

RESOLUTION NO. R-26-05

A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A CONTRACT WITH WEBER'S TREE SERVICE, LLC FOR THE MOWING OF CERTAIN CITY PARKS AND FACILITIES IN THE AMOUNT OF \$3,580.00 PER MOWING CYCLE NOT TO EXCEED \$128,880.00.


WHEREAS, bids were received from three (3) vendors for mowing services and the proposal from Weber's Tree Service, LLC has been determined to be the best.

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

THAT, the City Manager of the City of Gladstone, Missouri, is hereby authorized to execute a contract with Weber's Tree Service, LLC for the mowing of certain City Parks and Facilities in the amount of \$3,580.00 per mowing cycle not to exceed \$128,880.00.

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

INTRODUCED, READ, PASSED, AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, THIS 26TH DAY OF JANUARY 2026.



Mayor Les Smith

ATTEST:



Kris Keller, City Clerk



Request for Council Action

RES # R-26-05

BILL # City Clerk Only

ORD # City Clerk Only

Date: 1/21/2026

Department: Public Works

Meeting Date Requested: 1/26/2026

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

Subject: Contract Award, Parks and Facilities Mowing

Background: Staff requested bids from three (3) companies to perform mowing services at all City Parks (excluding Happy Rock), City Hall, Linden Square, the Community Center, and other various locations across the City. All responded to the request for bids as summarized below:

Company	Unit Cost (\$/Mowing Cycle)	Estimated Mowing Cycle (Mows/Year)	Total Estimated Cost
Warrior Lawn and Landscape, LLC	\$3,298.00	36	\$118,728.00
Weber's Tree Service, LLC	\$3,580.00	36	\$128,880.00
Embassy Landscape Group	\$3,687.30	36	\$132,742.80

Warrior Lawn and Landscape, LLC performed this service last year, however, they did not perform to the City's requested level of service, including string trimming or edging as necessary to meet the specifications of the contract. Weber's Tree Service, LLC currently has the Public Works mowing packages and continues to meet expectations.

Budget Discussion: Funds are budgeted in the General Fund. Ongoing costs are estimated to be \$128,880.00

Public/Board/Staff Input: Staff recommends that the City execute a contract with Weber's Tree Service, LLC for the period from March 1, 2026 to February 28, 2027 with up to four (4) mutually agreeable one-year renewals at a cost of \$3,580.00 per mowing cycle not to exceed \$128,880.00.

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

Timothy A. Nebergall
Department Director/Administrator

CW
City Attorney

BB
City Manager

R-26-05

**CITY OF GLADSTONE
PARKS AND FACILITIES MOWING CONTRACT**

THIS AGREEMENT, made and entered into this 12th day of February, 2026, (the "Effective Date") by Weber's Tree Service (hereinafter "Contractor") and the City of Gladstone, Missouri (hereinafter "City").

WHEREAS, the City desires to engage the Contractor to provide the services under the terms and conditions of the contract attached hereto and incorporated herein.

NOW, THEREFORE, in consideration of the compensation to be paid to the Contractor and of the mutual agreement herein contained, the parties to these presents have agreed and hereby agree, the City for itself and its successors, and the Contractor for itself, himself, or themselves, or its, his or their successors and assigns, or its, his or their executors and administrators, as follows:

SECTION 1. Term of Agreement. The initial term of the contract shall be one (1) year with up to four additional mutually agreeable one (1) year renewals.

SECTION 2. Scope of Services. The Contractor shall provide the Project Services described in Exhibit A. The Contractor will hire, train, supervise, direct the work of, and discharge all personnel engaged by them to perform the Project Services. The Contractor is solely responsible for payment of wages, salaries, fringe benefits and other compensation of, or claimed by, the Contractor's personnel in the performance of the Project Services, including, without limitation, contributions to any employee benefit plans and all payroll taxes.

SECTION 3. Payment. The City shall pay the Contractor fee as described in Exhibit A.

SECTION 4. Prevailing Wages. The Contractor shall comply with all laws regarding the payment of prevailing wages to employees of the Contractor or subcontractor, if applicable. Contractor shall indemnify the City for any damage resulting to the City from failure of either the Contractor or any subcontractor to pay prevailing wages pursuant to applicable laws.

SECTION 5. Construction Safety Training.

