (“City”) Antioch Water Tower pursuant to an Antenna Site Lease originally dated April 26, 2005 as amended by a first amendment dated September 22, 2011, by a second amendment dated August 15, 2014, and by a third amendment dated April 19, 2016 (collectively the “Lease”); and

WHEREAS, the City and Lessee have negotiated terms for a fourth amendment to the Antenna Site Lease at Antioch Water Tower including updated site plans, a revised notice provision, and terms for the usage of Unmanned Aircraft System (“UAS”); and

WHEREAS, The City Council desires for the City to enter into the Fourth Amendment to the Antenna Site Lease at Antioch Water Tower.

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 Fourth Amendment to the Antenna Site Lease at Antioch Water Tower with New Cingular Wireless, PCS, LLC and take such other actions as may be necessary to effectuate the intent of this Resolution.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

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

MONTHLY FINANCIAL UPDATE

OCTOBER YTD 2025



2025 CITY COUNCIL GOALS

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



Revenue Summary

- Citywide revenue overall finished the month of October YTD below budget. The unfavorability YTD is primarily driven by the timing of Property Tax revenues.



Expense Summary

- Citywide expenditures finished higher than budget by \$300k or .3% primarily due to timing of insurance expense, along with higher than planned sewer service charges.
- Expenditures are now pacing higher YoY, primarily due to increased capital spend.
- The overall costs of the larger projects will be something to watch in the coming months.

CITYWIDE

REVENUE

Citywide revenue finished October below plan at 31.0% of budget on a target of 33.3%. From a dollar perspective October YTD revenue was \$16.0M on a budget of \$17.2M

EXPENSE

Citywide expenditures finished October at 33.6% of budget on a forecast of 33.3%. From a dollar perspective, expenses totaled \$18.4M on a budget of \$18.1M excluding transfers.



Revenue Summary

- General Fund Revenue: \$8.4M compared to budget of \$8.3M. Favorability is primarily driven by timing of recognizing Admin Services revenue, along with increases in Sales Tax, Business Licenses, and Oaks Service Agreement revenues.



Items to watch

- City staff continue to work on multiple multi-million-dollar grants that may affect FY2026 analysis and beyond.
- Sales Tax performance in the new fiscal year FY2026 is ahead of prior year by 7.1%.

GENERAL FUND- REVENUE

PROPERTY TAXES

Property tax revenue through October is \$52k compared to a budget of \$1.4M. The unfavorability is due to the timing of receiving property tax revenue within the calendar year.

SALES TAXES

Through the month of October, the city has collected \$3.2M in sales taxes compared to a budget of \$2.9M. YOY Sales tax revenue is pacing 7.1% above prior year.

GROSS RECEIPTS TAX

Revenue through the month of October sits at \$994k compared to a budget of \$1.1M. YOY revenue is pacing 16.4% lower primarily due to timing of Telecom, Natural Gas, and Cable Gross Receipts.

LICENSES AND PERMITS

October YTD revenue of \$483k compared to a budget of \$281k. The favorability is being driven by timing of General Business License fees. Revenue YOY is pacing slightly below prior year.

INTERGOVERNMENTAL

October YTD revenue of \$813k compared to a budget of \$632k. YOY revenue is now pacing 17.8% higher primarily due to increases in State Gasoline Tax, along with timing of Oaks Service Agreement and NKC School District revenues.



Revenue Summary

- Through the month of October Charges for Services revenue is pacing ahead of budget and prior year primarily due to timing of Admin Services and higher Senior Overnight activities.
- Fines and Forfeitures are below prior year due to lower Municipal Court Cost revenue.



Items to watch

- Seasonality impact on revenue for outdoor activities in Parks & Rec.
- Interest rates on investment accounts.

GENERAL FUND- REVENUE

CHARGES FOR SERVICES

Through the month of October revenue finished at \$2.3M compared to budgeted \$1.2M. The large variance is primarily due to the timing of Admin Services and Overnight Senior Activities revenue. YOY results are currently 49.4% higher also due to the timing of Admin Services and Overnight Senior Activities revenue.

FINES AND FORFEITURES

October YTD revenue is pacing at \$102k out of \$119k budgeted. This account category is 6.6% below prior year due to lower Municipal Court revenue.

OTHER MISC. REVENUE

October YTD revenue of \$457k out of \$513k budgeted. 21.1% lower YOY primarily due to timing of recognizing interest revenue and lower tower rental.



Expense Summary

- October YTD expense of \$8.4M compared to \$8.0M budget.



Items to watch

- Employee turnover
- If open positions are able to be filled in the new fiscal year, staff expect personnel costs to increase accordingly. This would be especially noticeable in the Police and Public Works departments.

GENERAL FUND- EXPENSE

PERSONNEL

October YTD personnel expenses of \$5.3M out of a budgeted \$5.7M. With a YOY increase of 6.3% due to annual compensation adjustments. YTD favorability is driven by open headcount.

SUPPLIES

September YTD expenses of \$342k out of budgeted \$433k. YOY spend is pacing 27.3% lower primarily due to timing of Fuel, Automotive supplies, Printing and Parks expenses.

SERVICES

October YTD expenses are pacing slightly higher at \$1.54M out of a budgeted \$1.51M. YOY Services expenses are currently 13.5% higher through the month of October due to higher Overnight, Buildings, Equipment Maintenance, and Contractual expenses.

CAPITAL

October YTD expense of \$132k out of a budgeted \$127k. This represents a decrease of \$39k YOY due to timing of automotive capital spend in the new fiscal year.

DEBT

October YTD expense of \$1.2M out of budgeted \$226k. The overage is due to timing of debt payments during the first four months of the year.



Revenue Summary

- October YTD revenue excluding transfers of \$1M out of a budgeted \$1.3M. Lower room rental and lower membership fees, along with timing of interest revenue and timing of receipt of NKC Natatorium fee are the primary drivers for decreased revenue YTD.



Expense Summary

- October YTD expense of \$1.3M compared to \$1.7M budgeted. The variance is primarily attributed to timing of debt payments.



Items to watch

- Impact of price increases on activity enrollment.
- Number of new enrollments.

COMMUNITY CENTER AND PARKS FUND

REVENUE- SALES TAX

October YTD revenue of \$377k out of budgeted \$368k. YOY increase of 6.2%.

REVENUE- CHARGES FOR SERVICES

October YTD revenue of \$582k out of a budgeted \$589k. The sluggish performance YTD is due to lower than planned membership fees. However, this is a 9.3% increase over prior year.

EXPENSES

Personnel

October YTD expense of \$573k out of a budgeted \$542k representing a YOY increase of 10.0%, mostly due to inflationary increases and the seasonality of part-time wages.

Capital

Through the month of October there has been \$58k in Capital expenditures on a budget of \$19k due to timing of purchases.



Revenue Summary

- YTD PSST revenue of \$381k out of \$381k budgeted.
- YOY revenue is currently pacing 2.8% ahead of prior year.



Expense Summary

- October YTD PSST expense of \$429k out of \$400k budgeted. Timing of incurring debt expense is partially offset by timing of handgun and ammo purchases, along with the timing of accounting for insurance expenses.



Items to watch

- Employee turnover.
- Personnel Expenses.

PUBLIC SAFETY SALES TAX

REVENUE - SALES TAX

October YTD Sales Tax revenue of \$377k versus budget of \$368k represents a YOY increase of 5.4%.

EXPENSES

Personnel

October YTD expense of \$251k out of a budgeted \$213k due to higher overtime and benefit costs.

Supplies

October YTD expense \$61k out of a budgeted \$32k. The unfavorability is due to timing of ammunition and handgun purchases.

Services

October YTD expense of \$30k out of budgeted \$49k. The favorability is primarily due to timing of training, travel and equipment maintenance expenses.

Capital

Capital spend through October of \$88k on a budgeted of \$40k, The unfavorability YTD is due to timing of auto purchases.



Revenue Summary

- October YTD CWS revenue of \$4.4M out of a \$4.7M budgeted.
- New water meter technology (Neptune) has been implemented which has increased the accuracy of water usage and billings, along with reducing the time it takes to complete the monthly meter readings.



Expense Summary

- October YTD expense of \$7.0M out of \$6.7M budgeted. The overspend is primarily due to the timing of accounting for annual Administration Service charges, higher water meter expense, and higher than planned insurance expense.



Items to watch

- The frequency and volume of water main breaks.
- Ability to fill open positions and the amount of employee turnover in Public Works.

CWSS – WATER AND SEWER FUND

REVENUE – CHARGES FOR SERVICES

October YTD revenue of \$4.3M represents a YOY decrease of 3.8% primarily due to lower sewer commodity receipts.

EXPENSES

Personnel

October YTD expense of \$594k out of \$582k budgeted. The overspend is attributed to higher overtime expenses.

Supplies

October YTD expense of \$352k out of \$311k budgeted. The overspend is attributed to higher than planned bulk water meter purchases.

Services

October YTD expense of \$4.1M out of \$3.1M budgeted. The overspend is due to timing of accounting for annual Administration Service charges and higher than planned Insurance expense.

Capital

October YTD expense of \$1.6M out of \$2.3M budgeted is due to timing of incurring capital expenditures YTD.



Request for Council Action

RES ☐ # City Clerk Only

BILL ☒ # 25-32

ORD ☒ # 4.716

Date: 12/1/2025

Department: Community Development

Meeting Date Requested: 12/8/2025

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

Subject: Final Plat – Blankenship Homestead, Section 16, Township 51, North, Range 32 West, a subdivision in Gladstone, Clay County, Missouri.

