



**MINUTES
REGULAR CITY COUNCIL MEETING
GLADSTONE, MISSOURI
MONDAY, DECEMBER 8, 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, December 8, 2025 at 7:35 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 November 10, 2025, Regular City Council Meeting Minutes.

Mayor Pro Tem Moore moved to approve the minutes of the November 10, 2025, Regular City Council meeting as presented. **Councilmember Spallo** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

Item No. 6. On the Agenda. PRESENTATION: 250 Coin Challenge Commendation.

Mayor Smith explained the Clay County's 250th Coin Challenge and formally presented the coins to the recipients: Cindy Booth, Ann Nelson, David Nelson, and Jim Oldebeken. He then invited the recipients the opportunity to share a few remarks.

Jim Oldebeken recognized teachers as a special class of citizens. He shared that teachers inspired him as a child and helped guide his path. He mentioned having recently substitute-taught at Antioch Middle School, affirming that civics continues to be taught both through curriculum and by example.

David Nelson expressed pride in being a citizen of both the City and the nation, highlighting a shared commitment to ongoing improvement. He also thanked the Atkins-Johnson Farm and its representatives, for their contributions and acknowledged the positive improvements underway.

Mayor Smith said the evening was special and that the 250th initiative has become Mr. Oldebeken's own project. He noted that no other community at a recent conference he attended had a similar effort, though many may adopt the idea. He closed by highlighting the 250th Coin initiative's strength and expressing his appreciation.

Item No. 7. On the Agenda. Communications from the Audience.

There was no communication from the audience.

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

Councilman Nave noted how quickly the year had passed and expressed gratitude to all who volunteered their time on a Board, Commission, or in other capacities for the City. He conveyed sincere appreciation for the accomplishments achieved in 2025 and shared enthusiasm for what 2026 will bring.

Councilman Davis noted that, if this was the final meeting before the new year, he wished everyone a happy and safe holiday season with their families and communities and encouraged all to reflect on the true meaning of the season. He also highlighted the opportunities ahead in 2026, including the newly released soccer schedule, and remarked that the incoming teams should make for an exciting experience.

Councilmember Spallo noted that this time of year can be difficult, especially following the loss of a community member. She recognized the recent passing of Mr. Matt Hoops, who served the City of Gladstone for over 25 years in the Parks and Recreation Department as Superintendent over Park Operations. She highlighted his significant contributions to the maintenance and quality of the City's parks and facilities, as well as his dedication to staff and residents. She wanted to honor his service, his devotion to his family, and the lasting impact he made on the community. She extended her sincere condolences to his wife and children.

Mayor Pro Tem Moore reported that she attended the annual Clay County Keystone Awards event last week where one of the City's businesses, the Gladstone Animal Clinic, received an award. She noted that the Mayor, Councilmember Nave, and several City leadership team members were also in attendance. She congratulated the Mayor on the successful Mayor's Christmas Tree Lighting celebration and commented that the downtown area looks beautiful and festive.

Mayor Smith also expressed condolences on the recent passing of Matt Hoops, noting his quiet but significant contributions to the City, and stating that he will be greatly missed. He reported that he recently attended the National League of Cities conference, where participants discussed shared

challenges and common solutions and plans to share relevant insights with the City Manager. He expressed appreciation for the opportunity to attend. He thanked Mayor Pro Tem Moore for her comments about the tree lighting event and remarked that the guest MC, Karli Ritter, a local meteorologist from Fox4, was fantastic and that Santa Claus was a huge success. He requested Public Works Director Nebergall provide an overview of the winter snow-plowing plans.

Director Nebergall provided an overview of the first storm response, noting that pre-treatment helped crews stay ahead of conditions. He added that crews worked around the clock until streets were cleared, and he expressed appreciation for the Gladstone residents' understanding during storms. He outlined the City's four zones and truck logistics, explaining that snow routes are cleared first, followed by hills and long continuous streets, then short segments, and finally cul-de-sacs and dead ends. He also reported that the City clears 250 lane miles within nine square miles and uses about 3,000 tons of salt annually—around 400 tons per storm—which helps keep streets clearer than those of neighboring communities. He said that snow removal is a team effort between Public Works and the Parks staff.

Mayor Smith expressed his appreciation to Director Nebergall and staff. He announced that there will be a snowplow naming contest and reported that more information will be available soon. He also shared that everything is official and now in place for Gladstone USA Freedom Fest, an extravaganza on July 3rd and 4th in 2026 and requested that Councilman Davis share details.