- ~~A. The Contractor shall provide a ten (10) hour Occupational Safety and Health Administration (OSHA) construction safety program for all employees who will be on-site at the project. The construction safety program shall include a course in construction safety and health that is approved by OSHA or a similar program approved by the Missouri Department of Labor and Industrial Relations that is at least as stringent as an approved OSHA program as required by Section 292.675, RSMo.~~
- ~~B. If any on-site employees have not previously completed a construction safety program, Contractor shall require those on-site employees to complete a construction safety program within sixty (60) days after the date work on the project commences.~~
- ~~C. The Contractor acknowledges and agrees that any of Contractor's employees found on the project site without documentation of the successful completion of a construction safety program shall be required to produce such documentation within twenty (20) days or will be subject to removal from the project.~~
- ~~D. The Contractor shall require all of its subcontractors to comply with the requirements of this Section and Section 292.675, RSMo.~~
- E. The Contractor and subcontractors will have a documented safety program for its employees for the duration of the contract.

SECTION 6. Notice of Penalty Provisions

- ~~A. Pursuant to Section 292.675, RSMo, Contractor shall forfeit to City as a penalty two thousand five hundred dollars (\$2,500), plus one hundred dollars (\$100) for each on-site employee employed by Contractor or its subcontractor, for each calendar day, or portion thereof, such on-site employee is employed without the construction safety training required in Section 5 above.~~
- ~~B. The penalty described in Subsection A of this Section shall not begin to accrue until the time periods described in Sections 5B and 5C above have elapsed.~~
- ~~C. Violations of Section 5 above and imposition of the penalty described in this Section shall be investigated and determined by the Missouri Department of Labor and Industrial Relations.~~

SECTION 7. Unauthorized Aliens. Pursuant to 285.530(1), RSMo., by its sworn affidavit in substantially the form attached hereto as Exhibit B and incorporated herein, Contractor 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, Contractor affirms that it does not knowingly employ any person who is an unauthorized alien in connection with the contracted services.

SECTION 8. Insurance Requirements.

- A. General Provisions. Contractor shall file (by the Effective Date) with the City evidence of liability insurance that is consistent with the amounts set forth below, and shall maintain such insurance until this contract is terminated.
- B. Limits and Coverage.
1. Professional Liability Insurance: Professional Liability insurance in an amount not less than \$2,000,000 Combined Single Limit, if applicable.
 2. Commercial General Liability Insurance: \$4,000,000 CSL for bodily injury and property damage per occurrence or sovereign immunity limits.
 - a. The following endorsements shall attach to the policy:
 - (i) The policy shall cover personal injury as well as bodily injury.
 - (ii) The policy shall cover blanket contractual liability subject to the standard universal exclusions of contractual liability included in the carrier's standard endorsement as to bodily injuries, personal injuries and property damage.
 - (iii) Broad form property damage liability shall be afforded.
 - (iv) The City shall be listed as an additional insured.
- C. Workers' Compensation Insurance: The Contractor shall obtain and maintain Workers' Compensation Insurance for a limit of \$500,000 for all of their respective employees, and in case any work is sublet, the Contractor shall require any subcontractors to provide Workers' Compensation insurance for all subcontractors' employees, in compliance with Missouri law. The Contractor hereby indemnifies the City for any damage resulting to it from failure of either the Contractor or any contractor or subcontractor to obtain and maintain such insurance.
- D. Commercial Automobile Liability Insurance: Contractor shall obtain and keep in force commercial automobile liability insurance with a \$4,000,000 CSL covering scheduled automobiles. The insurance will be written on a Commercial Business Auto form, or an acceptable equivalent, and will protect against claims arising out of the operation of motor vehicles, as to acts done in connection with this Agreement, by the Contractor or subcontractor. The minimum limits for commercial automobile liability insurance may be satisfied by maintaining excess/umbrella liability coverage in an amount sufficient to meet the minimum limits.

SECTION 9. Labor and Materials Payment Bond

- ~~A. Labor and Materials Payment Bond. Prior to commencement of field work, Contractor shall furnish a labor and materials payment bond in a form acceptable to the City Attorney, in an amount equal to 100% of the total cost of completing the field work, as determined by the City, conditioned upon the payment for all labor and materials suppliers. Copies of certifications of such bond shall be delivered to the City prior to the commencement of construction.~~