Background: The applicant is requesting approval from the City for a Plat (lot split) of the residential property located at 7312 NE Antioch Road. The proposal seeks to subdivide the existing parcel of approximately 9.86± acres into two (2) lots:

- Lot 1: 2.20± acres
- Lot 2: 7.66± acres

Lot 1 is proposed to be conveyed under contract to the property owner of 7323 N Indiana Avenue, which lies directly north of the proposed Lot 1. The intent is to allow for future consideration of the construction of a single-family residential home on this lot.

Budget Discussion: N/A

Public/Board/Staff Input:

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

Alan Napoli
Department Director/Administrator

JA
City Attorney

BB
City Manager



Community Development Department

Staff Report

Date: November 4, 2025

File #: Plat25-00003

Requested Action: Final Plat (Re-plat)

Date of PC Consideration: November 17, 2025

Date of Council Consideration: December 8, 2025

Applicant/Owner: Dan and Michelle Blankenship
7312 NE Antioch Rd Gladstone, MO. 64119
913-208-7173/electriconedan@gmail.com

Surveyor: Snyder & Associates Inc.
Zachary Brinker
201 NW 72nd St Gladstone, MO. 64118
816-436-0732/zbrinker@snyder-associates.com

Parcel Number: 14410000100800

Planning Information

- Current Zoning: R-1 Single- Family Dwelling District
- Planned Land Use: Residential
- Surrounding Uses: Residential (R-1, RP-2, and R-3)
- Applicable Regulations: Zoning and Subdivision Ordinance and Comprehensive Plan

Additional Information

- Public Utility Availability: Existing public utilities are available
- Ingress/Egress: N. Indiana Avenue

Analysis

The applicant is requesting approval from the City for a replat of the residential property located at 7312 NE Antioch Road. The proposal seeks to subdivide the existing parcel of approximately 9.86± acres into two (2) lots:

- Lot 1: 2.20± acres
- Lot 2: 7.66± acres

Lot 1 is proposed to be conveyed under contract to the property owners of 7323 N Indiana Avenue, which lies directly north of the proposed Lot 1. The intent is to allow for future consideration of the construction of a single-family residential home on this lot.

Recommendation

City staff recommends that the Planning Commission approve the replat as submitted.

PLANNING COMMISSION
GLADSTONE, MISSOURI
Gladstone City Hall
Monday, November 17th, 2025
7:00 p.m.

Item 1 on the Agenda: Roll Call.

Present: Bill Turnage
Robert Wilson
Steve Beamer, Chair
Brenda Lowe
Jennifer McGee
Katie Middleton
Nick Smith
Mike Ebenroth
Kim Murch
Chase Cookson Secretary

Absent: Joseph Brancato V-Chair

Council & Staff Present:

Alan Napoli, CD Administrator/ Building Official
Angie Daugherty, Admin. Assistant
Jean Moore, Council Liaison

Item 2 on the Agenda: Pledge of Allegiance.

Chair Beamer led the group in reciting the Pledge of Allegiance to the United States of America.

Item 3 on the Agenda: Approval of the October 20th, 2025 Minutes. Chair Beamer asked if there was a motion to approve the minutes from the October 20th meeting.

Mr. Turnage moved to approve the minutes; Ms. McGee seconded. The minutes were approved, 10-0.

Item 4 on the Agenda: Consideration: Re-plat for property located at 7312 N Antioch Rd

Mr. Napoli stated that last meeting there was a discrepancy in the acreage. The survey company corrected this and now the acreage is 2.20 acres. The applicant has verified that and now the site plan is correct.

Chair Beamer stated that this is a straightforward issue. They did have a concern last meeting that the survey did not match the owners intention. He believes both property owners are present at the meeting tonight and everyone is now comfortable with the survey and how it is being presented to Planning Commission.

Both owners agreed.

Chair Beamer asked for a motion to approve the replat for the property located at 7312 N Antioch Rd.

MOTION: By Mr. Ebenroth, second by Mr. Turnage to consider a Re-Plat located at 7312 N Antioch Rd.

Vote: Mr. Wilson	Yes
Mr. Turnage	Yes
Mr. Cookson	Yes
Chair Beamer	Yes
Ms. McGee	Yes
Mr. Murch	Yes
Ms. Lowe	Yes
Mr. Ebenroth	Yes
Mr. Smith	Yes
Ms. Middleton	Yes

The motion carried. (10-0)

Item 5 on the Agenda: Communications from the City Council

Council Liaison Moore stated that the City Council met for their annual Goal Setting last week. This is a good time for them to talk about the future. They set their goals with safety police and fire, Economic Development, Code Enforcement both residential and commercial, neighborhood infrastructure, communication strategies, World Cup challenges and opportunities and to begin the process of a new park master plan. The City Manage will now meet with the leadership team and figure out ways for the pathways to make these goals happen.

The Mayors Christmas Tree is on December 2nd at 6:00. The mayor has chosen three charities this year. They are Neighbors Helping Neighbors, Feed Northland Kids and The Northland Christmas Store.

Mr. Napoli stated that they are working with Neighbors Helping Neighbors for the Neighborhood Grant that the city has been working on. This is the second year for this grant. Last year the city did three projects, and they are doing three more this year. He has about a dozen applications that he hasn't had a chance to review yet. They would like to do more, maybe in the spring or at the end of the year. The funding is run through the Neighborhood Commission and Neighbors Helping Neighbors also has some funding that helps with the grant.

Council Liaison Moore stated that the fall brush event was a great success last week. They saw over 390 residents over three days.

She would like to recognize two members of the Planning Commission whose terms will expire at the end of the year. This is Mike Ebenroth and Kim Murch. They will officially honor those individuals at the Council Meeting. She wanted to offer her personal appreciation for all Mike and Kim had done for this body. They capably and faithfully served since 2018. They will be sad to see them go. Can we please give them a round of applause.

Item 6 on the Agenda: Communications from the City Staff

Chair Beamer stated that they are having challenges with the Gladstone Hub emails. When the commission emails back stating that they will or will not be at the meeting Angie is not getting those emails. From now on, let's try and email her on her work email.

Item 7 on the Agenda: Communications from the Planning Commissioners

Ms. McGee stated she has been really excited about the new walking path. She doesn't think it is totally done yet, but she likes it so far.

Mr. Napoli stated this path when finished will go from Oak to Antioch.

Mr. Wilson stated he is excited for the Venue.

Mr. Turnage stated that he was able to help a couple of his neighbors' bags of leaves to the brush drop off.

Mr. Turnage asked if there was an update on M1 highway.

Mr. Napoli stated that the last he heard they are supposed to be done before the year is over.

Ms. Lowe wanted to wish everyone a Happy Thanksgiving.

Mr. Cookson wanted to thank Kim and Mike both for their service.

Chair Beamer would like to thank both Kim and Mike for their service. They will be missed. Happy Thanksgiving.

Item 8 on the Agenda: Adjournment

Chair Beamer adjourned the meeting at 7:12 p.m.

Respectfully submitted:

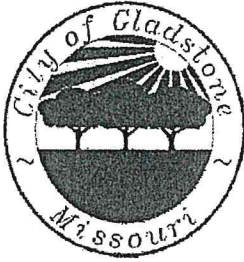
Steve Beamer, Chair

Approved as submitted _____

Angie Daugherty, Recording Secretary

Approved as corrected _____

DEVELOPMENT APPLICATION



CITY OF GLADSTONE
7010 N HOLMES STREET
GLADSTONE, MISSOURI 64118
PHONE: 436-4110 FAX: 436-2228

File #: Plat 25-00003
Date: 8-18-2025

October 20
November 10

Application Type:

- | | |
|---|--|
| <input type="checkbox"/> Special Use Permit (\$500) | <input type="checkbox"/> Right-of-Way Vacation (\$200) |
| <input type="checkbox"/> Zoning Change (\$500) | <input type="checkbox"/> Variance - BZA (\$200) |
| <input type="checkbox"/> Site Plan Revision (\$500) | <input checked="" type="checkbox"/> Final Plat/Replat (\$75) |

Address of Action: 7312 NE Antioch Road, Gladstone, MO 64119

Legal Description:

Attach under separate cover if needed.

Separate document attached.

Proposed Change: 2 lot minor subdivision

Applicant/Property Owner Information:

☐ Applicant(s) Dan + Michelle Blankenship
Company _____
Address 7312 NE Antioch Rd, Gladstone, MO 64118
Phone 913-208-7173 Fax: _____ E-Mail: electriconedan@gmail.com

☐ Property Owner (if different than applicant) _____
Company _____
Address _____
Phone _____ Fax: _____ E-Mail: _____

☐ ^{Surveyor} Architect/Engineer Zachary Brinker
Company Snyder + Associates Inc.
Address 201 NW 72nd St, Gladstone, MO 64118
Phone 816-436-0732 Fax: _____ E-Mail: Zbrinker@snyder-associates.com

Please indicate in one box above which person is to be the contact.

Applicant's Signature Dan Blankenship Date 8/8/2025

DEVELOPMENT APPLICATION

OWNER'S AUTHORIZATION

I, Michelle Blankenship, do hereby authorize Snyder and Associates Inc.
(Owner's name) (Applicant's name)

to apply for the following action on my property at _____
7132 NE Antioch, Gladstone, MO 64119

- a. Rezone from _____ to _____
- b. Site Plan Revision _____
- c. Special Use Permit _____
- d. Variance _____
- e. Plat/Replat ✓

Date: 8/18/2025 Owner's Signature: Michelle Blankenship

NOTARIZATION

State of MO

County of Platte

Subscribed and sworn before me this 18th day of August, 2025.