Councilman Davis explained that one of the reasons he wanted to run for Council was to revive the community events he enjoyed growing up in Gladstone. He reported with the World Cup coming up next year, and America's 250th anniversary, country and expressed their intent to celebrate in a significant and memorable way. He announced that the Fourth of July event will move to Happy Rock Park for one year and will feature new and exciting elements including the return of Flashback, along with the performance of the Elders and a national headliner, Eddie Montgomery. He reported the fireworks display will be the largest one in the history of Gladstone, and they also want to bring in different displays focused on the history of America.

Mayor Smith briefly explained the Boards and Commissions process and that it's a great entry into City government. He also shared that they received more application than openings this year.

Councilmember Spallo moved to approve the Boards and Commissions appointments and reappointments from the list provided. **Councilman Nave** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

- Presentation for Retiring Boards and Commissions members.

Mayor Smith presented certificates to the individuals present; retiring Parks and Recreation Advisory Board members present; Ashlyn Stone and Emily Lenhausen who served from 2020 to 2025.

- Boards and Commissions Appointments.

Mayor Smith read the list of new appointments and reappointments (see attached roster) and recognized the individuals who were able to attend the meeting.

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

City Manager Baer announced the following:

- The Fall 2025 edition of the City magazine is now available online and includes seasonal updates and upcoming community news.
- Free Christmas tree drop-off for real trees will be offered to residents at the Public Works facility from December 26 to January 9, between 9:00 AM and 4:00 PM. Proof of residency is required. The facility will be closed on New Year's Day.
- City offices will be closed on Thursday, December 25th and Thursday, January 1st.

Mayor Smith expressed that the Mayor's Christmas Tree Fund has surpassed its goal and noted that anyone who wished to contribute it would be greatly appreciated.

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

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

Following the Clerk's reading:

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

Councilman Nave moved to approve **RESOLUTION R-25-75**, A Resolution Amending the Employee Handbook for the City of Gladstone, Missouri. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

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

Councilman Nave moved to approve **RESOLUTION R-25-77**, A Resolution adopting a Mission Statement, Vision Statement, and Goals for the City of Gladstone, Missouri for 2026. **Mayor Pro Tem Moore** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0)

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

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

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

REGULAR AGENDA.

Item No. 11. On the Agenda. **FIRST READING BILL NO. 25-32**, An Ordinance approving the Final Plat of Blankenship Homestead and directing the appropriate officials to affix their signatures to said Plat for recording.

Councilmember Spallo moved **BILL NO. 25-32** 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. 25-32**, 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. 25-32** and enact the Bill as **Ordinance 4.716**. **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. 25-32** stands enacted as **Ordinance Number 4.716**.

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

Councilman Davis moved **BILL NO. 25-33** be placed on its First Reading. **Councilman Nave** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilman Davis moved to accept the First Reading of **BILL NO. 25-33**, waive the rule and place the Bill on its Second and Final Reading. **Councilman Nave** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Councilman Davis moved to accept the Second and Final Reading of **BILL NO. 25-33** and enact the Bill as **Ordinance 4.717**. **Councilman Nave** seconded.

Mayor Smith requested City Manager Baer provide an explanation about the Ordinance. City Manager Baer explained that this Ordinance is needed so that, if the City becomes part of a case involving a federal agency and receives compensation, local agencies can be properly reimbursed for their share.

Roll Call vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) **Mayor Smith** stated **BILL NO. 25-33** stands enacted as **Ordinance Number 4.717**.

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

Mayor Pro Tem Moore moved **BILL NO. 25-34** be placed on its First Reading. **Councilman Nave** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Mayor Pro Tem Moore moved to accept the First Reading of **BILL NO. 25-34**, waive the rule and place the Bill on its Second and Final Reading. **Councilman Nave** seconded. The Vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) The Clerk read the Bill.

Mayor Pro Tem Moore moved to accept the Second and Final Reading of **BILL NO. 25-34** and enact the Bill as **Ordinance 4.718**. **Councilman Nave** seconded.

Roll Call vote: "aye", Councilman Nave, Councilman Davis, Councilmember Spallo, Mayor Pro Tem Moore, and Mayor Smith. (5-0) **Mayor Smith** stated **BILL NO. 25-34** stands enacted as **Ordinance Number 4.718**.

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

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

Item No. 15. On the Agenda. Other Business.

There was no other business.

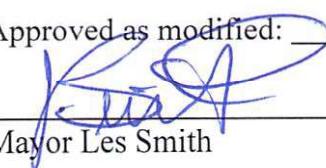
Item No. 16. On the Agenda. Adjournment.

Mayor Smith adjourned the December 8, 2025, Regular City Council meeting at 8:13 pm.

Respectfully submitted:


Kris Keller, City Clerk

Approved as presented: 

Approved as modified: 

Mayor Les Smith