SECTION 10. General Conditions

- A. Compliance with Laws and Safety Regulations. Contractor shall comply with all federal, state, and local laws, ordinances, and regulations applicable to the Project Services. Contractor shall secure all licenses, permits, etc. from public and private sources necessary for the fulfillment of its obligations under this Agreement. In the performance of the Project Services, Contractor shall comply with the applicable provisions of the Federal Occupational Safety and Health Act, as well as any other pertinent federal, state and/or local safety or environmental laws or regulations.
- Contractor shall obtain and maintain an occupational or business license with the City, if required by city code and any required state or federal license. The cost for this occupational license shall be borne by the Contractor.
- B. Contractor's responsibility for subcontractors. The Contractor shall be as fully responsible to the City for the acts and omissions of its subcontractors, and of persons either directly or indirectly employed by them, as Contractor is for the acts and omissions of persons it directly employs. Contractor shall cause appropriate provisions to be inserted in all subcontracts relating to this work, to bind all subcontractors to Contractor by all the terms herein set forth, and insofar as applicable to the work of subcontractors and to give Contractor the same power regarding termination of any subcontract as the City may exercise over Contractor under any provisions of this contract. Nothing contained in this contract shall create any contractual relation between the subcontractor and the City or between any subcontractors.
- C. General Independent Contractor Clause. This agreement does not create an employee/employer relationship between the parties. It is the parties' intention that the Contractor 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.
- D. Liquidated Damages. N.A.
- E. Termination. The City shall have the right at anytime by written notice to Contractor to terminate and cancel this contract, without cause, for the convenience of the City, and Contractor shall immediately stop work. In such event City shall not be liable to Contractor except for payment for actual work performed prior to such notice in an amount proportionate to the completed contract price and for the actual costs of preparations made by Contractor for the performance of the cancelled portions of the contract, including a reasonable allowance of profit applicable to the actual work performed and such preparations. Anticipatory profits and consequential damages shall not be recoverable by Contractor.

The City reserves the right to terminate this contract by giving at least five (5) days prior written notice to the Contractor, without prejudice to any other rights or remedies of the City should the Contractor be adjudged a bankrupt, or if Contractor should make a general assignment for the benefit of its creditors, or if a receiver should be appointed for Contractor or for any of its property, or if Contractor should persistently or repeatedly refuse or fail to supply enough properly skilled workmen or proper material, or if Contractor should refuse or fail to make prompt payment to any person supplying labor or materials for the work under

the contract, or persistently disregard instructions of the City or fail to observe or perform any provisions of the contract.

F. City's Right to Proceed. In the event this contract is terminated pursuant to Paragraph E above, then the City may take over the work and prosecute the same to completion, by contract or otherwise, and Contractor and its sureties shall be liable to the City for any costs over the amount of this contract thereby occasioned by the City. In any such case, the City may take possession of, and utilize in completing the work, such materials, appliances and structures as may be on the work site and are necessary for completion of the work. The foregoing provisions are in addition to, and not in limitation of, the rights of the City under any other provisions of the contract, city ordinances, and state and federal laws.

G. Liability.

1. In no event shall the City be liable to the Contractor for special, indirect, or consequential damages, except those caused by the City's gross negligence or willful or wanton misconduct arising out of or in any way connected with a breach of this contract. The maximum liability of the City shall be limited to the amount of money to be paid or received by the Contractor under this contract.
2. The Contractor shall defend, indemnify and save harmless the City, its elected or appointed officials, agents and employees from and against any and all liability, suits, damages, costs (including attorney fees), losses, outlays and expenses from claims in any manner caused by, or allegedly caused by, or arising out of, or connected with, this contract, or the work or any subcontract thereunder (the Contractor hereby assuming full responsibility for relations with subcontractors), including, but not limited to, claims for personal injuries, death, property damage, or for damages from the award of this contract to Contractor, notwithstanding any possible negligence, whether sole or concurrent, on the part of the City, its officials, agents and employees.
3. The Contractor shall indemnify and hold the City harmless from all wages or overtime compensation due any employees in rendering services pursuant to this agreement or any subcontract, including payment of reasonable attorneys' fees and costs in the defense of any claim made under the Fair Labor Standards Act, the Missouri Prevailing Wage Law or any other federal or state law.
4. The indemnification obligations of Contractor hereunder shall not be limited by any limitations as to the amount or type of damages, compensation or benefits payable by or for the Contractor, under any federal or state law, to any person asserting the claim against City, its elected or appointed officials, agents and employees, for which indemnification is sought.
5. The indemnification obligations herein shall not negate, abridge or reduce in any way any additional indemnification rights of the City, its elected or appointed officials, agents and employees, which are otherwise available under statute, or in law or equity.
6. Contractor affirms that it has had the opportunity to recover the costs of the liability insurance required in this agreement in its contract price. Contractor's obligation under this agreement to defend, indemnify, and hold harmless any person from that person's own negligence or wrongdoing is limited to the coverage and limits of the applicable insurance required of the Contractor under this agreement.