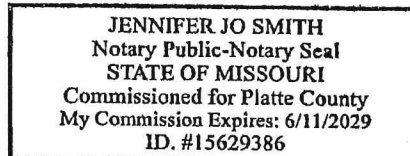
Notary's Signature:

Jennifer Jo Smith

My Commission expires:

6/11/29

(seal)



AN ORDINANCE APPROVING THE FINAL PLAT OF BLANKENSHIP HOMESTEAD AND DIRECTING THE APPROPRIATE OFFICIALS TO AFFIX THEIR SIGNATURES TO SAID PLAT FOR RECORDING.

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

SECTION 1. ACCEPTANCE. It appearing to the Council of the City of Gladstone, Missouri, from the Plat filed and presented to them, that all parties having any right, title, or interest in or to the property more particularly described in the attached Plat have executed said Plat, and the Council deeming it to be in the best interests of the City of Gladstone to approve and accept the same; it is hereby ordained by the Council of the City of Gladstone, Missouri, that the Final Plat described in the attached Plat as: “Blankenship Homestead, Section 16, Township 51, North, Range 32 West, a subdivision in Gladstone, Clay County, Missouri” is hereby approved and accepted.

SECTION 2. SIGNATURES. The proper officials of the City of Gladstone, Missouri, are hereby authorized and directed to affix their signatures to said Plat in a manner suitable for recording.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk

First Reading: December 8, 2025

Second Reading: December 8, 2025

File # Plat25-00003



Request for Council Action

RES ☐ # City Clerk Only

BILL ☒ # 25-33

ORD ☒ # 4.717

Date: 11/18/2025

Department: Police

Meeting Date Requested: 12/8/2025

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

Subject: An Ordinance authorizing the City Manager to enter into an Agreement with the Department of Justice to participate in the Federal Equitable Sharing Program.

Background: On occasion, the Police Department refers cases or works in conjunction with federal law enforcement agencies on joint investigations. In some instances, those cases result in funds being seized or courts assessing fines that participating agencies are entitled, by law, to a portion of. To receive allowable funds, the Police Department must submit a request to the Department of Justice to participate in the Equitable Sharing Program. When a case is disposed of in the court system and funds are awarded, they would be sent directly to the City of Gladstone to be used for police training or equipment.

Budget Discussion: N/A

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

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

Fred Farris
Police Chief

CW
City Attorney

Bob Baer
City Manager

AN ORDINANCE AUTHORIZING THE CITY MANAGER TO ENTER INTO AN AGREEMENT WITH THE UNITED STATES DEPARTMENT OF JUSTICE TO ALLOW FOR THE ACCEPTANCE OF ALLOWABLE PROCEEDS RESULTING FROM JOINT INVESTIGATIONS BETWEEN THE GLADSTONE POLICE DEPARTMENT AND FEDERAL LAW ENFORCEMENT AGENCIES.

WHEREAS, the Gladstone Police Department occasionally works investigations jointly with federal law enforcement agencies; and

WHEREAS, certain investigations may result in the seizure of assets as part of the investigation; and

WHEREAS, the Gladstone Police Department is entitled to sharing in the proceeds of those investigations; and

WHEREAS, the United States Department of Justice requires application and acceptance into the Equitable Sharing Program requiring certain guidelines to be met.

NOW, THEREFORE, BE IT ORDAINED 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 enter into the Equitable Sharing Agreement with the United States Department of Justice allowing the Gladstone Police Department to receive shared proceeds from joint or cooperative investigations.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

ATTEST:

Mayor Les Smith

Kris Keller, City Clerk

1st Reading: December 8, 2025

2nd Reading: December 8, 2025



Request for Council Action

RES ☐ # City Clerk Only

BILL ☒ # 25-34

ORD ☒ # 4.718

Date: 11/24/2025

Department: Police

Meeting Date Requested 12/8/2025

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

Subject: Collective Bargaining Agreement between the City of Gladstone and Fraternal Order of Police (FOP) West Central Missouri Region Lodge #50.

Background: The FOP represents Officers and Corporals. The current contract will expire on October 31, 2026. Due to ongoing staffing shortages, the City requested to reopen the agreement to strengthen recruitment and retention efforts. Those negotiations have resulted in the attached Collective Bargaining Agreement. This Agreement was ratified by the FOP Lodge #50 membership on December 1, 2025.

Budget Discussion: Compensation terms in the Agreement.

Public/Board/Staff Input: Staff recommends approval of this agreement.

Provide Original Contracts, Leases, Agreements, etc. to: City Clerk and FOP Lodge#50.

Amanda Wheeler
Department Director/Administrator

CW
City Attorney

BB
City Manager

AN ORDINANCE APPROVING A COLLECTIVE BARGAINING AGREEMENT WITH THE FRATERNAL ORDER OF POLICE, LODGE 50 FOR NON-SUPERVISORY, COMMISSIONED POLICE DEPARTMENT PERSONNEL AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT.

WHEREAS, the City of Gladstone, Missouri (the “City”) has recognized the Fraternal Order of Police, Lodge 50 (the “Union”), as the representative for the purpose of collective bargaining for non-supervisory, sworn members of the City’s Police Department, including Corporals and Police Officers; but, excluding Sergeants, Captains, and civilian staff; and

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

WHEREAS, on December 1, 2025, the membership of the Fraternal Order of Police, Lodge 50 voted to ratify the proposed Collective Bargaining Agreement with the City; and

WHEREAS, the City Council desires to approve the Collective Bargaining Agreement with the Fraternal Order of Police, Lodge 50 and authorize the City Manager to execute the Agreement on behalf of the City.

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

SECTION 1: The City Manager is hereby authorized to execute the Collective Bargaining Agreement between the City of Gladstone, Missouri and the Fraternal Order of Police, Lodge 50 attached hereto as Exhibit A and incorporated herein by reference.

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

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

ATTEST:

Mayor Les Smith

Kris Keller, City Clerk

First Reading: December 8, 2025

Second Reading: December 8, 2025

EXHIBIT A

**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF
GLADSTONE, MISSOURI AND THE FRATERNAL ORDER OF POLICE, LODGE 50**

(See attached)

CITY OF GLADSTONE, MISSOURI
AND
FRATERNAL ORDER OF POLICE WEST CENTRAL MISSOURI REGIONAL
LODGE # 50



January 2026 – January 2029
LABOR AGREEMENT
NON-SUPERVISORY BARGAINING UNIT

Article I. Preamble

Section 1.01 Parties

This agreement has been developed by the Fraternal Order of Police, West Central Missouri Regional Lodge #50, herein called the "Lodge," and the City of Gladstone, Missouri, herein called the "City."

Section 1.02 Conflicts

In the event that any provision of this Agreement conflicts with the City's Employee Handbook, the General Orders of the City's Police Department (hereinafter, the "Department,"), or with any policies, procedures, or other written directives issued by management, the provisions of this Agreement shall be controlling. The parties recognize that the City's Employee Handbook, and the Department's General Orders and other written directives will address topics not covered in this Agreement, and will provide further details about matters that are addressed in this Agreement. To the extent these written materials do not conflict with the provisions of this Agreement, they shall be enforceable.

Article II. Recognition

Section 2.01 Bargaining Unit

The City recognizes the Lodge as the exclusive bargaining representative for all sworn, full-time personnel employed in the Gladstone Police Department with the rank of Police Officer or Corporal.

Section 2.02 Added Classification

In the event any new full-time sworn job classification is added to the Department the City will bargain with the Lodge regarding the potential inclusion of the classification in either of the existing bargaining units. The City will further bargain with the Lodge regarding the duties and wage scale for the classification.

Section 2.03 Non-Discrimination

The Parties acknowledge and agree that there shall be no discrimination against or harassment of any employee by either party due to the employee's race, gender, color, national origin, religion, age, disability, sexual orientation, military service status, Lodge membership status or lawful Lodge activities, genetic information, marital status, or political affiliation, consistent with federal, state, and local law, or membership in any other category or classification that is protected by law.

Article III. Management Rights

Section 3.01 Management Rights

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

- (a) Determine the mission of the City and the Department;
- (b) Direct the working forces;
- (c) Hire, classify, assign, promote, and transfer employees;
- (d) Suspend, discipline, and discharge employees for just cause;
- (e) Relieve employees from duty because of lack of work or other legitimate reasons;
- (f) Change existing methods, operations, facilities, equipment, and type or number of personnel;
- (g) Promulgate, make, change, and/or revoke reasonable personnel rules, regulations, policies, and work and safety rules, consistent with this Agreement and applicable law;
- (h) Assign work to bargaining unit and/or civilian support personnel;
- (i) Maintain and/or take steps to enhance the efficiency of the operation of the City and the Department; and
- (j) Take whatever actions may be reasonably necessary to carry out the mission of the City and the Department.

Section 3.02 Rights & Responsibilities

The foregoing powers, rights, authority, and responsibilities, and the adoption of policies, rules, regulations and practices in furtherance thereof shall be exercised in conformity with this Agreement by the City's selected management personnel. Failure of the City and/or Department to exercise any of the Management Rights enumerated above does not diminish the future ability to exercise such Management Rights.

Section 3.03 Operation of Law

Nothing in this Agreement shall be interpreted or construed in a way that would prevent the City and/or the Department from complying with any duty or obligation placed upon the City and/or Department by operation of law.