H. Conflict of Interest. In accepting this contract, Contractor certifies that no member or officer of its firm or corporation is an officer or employee of the City of Gladstone, Missouri, 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 contract. All applicable federal regulations and provisions of Section 105.450 et seq., RSMo., shall not be violated.

I. Assignment. The Contractor shall not assign any interest in this contract, and shall not transfer any interest in the same (whether by assignment or novation), without prior written consent of the City thereto, provided, however, that claims for money due or to become due to the Contractor from the City under this Contract

may be assigned to a bank, trust company, or other financial institution without such approval. Notice of such assignment or transfer shall be furnished in writing promptly to the City and the bond surety. Any such assignment is expressly subject to all rights and remedies of the City under this agreement, including the right to change or delete activities from the Contract or to terminate the same as provided herein, and no such assignment shall require the City to give any notice to any such assignee of any actions which the City may take under this agreement.

- J. Nondiscrimination. The Contractor agrees in the performance of this contract not to discriminate on the grounds or because of race, creed, color, national origin or ancestry, sex, religion, handicap, age, or political opinion or affiliation, against any employee of Contractor or applicant for employment and shall include a similar provision in all subcontracts let or awarded hereunder. Furthermore, by its sworn affidavit in substantially the form attached hereto as Exhibit C and incorporated herein, Contractor hereby affirms for the duration of this agreement to not engage in the boycott or discrimination of Israel as defined in Section 34.600, RSMo.
- K. Nonresident/Foreign Contractors. The Contractor shall procure and maintain during the life of this contract:
 - 1. If the Contractor is a foreign corporation, a certificate of authority to transact business in the State of Missouri from the Secretary of State, unless exempt pursuant to the provisions of Section 351.570, RSMo.
 - 2. A certificate from the Missouri Director of Revenue evidencing compliance with the transient employer financial assurance law, unless exempt pursuant to the provisions of Section 285.230, RSMo.
- L. Notices. Any notice, approval or other communication between the City and the Contractor pursuant to this Agreement shall be made in writing and shall be deemed to be effective upon receipt or refusal of service and may be given by personal delivery, courier, reliable overnight delivery or deposit in the United States mail, postage prepaid, registered or certified, return receipt requested, to the address specified below or to such other address as may later be designated by written notice of the other party:

The City: City of Gladstone, Missouri
Attn: Jennifer Stafford – Facilities Coordinator
Phone: 816-764-3525
4000 NE 76th Street
Gladstone, MO 64119

Contractor: Weber's Tree Service
ATTN: Mark Weber
Phone: 816-804-4151
721 Kountry Lane
Excelsior Springs, MO 64024

Nothing contained in this section shall be construed to restrict the transmission of routine communications between representatives of the City and the Contractor.

- M. Entire Agreement. This agreement contains the entire agreement of the parties. No modification, amendment, or waiver of any of the provisions of this agreement shall be effective unless in writing specifically referring hereto, and signed by both parties.
- N. Jurisdiction. This agreement and every question arising hereunder shall be construed or determined according to the laws of the State of Missouri. Should any part of this agreement be adjudicated, venue shall be proper only in the Circuit Court of Clay County, Missouri.

IN WITNESS WHEREOF, the Contractor and the City have executed this Agreement as of the Effective Date.

2/12/20
By: [Signature]
Name: VINCENT WEBER
Title: V.P.

CITY OF GLADSTONE, MISSOURI:
By: [Signature]
Name: Robert M. Baer
Title: City Manager