Article IV. Lodge Rights

Section 4.01 Lodge Representatives

On January 1st of each year, the Lodge shall provide the Department with a list of employees, not to exceed two (2) individuals, who shall serve as official Lodge representatives for that calendar year.

Section 4.02 Orientation

The City agrees that all new full-time personnel hired to fill represented positions shall, while on duty and during their FTO process, be given a presentation from the Lodge. During the presentation, the representative(s) of the Lodge will provide copies of this Agreement, explain the Lodge's function as the exclusive bargaining representative of the employees in the bargaining unit, will provide other information regarding the Lodge and membership therein, and will offer membership in the Lodge to each new full-time employee. The Lodge shall be allowed reasonable time to make its presentation, not to exceed thirty (30) minutes. The Lodge representative must either be a member of the same bargaining unit as the employee being oriented, or a non-employee representative of the Lodge.

Section 4.03 Bulletin Boards

The City agrees to allow the Lodge to maintain a bulletin board in the patrol area. The bulletin board will be for the exclusive use of the Lodge. All items placed on the bulletin board shall be initialed and dated by an officer of the Lodge. Items without a date and initials, or that are incendiary, inappropriate, or disruptive may be removed by Management and returned to the Lodge.

Section 4.04 Use of Internal Mail

The Lodge shall be permitted to use the City's email and hard copy internal mail distribution systems for Lodge business, so long as the Lodge's use does not create a burden on the City's electronic and/or physical systems, and so long as such mail use does not hinder on-duty personnel in the performance of their duties. The Lodge shall use the City's email system only for the purpose of communicating with its membership and with Police Department and City management. The Lodge and its members acknowledge that all City mail, whether electronic or physical, is subject to potential monitoring, and may also be subject to public disclosure under the State's sunshine law.

Section 4.05 Dues Deduction

The City will continue to follow direct deposit authorizations received from bargaining unit members, including authorizations calling for withheld amounts to be transferred to the Lodge or Lodge-affiliated accounts. The Lodge will notify the City of any change in amount to be transferred to Lodge-affiliated accounts without the need for the submission of new forms from individual members. The Lodge will provide the City 30 days' notice of any changes.

Section 4.06 Lodge Business

The City will pay full-time City employees who are on duty and who serve as Lodge representatives for time spent in labor management meetings, grievance meetings, and representing employees during investigatory interviews. All other Lodge business shall be performed on non-working time.

Section 4.07 Confidentiality

Bargaining unit personnel shall have the right to consult with a Lodge representative from their same bargaining unit on a confidential basis regarding performance and disciplinary matters. Any Lodge representative, who has any supervisory responsibility over the person or issue involved, shall be excluded from serving as a Lodge representative in any way with regard to that particular issue. Further, the right of confidentiality under this paragraph shall be limited in that all employees of the Police Department shall be obligated to immediately report to senior management and to answer questions about any statement indicating that an employee clearly has committed, or has a current intention to commit, any crime.

Section 4.08 Release of Information

The City shall, upon written request, provide to the Lodge information and records reasonably relevant to the Lodge's performance of its functions in serving as the exclusive bargaining representative of the employees in the bargaining unit. Where such information involves medical data, the City will require the Lodge to present a signed release from each employee covered by the request.

Section 4.09 Request for Information Fee

In the event the City estimates that responding to a single information request will require the production of more than 100 pages of information that is not available in electronic format, and/or will require more than two hours of staff time to research or prepare, the City shall notify the Lodge of this fact, and the estimated charge for compliance with the request. Research and duplication time will be estimated and charged at the lowest hourly pay and benefit rate of available qualified personnel, and copies shall be estimated and charged at 15 cents per page.

Section 4.10 Indemnification

The Lodge shall defend, indemnify and hold harmless the City in the event that a City employee should file a claim against the City for unauthorized dues deduction or release of information, and such deduction or release was pursuant to information, or a request for information, provided by the Lodge to the City.

Article V. Past Practices

Section 5.01 Establishment of Past Practices

A past practice is an agreement to handle a particular factual situation in a given manner. In order for a past practice to exist it must be: (1) unequivocal; (2) clearly enunciated and acted upon; and (3) readily ascertainable over a reasonable period of time. The parties mutually acknowledge that there do not exist any binding past practices between them as of the date of execution of this Agreement. In order for any binding past practice to be established in the future, the practice must be reduced to writing and signed by the parties at the time it is established.

Article VI. Job Descriptions

Section 6.01 Job Descriptions

The Department shall maintain job descriptions for all positions within the bargaining units.

Article VII. Specialized Duty Assignments

Section 7.01 Specialized Assignments

Full Time specialized assignments may include, but shall not be limited to K-9 Officer, School Resource Officer, Criminal Investigator/Detective, Traffic Officers, Law Enforcement Training Coordinator, Crime Prevention Specialist, and Specialized Unit Officers.

Part-time assignments may include but shall not be limited to Type II Breath Analyzer, Bicycle Officer, Tactical Unit Officer, Drone Operator, Hostage Negotiators, Instructors, Field Training Officers and Honor Guard.

Section 7.02 Vacancy Posting

When there is a vacancy in any specialized duty assignment, the Department shall notify the Lodge and all members of the vacancy via interdepartmental e-mail. The posting shall:

- a) Identify the vacant or new position by name and the rank of the position;
- b) Identify the date on which the applications for the position must be received and to whom the applications should be delivered; and
- c) Provide the entry qualifications for the position.

Section 7.03 Bid for Special Assignment Vacancy

Bargaining unit employees shall submit their bid for vacant positions to the Chief or his or her designee within the time prescribed in the bid posting. Once the deadline has passed, the Chief or his or her designee shall review the bids and determine if any or all applicants meet the entry qualifications.

All vacant positions shall be subject to an oral board selected by the Chief. The Chief may additionally elect to administer an appropriate test or tests for certain assignments. Each bidder shall receive a copy of their testing scores and/or oral board scores. Employees shall be paid for all time in interviews and tests.

Section 7.04 Input and Selection for Specialized Assignments

The Chief, or his or her designee, shall select the most qualified bidder to fill each assignment. Where overall qualifications are substantially equal, seniority shall be used as the tiebreaker to determine which bidder will be selected. When a candidate is passed over for a position as provided herein, the Chief or his or her designee, upon request of the individual candidate, shall meet with the passed over candidate to provide the reasons why the candidate was passed over, to aid the candidate in future special assignment opportunities.

Section 7.05 Multiple Positions

Personnel who hold specialized assignments may bid for and hold multiple specialized assignments, so long as no conflict exists among the positions held.

Article VIII. Hours of Work

Section 8.01 Hours

Officers working in patrol shall work twelve (12) hour shifts. The Impact Squad shall work ten (10) hour shifts. Detectives and SROs shall work eight (8) hour shifts. The Department may change the duration of the shifts and the schedule of bargaining unit employees at its discretion provided that it sends written notice to the FOP for input regarding such change at least 30 calendar days in advance of the implementation of such change. The Department shall not be required to comply with the 30-day written notice provision in cases of a temporary change (30 days or less) to the shift duration or schedule to address an emergency situation.

Section 8.02 Shift Bidding Procedure

Members assigned to Patrol will complete a bidding process each October, wherein:

- (a) Officers shall bid for shifts based upon their seniority.
- (b) Officers will bid in order of their seniority. Officers will be given a reasonable opportunity to submit their bid of no more than twenty-four hours.
- (c) Members who fail to bid will be placed in open shift positions after the bid process is completed.
- (c) New bid assignments will become effective the first full pay period in January following the October bid.
- (d) The Police Chief shall have the authority to assign new officers to shifts at his or her discretion when those officers complete Field Training.
- (e) The Department may conduct an additional bid as necessary in the event it adopts a permanent schedule change during the course of the year.

Section 8.03 Shift Transfers and Reassignments

Employees may submit written requests to be transferred to any open Patrol position through their chain of command. Transfers shall be subject to the approval of the Commander(s) of the affected Division(s).

The Chief shall have the authority to re-assign any employee or employees to another shift for legitimate operational reasons. Any potential involuntary reassignment and the specific reasons therefore shall be provided to the Lodge and the employee(s) involved.

Section 8.04 Meal Breaks

The Department shall make a reasonable attempt to allow all members to receive a thirty (30) minute paid meal break, plus two (2) fifteen (15) minute paid breaks for each full shift worked.

Section 8.05 Duty Trade

Employees assigned to the same position shall be eligible to trade shifts between themselves, for their own convenience, subject to approval of their immediate supervisors. Trades must occur within the same pay period. All such trades shall be purely voluntary between the employees involved, and both employees shall be paid for the hours they actually work.

Article IX. Promotions

Section 9.01 Promotion Eligibility

Officers are eligible to participate in the promotion process for Corporal after three (3) years of full-time service as a commissioned Police Officer with at least one year of service at the City of Gladstone, provided they have not received significant discipline. Officers are eligible to participate in the promotion process for Sergeant after five (5) years of full-time service as a commissioned Police Officer with at least two (2) years of service with the City of Gladstone.

- a) Significant discipline is defined as two or more suspension days within the past 24 months.
- b) Officers that voluntarily separate from the agency and return within six (6) months are eligible to participate in the promotion process if they meet the minimum qualifications.
- c) Officers that voluntarily separate from the agency and return after six months will be required to meet the minimum qualifications and will not be eligible to participate in the promotion process for one year from the date of their return.
- d) Those holding the rank of Corporal at the time of the Sergeant promotional process will be afforded an additional 10% to their overall combined score.

Section 9.02 Promotional Process When the Chief determines there is a need to fill one or more Corporal or Sergeant positions, he or she shall distribute a notice of the opening(s), via email, at least fourteen (14) days before the position is to be filled. The email shall specify the number of positions to be filled, and the commencement date for the promotional process.

- (a) The promotional process shall be administered by a promotional board. For promotions to Sergeant, the board shall consist of the two Division Commanders, and at least one command-level officer from an outside agency. For promotions to Corporal, the board shall consist of two Sergeants, and at least one Sergeant from an outside agency. Outside agency participants shall be selected by the Chief or his or her designee.
- (b) The promotional process shall consist of a written examination, a written and oral exercise, and an oral board interview. The promotional board shall identify the top five candidates who will then participate in interviews with the Police Chief.
- (c) The Police Chief shall interview all candidates up to five (5) for any open position(s) and shall select the best candidate for promotion, based on the needs of the Department, after considering each candidate's job performance and relevant knowledge, experience, and ability. In the event the Police Chief determines none of the internal candidates are qualified for promotion, he or she may seek and consider external candidates. If external candidates are considered, then all internal candidates will be deemed eligible.

- (d) In the event the Police Chief promotes out of the order of the ranked list, written notice including justification will be provided to the Union and to the candidate(s) who were skipped.
- (e) Employees shall be paid at straight time rates for time spent in testing or in interviews during the promotional process. The City shall have the option to adjust working schedules during the weeks affected by the promotional process, so that any employee's total scheduled hours during the work period(s) in question do not exceed the regularly scheduled hours for that period. Regardless of whether the City elects to make such adjustments, the parties jointly recognize that participation in the promotional process is not "work" for the benefit of the City, but rather is a purely voluntary activity for the benefit of each individual officer. Therefore, hours spent in a promotional process will not count toward overtime eligibility.

Section 9.03 Raises Upon Promotion

Upon receiving a promotion, the employee shall receive a pay increase to the lowest step of the new classification that results in a pay increase of at least 4%.

Article X. Transitional Duty Assignments

Section 10.01 Duty Related Injury

When an employee is injured in the line of duty, the City shall attempt in good faith to provide transitional duty assignments to him or her, consistent with any restrictions the workers' compensation doctor has identified. The City will first attempt to place an injured officer in a position within the police department. If no work is available within the Department, the officer may be placed in a position within the City. While employees covered under this agreement are on Workers' Compensation leave, the City will maintain their regular base pay and the employees will sign over their Workers' Compensation checks to the City.

Section 10.02 Non-Duty Related Medical Condition

When an employee is unable to perform his or her regular work assignment due to a non-work-related injury or non-communicable illness, the City may at its discretion offer a transitional duty assignment, to the extent productive work is available and there is an operational need for the injured employee to perform the transitional work. The City shall have the option of discontinuing the transitional duty at any time. Employees with on-the-job injuries shall have preference over employees with non-work-related injuries for any such assignments.

Section 10.03 Acceptance of Transitional Duty

Employees with work-related illnesses or injuries must accept and perform transitional assignments that are offered to them, in accordance with Departmental policy, so long as the assignment is fully consistent with all medical restrictions. Any employee who declines a transitional duty assignment will be subject to reduction in workers' compensation pay, to the extent allowed under State law.

Article XI. Wages

Effective upon ratification, all bargaining unit members shall receive a pay increase in accordance with Appendix A, retroactive to January 7, 2026, and reflected on the February 4, 2026, pay date. In addition, all bargaining unit members shall receive the same across-the-board general wage increases provided to other City employees in 2026, 2027 and 2028. This does not include any position-specific or department-specific market adjustments that may be granted to other positions or departments during the term of this Agreement.

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

Section 11.02 Lateral Hires

The Police Chief shall have discretion to place new hires at steps A through H in the pay step system, based on their relevant experience. Credit need not be given on a year-for-year basis, but shall be based on the quality and nature of the work experience in question.

Section 11.03 Acting Sergeant/Corporal

Members assigned to work out of class to fulfill the role of Sergeant or Corporal for one or more consecutive shifts will receive one (1) hour of straight time pay at their regular hourly rate. This pay shall not count toward overtime eligibility. The WOC incentive does not apply to voluntary shift trades or holdover periods of less than two (2) hours.

Section 11.04 FTO Pay

For each day that they are training a new recruit, officers assigned as FTOs shall receive one (1) hour of straight time pay at their regular hourly rate. This pay shall not count toward overtime eligibility.

Section 11.05 Detective Clothing Expense Reimbursement

Detectives shall be reimbursed up to eight hundred eighty dollars (\$880) per year for actual out-of-pocket clothing expenses. Detectives seeking reimbursements shall present receipts confirming their purchases.

Section 11.06 Court Time

Members who are required to attend court, as a result of the performance of their assigned duties, during non-work hours shall be compensated for a minimum of two (2) hours or actual time worked, whichever is greater.

Section 11.07 Call Back or Call Out

Members who are called to work during their off-duty hours will receive two (2) hours' pay or pay for actual time worked, whichever is greater. Members who are called in less than two (2) hours immediately prior to the beginning of the shift shall be paid for all hours actually worked and shall not be subject to the two (2) hour minimum, provided that the members' shift is not adjusted to avoid paying overtime.

Article XII. Overtime

Section 12.01 Overtime

Employees shall be paid at time and a half of their regular rate of pay for all hours actually worked in excess of eighty (80) hours in a fourteen-day work period. Employees working Department of Transportation (DOT) grant hours shall be paid at the rate specified by the grant regardless of whether the employee's hours exceed the overtime hour threshold for the pay period.

Section 12.02 Regular Rate Calculation

Pay incentives will be included in determining each employee's regular hourly rate for overtime calculation purposes, consistent with the Fair Labor Standards Act.

Section 12.03 No Duplicative Payment

There shall be no duplicative payment or pyramiding of overtime for the same hours worked. "Overtime" as used herein does not include pay incentives.

Section 12.04 Extra-Work Assignment

Voluntary extra work shall be offered on a first-come, first-serve basis department-wide. Involuntary extra work shall be assigned to the least senior employee from another shift. Any employee who has been forced in within the prior seven days shall be passed over, unless all other employees on their shift have been forced in as well.

The above shall not apply to special events or emergencies, wherein all employees will be subject to mandatory call-out. Nothing herein shall prevent any employee from accepting available overtime on a voluntary basis.

12.05 Compensatory Time

Bargaining unit members may have the option of accepting compensatory time in lieu of overtime pay at the rate of one and a half (1.5) hours per overtime hour worked. Bargaining unit members may accumulate up to forty (40) hours of compensatory time and any overtime worked that exceeds that maximum accumulation shall be paid at the overtime rate.

Section 12.06 Duty-Related Phone Calls and Email

Employees who receive one or more phone calls from any Department supervisor (Corporal, Sergeant, Captain, or Chief), or their designee, while off-duty on any given day, which call(s) last longer than seven (7) minutes, and which concern job-related issues, shall be compensated for the actual time spent on the call.

Employees shall not access work email while off duty, unless specifically instructed to do so by a Department supervisor. Employees who spend more than seven (7) minutes on work-related email on any given day while off duty shall report their time and shall be compensated for actual time spent.

Section 12.07 Special Events

Employees assigned or volunteering to work Gladfest, Blues Fest, Whiskey Fest, July 4th, and/or other special events as directed by the City Manager outside of their regularly scheduled shifts, shall be paid premium pay at time-and-one-half their regular rate.

Article XIII. Health and Welfare

Section 13.01 Health, Dental, Life Insurance Coverage

- (a) The City shall provide Health, Dental, Vision, and Life Insurance plans. Employees covered under this Agreement shall be eligible for coverage under these plans on the same terms as apply for all other City employees.
- (b) The City will also maintain a Section 125 flexible benefits spending plan and allow employee participation in such plan so long as the maintenance and participation of such plan is legally compatible with the City's health insurance plan(s).

Article XIV. Retirement Benefits

Section 14.01 LAGERS

The City will continue the current LAGERS L6 non-contributory retirement program.

Section 14.02 Deferred Compensation Plans

The City will maintain enrollment in the 457 Deferred Compensation Plan.

Article XV. Holidays

Section 15.01 Holidays

(a) Employees covered under this Agreement shall receive the following paid holidays:

New Years Day	January 1 st
Martin Luther King, Jr. Birthday	3 rd Monday in January
President's Day	3 rd Monday in February
Memorial Day	Last Monday in May
Juneteenth Day	June 19 th
Independence Day	July 4 th
Labor Day	First Monday in September
Thanksgiving Day	4 th Thursday in November
Day After Thanksgiving Day	Friday Following the 4 th Thursday in November
Christmas Day	December 25

Employees shall accrue and be paid holiday time in accordance with City policies.

ARTICLE XVI. Leaves of Absence

Section 16.01 Vacation Leave

Employees shall accrue and use vacation in accordance with City policies.

Section 16.02 Sick Leave

Employees shall accrue and use sick leave in accordance with City policies.

Section 16.03 Bereavement Leave

Employees covered under this Agreement shall be eligible for Bereavement Leave as provided in City policy.

Section 16.05 Paid Military Leave.

Employees on military leave shall receive paid and/or unpaid leave in accordance with state and federal law.

Article XVII. Seniority

Section 17.01 Seniority Definition

A current seniority list is attached at Appendix B. Newly hired police officers shall be added to the seniority list beginning with the date the employee completes the field training program.