EXHIBIT A

GENERAL CONTRACTUAL MOWING SPECIFICATIONS

1. Additional areas may need mowing. The Contractor agrees to begin mowing the specified area within 48 hours of notification. The Contractor will also notify the appropriate Superintendent or designated representative within 24 hours after a specified site is completed.
2. Contractor agrees to do all work from 7:00 AM to 7:00 PM.
3. All mowing and trimming shall be completed in an immediate area prior to beginning another mowing site.
4. Contractor agrees to pay for any damage to property, including damage to plant materials. The specified mowing sites will be inspected by the appropriate Superintendent or designated representative after the mowing cycle has been completed to check for damage.
5. Mowing should not occur when the ground is too wet and turf will be damaged. Contractor shall notify the appropriate Superintendent or designated representative when mowing is delayed by wet conditions. In the event that prolonged wet conditions allow vegetation to grow excessively high, the Contractor must have available to him appropriate equipment to reduce vegetation to recommended mowing height.
6. Contractor agrees to remove litter prior to mowing at each site.
7. Contractor agrees to move trash barrels, picnic tables, etc. as necessary to provide a uniform cut. The Contractor will return any items moved to their original position after a site is mowed.
8. Contractor agrees to use sharp blades to minimize turf stress and to alternate directions in the mowing pattern. Areas serviced by the Contractor shall present a neat, evenly mowed appearance, free from any unmowed strips or cut-through litter.
9. Mowing shall be scheduled so that no more than one third (1/3) of the grass plant is removed with a finished cutting height of five (5) inches. Grass clippings will be mulched in place unless the amount of clippings is detrimental to the health of the lawn. Clippings and other mowing debris shall be removed from paved surfaces.
10. Mower heights, as specified in #9 above, shall be made and measured on a flat, paved surface.
11. Trimming around trees, shrubs, buildings, retaining walls, sign posts, light standards, fences, etc. shall occur after each mowing.
12. Edging shall be performed (perpendicular to the ground) along all sidewalks, drives, patios, roads, trails, etc. a minimum of twice per month. Trimmings will be blown back onto the adjacent lawn to decompose.

13. Leaf litter shall be mulched in place with mowers throughout fall and winter. Leaves will only be removed when their volume or depth will kill grass or trigger other problems.
14. The Contractor shall execute mower turns at different locations on the lawn to minimize bare spots in the lawn.
15. The Contractor agrees to immediately notify the appropriate Superintendent or designated representative of any accident or incidents which occur as a result of the Contractor's work.
16. The Contractor agrees to be courteous and tactful when in contact with the public. Contractor will have each employee in approved dress, with a company logo visible so as to make known to patrons their affiliation.
17. The Contractor agrees to take the necessary safety precautions to protect the general public, Contractor's employees, and facilities from injury or damage. Contractor will abide by all manufacturers' recommended safety guidelines for the proper operation of equipment utilized in fulfillment of this agreement and provide all necessary safety equipment for its employees.
18. The Contractor agrees to comply with all federal, state and local regulations related to the performance of the contract.
19. In the event that a site is missed by the Contractor or is not mowed as specified, the Contractor agrees to return to the designated site within 24 hours of notification by the appropriate Superintendent or designated representative.
20. If, for any reason the Contractor cannot fulfill the terms of the contract, the Contractor shall immediately notify the Parks and Facilities Superintendent or Facilities Coordinator.
21. If the appropriate Superintendent or designated representative determines that the Contractor has not met the specifications of the contract, it may be terminated for non-compliance.
22. The Contractor will be required to obtain a City of Gladstone Occupational License during the term of the contract.
23. The successful bidder is considered to be an independent contractor and is not an employee of the City of Gladstone.



CITY OF GLADSTONE
CONTRACTUAL MOWING BID FORM

Complete and return this form in a sealed envelope clearly marked "Mowing Bid" to the Facilities Coordinator, 4000 NE 76th Street, Gladstone, MO 64119, no later than 10:00 AM, [WEEK DAY], [MONTH] [DAY], [YEAR].

FIRM NAME: WEBERS TREE SERVICE
 YOUR NAME: VINCENT WEBER
 ADDRESS: 721 KOUNTRY LN EXCELSIOR SPRINGS, MO
 TELEPHONE: BUSINESS: 816 804 4151 HOME/CELL: 816 605 0405

ATTACH ADDITIONAL SHEETS, IF NEEDED

- Describe your mowing experience (Please provide name, address and telephone number of at least three references for both mowing and gardening - may use separate sheet, if necessary):

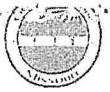
PREVIOUS CITY EXPERIENCE

- List the mowing equipment you will be using (please use separate sheet, if necessary). Please include details such as horsepower, cutting width, make, model, etc.

- Can you meet the general specifications? YES
- Attach a copy of your insurance coverage.
- Attach a copy of proof of Workman's Compensation.
- Do you have a City of Gladstone Occupational License? YES

- List number of employees to be provided by your company to perform this contract:

3



8. State your per mow fee for providing mowing services and your estimated total hours. Provide detail by the park locations on attached sheets (Exhibit M2).