If two or more officers have the same seniority date, the following criteria will be used to determine the higher seniority:

- (a) The person with the earlier hire date with the City.
- (b) If section (a) does not resolve the tie, the date of the most recent application for employment will establish who has the highest seniority, with the entrant having the earlier application being considered more senior.

Section 17.02 Rank Seniority

Rank seniority is based on time served within a member's current rank. If two or more members are promoted to the same rank, on the same day, then the senior employee shall be the employee with the greatest length of service in the prior rank.

Section 17.03 Roster to Be Provided

The Department shall maintain and provide to the Lodge a current roster showing names of all current bargaining unit personnel, job assignment, date of initial hire within the Department, and date of assignment to current position.

Section 17.04 Loss of Seniority

Seniority shall be lost and the employment relationship terminated upon the occurrence of any of the following events:

- (a) Voluntary separation;
- (b) Discharge for just cause;
- (c) Failure to return from an authorized leave of absence on the next working day after the authorized leave expires;

- (d) Failure to return from layoff within fourteen (14) days after the City issues a recall notice;
- (e) No-call/no-show for any shift unless circumstances make it impossible for the employee to call in, through no fault of the employee; or,
- (f) Failure to perform work for the City for twelve (12) consecutive months for any reason, other than military leave, or work-related illness or injury.

Section 17.05 Rehire

Former bargaining unit employees who are rehired will begin to accrue seniority from the date of re-employment, without any credit for prior service with the City. The City shall not be under any obligation to rehire former bargaining unit employees but shall be entitled to exercise its best judgment regarding whether to rehire such individuals.

The City shall have discretion to offer employment to rehired employees at the rate of pay they would have been earning had they remained with the City, or at the rate they were earning when they left the City, or at the rate that would be offered to any comparable lateral hire. Reinstated or rehired employees who return after an absence of more than one month will become eligible for employee benefits on the same schedule as applies for new hires.

Article XVIII. Right to Return

Section 18.01 Return to the Bargaining Unit Following Promotion

Employees returned to the unit shall be placed at the rate of pay they held prior to their promotion out of the unit, without any loss of seniority. The Chief may assign employees returning to the unit under this Section to any open position.

Article XIX. Reductions in Force

Section 19.01 Lay Off

In the event the City determines it is necessary to reduce the size of the workforce, employees shall be laid off in the order of inverse seniority, provided the remaining employees are capable of performing the available work.

Section 19.02 Recall List

Employees who are laid off shall be placed on a recall list for up to eighteen (18) months. Employees shall be recalled in seniority order. Employees shall be required to notify the City whether they will accept recall within seventy-two (72) hours after receiving a recall notice, and shall have a maximum of fourteen (14) days to report for duty. Any employee who declines recall, or who does not report for duty within the specified time period shall be removed from the recall list.

Article XX. Discipline

Section 20.01 Discipline

Discipline or discharge of bargaining unit represented employees will be for just cause.

Section 20.02 Types of Discipline

The following types of disciplinary actions are officially recognized. The type of disciplinary action issued in any given situation will depend on the overall circumstances being addressed, and it shall not be necessary for discipline to start at any particular level. Factors to be considered in determining the level of discipline issued include but are not limited to consideration of the employee's overall performance history and disciplinary record, and the nature and/or severity of the misconduct, negligence or unsatisfactory performance.

- (a) Documented Verbal Warning
- (b) Written Reprimand
- (c) Suspension
- (d) Termination

Section 20.03 Non-Disciplinary Actions

Informal discussions or verbal counseling between an employee and supervisor or higher-level member of management, usually concerning expected employee behavior, conformity to City policies, or job performance shall be considered non-disciplinary counseling. No record of informal counseling discussions shall be referred to in any disciplinary matter, except to establish that management informed an employee of performance expectations or work directives. Employees shall not be entitled to Lodge representation during informal counseling sessions.

Section 20.04 Copies of Personnel Records

The City will provide the employee with a copy of any formal disciplinary record that is to be placed in the City's personnel files.

Each employee shall have the right to examine the City's personnel files on that employee, upon scheduling an appointment with the Human Resources Administrator. Employees shall not remove or alter any document contained in their file but may submit comments to be attached to any record, and may obtain copies of any record contained in the file upon request. Pre-hire psychological profiles and polygraph or CVSA examination results shall be excluded from coverage under this Section.

Section 20.05 Lodge Representation

Members under investigation are entitled to have an attorney or any duly authorized representative present during any questioning that the member reasonably believes may result in disciplinary action. The attorney or representative shall be permitted to confer with the member but shall not unduly disrupt or interfere with the interview. The questioning shall be suspended for a period of up to twenty-four (24) hours if the officer requests representation.

Section 20.06 Review of Internal Affairs or Disciplinary Files

After the completion of any administrative investigation, upon written request of the member or the member's representative, a copy of the entire record of the administrative investigation, including, but not limited to, audio, video, and transcribed statements, shall be provided within five (5) business days of the written request. The Department may request a protective order to redact all personal identifying witness information. Any individual who reviews an internal affairs investigatory file shall maintain the confidentiality of all information contained in the file.

Section 20.07 Written Reprimands

Written reprimands shall remain active in employees' personnel files for one (1) year from the date they are issued, and during that period of time, written reprimands may be used for subsequent progressive discipline. After one (1) year, written reprimands will no longer be used for subsequent progressive discipline, but may be referred to for the purpose of demonstrating knowledge of the applicable rules or expectations, and/or to establish a pattern of behavior.

Section 20.08 Suspensions

Suspensions shall remain active in the employee's personnel file indefinitely, and may be used for subsequent progressive discipline, provided that the weight to be given to prior suspensions shall be subject to the just cause analysis.

Article XXI. Internal Investigations

Section 21.01 Administrative Investigations

All internal investigations in disciplinary matters will be conducted in accordance with the provisions of Mo. Rev. Stat. § 590.502.2.

Section 21.02 Criminal Investigations

If, during the course of any investigation, it becomes apparent that the employee's alleged conduct may amount to criminal activity, the Department shall determine whether to refer the matter for criminal investigation. During the pendency of any criminal investigation, management may suspend the administrative investigation and may elect either to place the employee on administrative leave, with pay, or it may elect to take appropriate disciplinary action based on the information gathered independently from the criminal investigation.

Section 21.03 Bargaining Unit Member Involved Shooting Investigation

- No bargaining unit member who has discharged his or her weapon shall be treated as a suspect unless there is reasonable suspicion or probable cause to believe a crime has been committed.
- The scenes from shooting situations are to be considered and handled as any other major crime scene, per the appropriate policy. The on-scene supervisor will be in charge until properly relieved by the Lead Supervisor of the investigating agency. The crime scene will be held until the Chief or his/her designee authorizes the release. The involved officer shall not leave the scene until released by the Lead Supervisor or Gladstone PD Commander or their designee, unless transported for medical evaluation or treatment.
- Immediately following the shooting, bargaining unit members may be ordered to participate in a walk-through with an assigned investigator and provide answers to the following public safety questions to provide information necessary to complete the investigation:
 - 1) Are you injured?
 - 2) If you know of anyone who was injured, what is his or her location?
 - 3) In what direction did you fire your weapon(s)?
 - 4) Are there any suspects at large, what are their descriptions?
 - 5) What was the suspects' direction of travel?
 - 6) How long ago did the suspects flee?
 - 7) For what crimes are suspects wanted?
 - 8) With what weapons is the suspect armed?
 - 9) Does any evidence need to be preserved?

10) Where is the evidence located?

11) Did you observe any witnesses?

12) Where are they?

- Besides the answers to these questions, no other questioning shall be performed at the scene.
- A bargaining unit member who is involved in a shooting incident shall have the right to have legal counsel present during any criminal interview. No criminal interview of the bargaining unit member involved in a shooting incident shall be conducted until the officer is well rested, generally two full sleep cycles.
- Bargaining unit member(s) involved in shooting incidents resulting in any personal injury or fatality may be relieved of duty and placed on Administrative Leave by the Chief or his/her designee. They will retain their badge and identification card, but not their weapon. This shall be removed and retained pending the investigation. A replacement weapon will be made available to any member placed on Administrative Leave and whose weapon has been removed. Bargaining unit member(s) will receive formal notification of their Administrative Leave or Administrative Assignment through a Notice of Administrative Assignment.
- If criminal charges are filed, the leave will become unpaid from the time of filing. If the charges are subsequently dropped, or if the bargaining unit member is acquitted on the charges, he or she will be returned to full duty status with all back pay, unless the Employer determines to pursue disciplinary action against the bargaining unit member, independent of the disposition of the criminal charges. In that event, all other procedural safeguards of this Memorandum and the Employer's personnel rules shall apply to that disciplinary action. The bargaining unit member(s) will receive formal notification through a personnel action form of their return to active status.
- Bargaining unit member(s) involved in shooting incidents resulting in any personal injury or fatality shall be required to be evaluated by a mental health professional to determine if the bargaining unit member is emotionally fit before they may return to active duty. This shall be at the expense of the City.

The City will pay the costs and expenses for counseling with a City-selected mental health provider for any bargaining unit member who is involved in a critical incident.