PARKS PACKAGE A (Mowing)

3580.00 PER MOW
EST HOURS 36

CONTRACTOR'S SIGNATURE:

DATE:

12/10/25



Detail Bid Schedule - Mowing

	Site name	Address	Acreage	Mowing Acres
1	City Hall & Linden Square	7010 N. Holmes	4	2
2	Central Park	7011 N. Holmes	14.5	4.5
3	Gladstone Community Center	6901 N. Holmes	2.5	2
4	72nd St. Tennis Court	2100 NE 72nd St.	3.1	1.55
5	Hamilton Heights Park	6600 N. Main	9	2.5
6	Hobby Hill East	NW 76 Terr & N. Main	39	3.1
7	Hobby Hill West	NW 77th & N. Broadway		4
8	Meadowbrook Park	NE 60 Terr & N. Euclid	14	10
9	Rockcreek Meadow	6613 N. Prospect	10	2
10	Sycamore Park / Trail	NE 66 St. & N. Prospect	2.8	2
11	Flora Park	6000 N. Flora	29	4.5
12	Little Gully	NE 59 St & N. Park	1	0.75
13	Empty Lot	6880 N. Oak	0.84	0.26
14	Empty Lot	6900 N. Oak	0.93	0.71
15	Empty Lot	6834 N. Campbell	0.19	0.5
16	Empty Right of Way	NE 70th Terrace		0.5
17	Oak Grove Park	7600 NE Troost	20	16.41
18	Atkins Johnson Farm & Cemetery	4019 NE Pleasant Valley Rd	22	8

Total

Exhibit M2

Cost per Mow	Notes
175.00	Includes 70th Street Islands. Weekend mowing
290.00	
150.00	Weekday mowing
75.00	
175	
140	
160	
500	
120	South end of property, (creek to berm)
120	
250	
75	
40	
45	
40	
50	NE 70th Terrace right of way between N. Harrison & N. Campbell directly north of 7016 N. Harrison and 7025 N. Campbell
750	
465	Prefer to mow when farm is not open.

3580.00

EXHIBIT B

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

STATE OF MISSOURI)
COUNTY OF Clay) ss.

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 Vince Weber, who, being duly sworn, states on his oath or affirmation as follows:

1. My name is Vince Weber and I am currently the Vice Pres of Weber's Tree Service (hereinafter "Contractor"), whose business address is 721 Kountry Lane, Excelsior Springs, MO, and I am authorized to make this Affidavit.
2. I am of sound mind and capable of making this Affidavit and am personally acquainted with the facts stated herein.
3. Contractor is enrolled in and participates in a federal work authorization program with respect to the employees working in connection with the Parks & Facilities Mowing contracted between Contractor and the City of Gladstone, Missouri.
4. Contractor does not knowingly employ any person who is an unauthorized alien in connection with the contracted services set forth above.

[Signature]
Affiant

VINCENT WEBER
Printed Name

Subscribed and sworn to before me this 12th day of February, 2026

JENNIFER A. STAFFORD
Notary Public - Notary Seal
STATE OF MISSOURI
Clay County
My Commission Expires: June 28, 2027
Commission #15395199

[Signature]
Notary Public

SEAL

EXHIBIT C

CITY OF GLADSTONE, MISSOURI
ANTI-DISCRIMINATION AGAINST ISRAEL AFFIDAVIT
PURSUANT TO 34.600, RSMo
(FOR ALL CONTRACTS IN EXCESS OF \$100,000.00)

STATE OF MISSOURI)
COUNTY OF Clay) ss.

Pursuant to RSMo 34.600, Company is not currently engaged in, and shall not, for the duration of this contract with the City of Gladstone, Missouri, engage in a "Boycott of the State of Israel" as defined in RSMo 34.600 in regards to:

- a. Goods or services from the State of Israel;
- b. Companies doing business in, or with, the State of Israel;
- c. Companies authorized by, licensed by, or organized under the laws of the State of Israel; or,
- d. Persons or entities doing business in the State of Israel.

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

1. My name is Vince Weber and I am currently the Vice-Pres of Weber's Tree Service (hereinafter "Contractor"), whose business address is 721 Rowley Ln, Excelsior Springs, MO, and I am authorized to make this Affidavit.

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

3. Contractor is enrolled in and participates in a federal work authorization program with respect to the employees working in connection with the Parks and Facilities Mowing contracted between Contractor and the City of Gladstone, Missouri.

[Signature]
Affiant

VINCE WEBER
Printed Name

Subscribed and sworn to before me this 12th day of February, 2026.

[Signature]
Notary Public

SEAL

JENNIFER A. STAFFORD
Notary Public - Notary Seal
STATE OF MISSOURI
Clay County
My Commission Expires: June 28, 2027
Commission #15395199