Article XXII. Grievance Procedure

Section 22.01 Filing Grievances

A "grievance," for the purposes of this Article shall mean any dispute over the application and/or interpretation of this Agreement and/or any City or Departmental personnel policy/work rule (excluding operational directives that do not address terms or conditions of employment). The Lodge, the City, or the Department shall be the only parties permitted to file grievances. The City or Department shall not accept or process grievances filed by individual bargaining unit members. Individual bargaining unit members shall submit their potential grievances to the Lodge for evaluation. The Lodge shall evaluate potential grievances and file grievances as required by the standards of its duty of fair representation.

Section 22.02 Resolution at Earliest Possible Step

Informal discussions with the Chief of Police or Human Resources Administrator are encouraged prior to filing grievances. The parties desire to resolve grievances at the earliest possible step and shall endeavor in good faith to do so. Grievances may be settled at any of the steps of the grievance procedure. If the settlement is reduced to writing and signed by representatives of the Lodge and the Chief of Police or City Administration, such resolution shall be final as to that grievance.

Section 22.03 Waiver of Additional Process

In the event that the Lodge files a grievance on behalf of an individual employee or group of employees, the election to use the grievance process set out herein shall constitute a waiver of any other dispute resolution mechanism that would otherwise be available to address the same matter.

Section 22.04 Filed Within 15 Days

All grievances must be submitted in writing to management within fifteen (15) calendar days after the Lodge and/or grieving employee first knew or reasonably should have known of the issue being raised. The Lodge may file a grievance on its own behalf or on behalf of any bargaining unit employee.

Section 22.05 Step One

Grievances at the first step shall be filed with the appropriate Captain. Every grievance shall be reduced to writing, signed, and dated by the person submitting the grievance. Each first step grievance shall state in summary fashion the nature of the issue being grieved and the resolution desired. The Division Commander shall countersign and date the grievance when it is submitted. Within ten (10) calendar days after receiving a grievance, the Division Commander shall issue a written decision stating that grievance is upheld, or if the grievance is denied, stating the reasons for the denial.

Section 22.06 Step Two

If the matter is not satisfactorily resolved at Step One, the Lodge may appeal the grievance to the Chief. Any appeal to Step Two must be submitted to the Police Chief within ten (10) calendar days after the Division Commander issues his or her decision at Step One, or within fourteen (14) calendar days after the grievance was filed at Step One if the Division Commander fails to issue a timely decision. The written Step Two appeal to the Chief must contain a concise statement of the facts giving rise to the grievance, the applicable section of this Agreement or City or Departmental policy that has allegedly been violated, and the resolution desired.

The Chief shall either issue a written decision within ten (10) calendar days, or at his or her option, may schedule a grievance meeting to discuss the matter with the grievant and a Lodge representative, at a mutually convenient time. In the event the Chief schedules such a meeting, the written decision shall be due no more than ten (10) calendar days after the grievance meeting takes place.

Section 22.07 Step Three

If the matter is not satisfactorily resolved at Step Two, the Lodge may appeal the grievance to the City Manager or the City Manager's designee. Any appeal to Step Three must be submitted within ten (10) calendar days after the Police Chief issues his or her decision at Step Two, or within fourteen (14) calendar days after the grievance was appealed to Step Two or the grievance meeting was held, whichever is later, if the Police Chief fails to issue a timely decision. The written Step Three appeal must contain a concise statement of the facts giving rise to the grievance, the applicable section of this Agreement or City or Departmental policy that has allegedly been violated, and the resolution desired. The City Manager or his or her designee shall review the grievance and issue a decision on it within ten (10) calendar days of its receipt.

Section 22.08 Suspension and Discharge Grievances Filed At Step Three

In any grievance challenging any disciplinary suspension that involves loss of pay, or any discharge from employment, the Lodge shall have the right to file the initial grievance at Step Three.

Section 22.09 Lodge Representation

The Lodge shall represent the interests of the bargaining unit members at all steps of the grievance process. Legal counsel shall not be present during the grievance process.

Section 22.10 Time Limits

The time limits set out above shall be strictly enforced, unless one party submits a written request for an extension of time and the other party agrees to the requested extension in writing (including e-mail). All extensions of time shall be for a specific number of calendar days. Any grievance filed or appealed after time limits have expired shall be considered null and void, and no further action shall be taken with respect to that grievance.

Section 22.11 No Interruptions in Service

Neither the Lodge, its officers, employees, agents, members or representatives, nor any employee covered by this Agreement, will authorize, instigate, aid, condone, participate in or engage in any strike, work stoppage, sickout, slowdown, boycott, picket line, or any other interruption or interference with the work of the Gladstone Police Department, including any sympathy strike.

In the event of the unauthorized activity proscribed above, the Lodge shall immediately take affirmative action to cause each and every employee covered by this Agreement to return to work and shall, among any and all other necessary or appropriate steps intended to cause each such employee to return to work, immediately:

- A. Notify the employees in person, by telephone, and/or by mail that such strike or other interruption of continuous service is unauthorized; and
- B. Promptly order its members to return to work.

The City shall have the right to proceed directly to court for a temporary restraining order, injunction, and any and all other legal and/or equitable relief for any alleged breach of this Article. The City shall not be required to first exhaust the grievance and arbitration provisions of this Agreement before proceeding directly to court when seeking to enforce the provisions of this Section 22.11.

The parties recognize the right of the City to take disciplinary action, including discharge, against any employee covered under this Agreement who participates in any activity in violation of this Section, whether such action is taken against all participants or only against selected participants. The parties recognize that the Union's designated representatives have an affirmative duty to prevent and cause the cessation of any activity which violates this Section.

Article XXIII. Arbitration

Section 23.01 Appeal to Arbitration

If a grievance regarding the application or interpretation of this Labor Agreement is not satisfactorily resolved at Step Three, the Lodge may appeal the grievance to binding arbitration by delivering a Notice of Intent to Arbitrate to the Human Resources Administrator within ten (10) calendar days after receiving the Step Three decision, or within fourteen (14) calendar days if the City Manager or his or her designee fails to issue a Step Three decision.

Matters appealed to arbitration shall not be addressed in any other forum. The grievance and arbitration provisions established herein shall be the sole avenue available for addressing any alleged violation of the terms of this Labor Agreement, including but not limited to determining whether the City had just cause for any discharge or discipline.

Section 23.02 Selection of the Arbitrator

Within fourteen (14) calendar days after the Notice of Intent to Arbitrate is delivered, the party seeking arbitration shall submit a request for a sub-regional panel of seven (7) arbitrators to the Federal Mediation and Conciliation Service. Each party may reject a maximum of one list received from FMCS per grievance, and the party rejecting any list shall be responsible for obtaining a replacement list from FMCS. The parties shall alternately strike one name from the list, with the party seeking arbitration striking first. The last name remaining on the FMCS list shall be appointed to serve as the Arbitrator empowered to resolve the matter. The party requesting arbitration shall notify the selected arbitrator of his or her selection within seven (7) days after the date of selection, requesting dates within the next three months on which the arbitrator could be available to hold a hearing on the matter. Within seven days after receiving available hearing dates from the Arbitrator, the parties shall jointly select an agreeable hearing date.

Section 23.03 Decision of the Arbitrator

The decision of the Arbitrator shall be subject to the following conditions:

- (a) The Arbitrator shall determine the procedural rules of arbitration and make such orders during the pendency of the proceeding as are necessary to enable the Arbitrator to act effectively.
- (b) In the resolution of the dispute, the Arbitrator shall give no weight or consideration to any matter except the language of the Agreement and policies at issue, applicable law, and the evidence presented by the parties.
- (c) The Arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement. The Arbitrator shall have no power to establish or change any wage rates.
- (d) The Arbitrator's authority shall be limited to resolving the particular grievance pending before him or her.

Section 23.05 Costs Shared Equally

The costs of the Arbitrator shall be shared equally by the City and the Lodge. Each party shall otherwise bear its own costs.

Article XXIV. Labor Management Committee

Section 24.01 Labor/Management Meetings

There shall be a Labor/Management Committee consisting of two (2) representatives from Department management and two (2) representatives from the bargaining unit.

The Labor/Management Committee will strive to improve relationships between Labor and Management in all areas, and to ensure that this Agreement is properly administered at all times. The City and the Lodge shall appoint their respective representatives to this Committee within one month after this Agreement is signed by both parties. Those representatives shall meet promptly thereafter and shall set up a schedule of meetings.

Section 24.02 Labor/Management Committee Purpose

The parties mutually acknowledge that the purpose of the Labor/Management Committee is to discuss topics of mutual interest on a cooperative basis. The Labor/Management Committee is not a forum for formal collective bargaining. The purpose of regular meetings shall include but is not limited to:

- (a) Dissemination of information.
- (b) Discussion of potential methods for improving any aspect of the Department's service, including efficiency of operations and overall working conditions. Any representative to the Committee may present topics for discussion during Committee meetings.
- (c) Review and discussion of any revisions or potential revisions to City or Departmental policies, work rules, or practices.
- (d) Clarifications as to the application or interpretation of this Agreement, policies, work rules, or practices, not the subject of an active grievance at the time.
- (e) Resolution of any dispute or problem involving any represented full-time employee or group of employees, on an informal, voluntary basis.

Section 24.03 Request for Meeting

A request for a meeting of the Labor/Management Committee may be made by either party at any time. The Committee shall be convened within ten (10) calendar days after receipt of a written request by either party.

Article XXV. General Provisions

Section 25.01 Uniforms and Equipment

The City will provide all necessary uniforms and equipment to the appropriate members.

- (a) Employees shall not be required to respond to any hazardous situation without the proper clothing and equipment, all properly maintained and in good working order.
- (b) The City shall replace all Department-issued items, when no longer serviceable and as provided herein. All protective clothing, including but not limited to bullet resistant vests, helmets, and firearms shall meet the standards in effect at the time of purchase by the City, and shall be worn to all emergency incidents as required by Department policies.
- (c) Officers may choose to wear long or short sleeve shirts at their discretion.
- (d) Officers with twenty-five (25) or more years of service who are in good standing at the time of retirement from the police department shall be gifted their firearm by the department at the time of departure.

Section 25.02 Off-Duty Actions

The City and the Lodge recognize that all commissioned personnel are presumed to be subject to call to duty twenty-four (24) hours per day. Any appropriate, lawful action, consistent with City and Departmental policy, taken by a commissioned officer on his or her time off, which could have been taken by an officer on duty, if present or available, shall be considered police action, and bargaining unit members shall have all the rights, obligations, and benefits concerning such action as if they were on active duty, to the maximum extent allowed under the City's workers' compensation policy.

Section 25.03 Policies to Be Available

The City will make all policies that are applicable to employees covered under this agreement available to each employee in print or electronic format. Employees will be responsible for reading and complying with all such policies, and for asking questions about any area that is unclear to the individual employee.

Section 25.04 Outside Employment

The City employs a full-time police force. Every employee covered under this agreement should consider City employment his or her "primary" job. Employees may hold other employment so long as the other employment does not create a conflict of interest with the employee's employment by the City, and does not interfere with the employee's ability to work as scheduled, or otherwise limit the employee's ability to perform his or her job. Employees desiring to hold other employment shall submit a written request to the Police Chief, identifying the other employment for consideration and approval.

Section 25.05 Release of Personal Information

The City shall not release an employee's personal information, including name, date of birth, address, phone number, or other identifiable information to a third party (not including the Lodge) for any reason except with the employee's written consent, or when required for the performance of the employee's duties (e.g. to arrange for training), or as required by law.

Section 25.06 Uncompensated Work Prohibited

Bargaining unit members shall not be required as a condition of employment to participate in any uncompensated work for any charity or any special interest group.

Article XXVI. Training

Section 26.01 Pay for Training

Training required by the Department shall be considered to be on-duty time, for which the employee will be compensated in accordance with the provisions set forth in this Agreement. All costs associated with required training shall be paid by the Department. Meal reimbursement and travel pay shall be provided in accordance with City policy.

Section 26.02 Return from Training

Employees covered under this Agreement, who are attending external training, shall not be required to return to work, if there are fewer than four hours remaining in the shift, except in case of staffing shortage. Employees who elect not to return to work shall be paid for time spent in training, and may elect to use accrued comp time or vacation time to cover the remainder of their regularly scheduled hours, if they so desire.

Article XXVII. Complete Agreement

Section 27.01 Zipper Clause

The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set out in this Agreement. Therefore, the City and the Lodge, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, except as expressly provided for herein. Further, each party voluntarily and unqualifiedly waives the right and agrees that the other shall not be obligated to bargain collectively over any other subject during the life of this Agreement, even though such subjects or matters are not addressed herein, and may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. Should matters arise during the term of this Agreement that are appropriate subjects of collective bargaining, they shall be addressed under the Labor/Management process set out in Article XXIV.

Section 27.02 Complete Agreement

This Agreement constitutes the entire Agreement between the parties hereto and supersedes and replaces any and all obligations and/or agreements, whether written or oral, express or implied, between or concerning the parties. No amendment, modification, or addition to this Agreement shall be effective unless it is reduced to writing and signed by both parties. Individual agreements concerning training costs or signing incentives shall remain in effect.

Section 27.03 Savings

If any article or section of this Agreement shall be held invalid by operation of law or by any tribunal, the remainder of the Agreement shall not be affected thereby. The Parties shall enter into immediate collective bargaining for the purpose of arriving at a mutually satisfactory replacement for any article or section that has been held invalid.

Article XXVIII. Term of Agreement

Section 28.01 Effective Date

This Agreement shall become effective upon ratification by the Union and adoption by the City Council and shall remain in effect through January 1, 2029. At least 60 days prior to expiration of this Agreement, either party may notify the other that they wish to meet and confer in a good-faith attempt to reach agreement on the terms of the renewal or replacement of this Agreement. In the event no notice is given, this Agreement will automatically renew for successive one (1) year periods. If notice is given, then the terms of this Agreement will remain in effect after the expiration date, until the parties either reach agreement on a renewal or replacement agreement, or until the parties reach a bargaining impasse.

By signing below, the parties represent that this Agreement has been duly approved and ratified, and they agree to abide by its terms and conditions.

Robert Baer
City Manager

Paul Brooks
President

On behalf of
The City of Gladstone
Lodge No. 50

On behalf of
FOP West Central Missouri

Date

Date

Appendix A

PD PAY SCALE			
<i>City of Gladstone</i>			
Law Enforcement			
	Pay Grade	Hourly	Annual Equivalent
<i>Entrant Officer</i>	A	\$25.2067	\$52,430
<i>Police Officer Detective</i>	A	\$30.5580	\$63,560
	B	\$31.4747	\$65,467
	C	\$32.4190	\$67,431
	D	\$33.3916	\$69,454
	E	\$34.3933	\$71,538
	F	\$35.4251	\$73,684
	G	\$36.4879	\$75,894
	H	\$37.5825	\$78,172
	I	\$38.7100	\$80,517
	J	\$39.8713	\$82,932
	K	\$41.0674	\$85,420
	L	\$42.2994	\$87,983
	M	\$43.5682	\$90,622
<i>Corporal</i>	A	\$33.9519	\$70,620
	B	\$34.9705	\$72,739
	C	\$36.0196	\$74,921
	D	\$37.1002	\$77,168
	E	\$38.2132	\$79,483
	F	\$39.3596	\$81,868
	G	\$40.5404	\$84,324
	H	\$41.7566	\$86,854
	I	\$43.0093	\$89,459
	J	\$44.2996	\$92,143
	K	\$45.6285	\$94,907
	L	\$46.9974	\$97,755
	M	\$48.4075	\$100,688

Appendix B

Seniority List <i>City of Gladstone</i>			
Law Enforcement			
First Name	Last Name	Job Title	Hire Date
Gregory	Wright	Corporal	12/22/2010
Andrew	Clary	Corporal	3/15/2017
Jesus	Perez	Corporal	7/19/2017
Brian	Karlstrand	Police Officer	8/11/1999
Koren	Barden	Police Officer	3/23/2011
John	Eppert	Police Officer	9/21/2016
James	Johnson	Police Officer	1/18/2017
Emilie	Cox	Police Officer	7/11/2018
Anthony	Steffen	Police Officer	6/12/2019
Brendan	French-Goehring	Police Officer	10/23/2019
Elizabeth	Carlburg	Police Officer	9/16/2020
Jordan	Jones	Police Officer	4/20/2022
Sefulu	Faavae	Police Officer	6/8/2022
Brennan	Boyle	Police Officer	5/3/2023
Alejandro	Cruz	Police Officer	6/4/2024
Phi	Pham	Police Officer	7/22/2024
Gaige	Monahan	Police Officer	12/23/2024
Tyler	O'Roark	Police Officer	12/26/2024
Maurice	Harris	Police Officer	2/10/2025
Zachary	Usher	Police Officer	7/30/2025



Request for Council Action

RES ☒ **# R-25-80**

BILL ☐ **# City Clerk Only**

ORD ☐ **# City Clerk Only**

Date: 12/3/2025

Department: Public Works

Meeting Date Requested: 12/8/2025

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

Subject: Professional Engineering Services Agreement, Old Antioch Road Complete Street Design; Project TP2612

Background: City staff issued a Request for Proposals (RFP) for the design of improvements to Old Antioch Road from NE 68th Terrace to NE 72nd Street. A total of four (4) firms responded and staff selected Walter P. Moore and Associates, Incorporated, to begin contract negotiations. The project will include the addition of curb and gutter, sidewalks, stormwater and on-street bicycle lanes. Furthermore, the scope of work includes the design of a new 12-inch water main in the vicinity of the street improvements.

Budget Discussion: The project is budgeted in the amount of \$285,000 in the TST Fund and CWSS Fund.

Public/Board/Staff Input: Staff recommends that the City execute a professional engineering services agreement with Walter P. Moore and Associates, Incorporated, in an amount not to exceed \$282,470.00 for the design of the project. This firm has provided design services on past projects including the NE 76th Terrace Storm Drainage and Parking Project and the Pleasant Valley Road Project.

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-25-80

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A PROFESSIONAL ENGINEERING SERVICES AGREEMENT WITH WALTER P. MOORE AND ASSOCIATES, INCORPORATED, IN THE TOTAL AMOUNT NOT TO EXCEED \$282,470.00 FOR THE OLD ANTIOCH ROAD COMPLETE STREET DESIGN PROJECT TP2612.

WHEREAS, staff issued a Request of Proposals (RFP) seeking assistance with the design of the project; and

WHEREAS, a total of four (4) proposals were received and staff selected Walter P. Moore and Associates, Incorporated to begin contract negotiations.

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 enter into a professional engineering services agreement with Water P. Moore and Associates, Incorporated in the total amount not to exceed \$282,470.00 to complete the work.

FURTHER, THAT, funds for such purpose are budgeted in the Transportation Sales Tax Fund and Combined Waterworks and Sewerage System Fund.

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 8TH DAY OF DECEMBER 2025.

Mayor Les Smith

ATTEST:

Kris Keller, City Clerk