

**MINUTES**  
**NEOSHO CITY COUNCIL**  
**February 3, 2026 - 7:00 PM**  
**Neosho Council Chambers**  
**203 E. Main St., Neosho, MO**

**OPENING PRAYER & PLEDGE OF ALLEGIANCE**

Pastor Jeremie Bridges opened with prayer and Mayor Davidson led the pledge of allegiance.

**CALL TO ORDER**

Mayor Davidson called the meeting to order at 7 p.m.

**ROLL CALL**

COUNCIL PRESENT:

Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

COUNCIL ABSENT:

Chareles Collinworth was excused by Mayor Davidson with no objections from the council.

CITY OFFICERS PRESENT:

David Kennedy, City Manager; Derek Snyder, City Attorney; and Cheyenne Wright, City Clerk, minutes taken by clerk.

**APPROVAL OF AGENDA**

Councilwoman Robinson made a motion to approve the agenda; Councilman Workman seconded.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**CONSENT AGENDA**

Mayor Davidson made a motion to approve the consent agenda to include:

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Bill No. 2026-03

Bill No. 2026-04

Bill No. 2026-05

Bill No. 2026-06

Bill No. 2026-07; Councilwoman Robinson seconded.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

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## **VISITOR'S BUSINESS**

There were no visitors to speak under visitor's business.

## **BIDS**

### **River Pump Repair**

Ken Brady, Alliance Water Resources Manager, addressed the city council requesting approval for the bid for the repair/rebuild of raw water pump #1 for the Water Filtration plant. Staff sent out 3 bid packets and received 3 back with D & S Erectors having the best and lowest bid in the amount of \$20,630.76.

D&S Erectors, LLC \$20,630.76

B&B Welding and Fabrication \$22,250.00

K&B Excavating and Construction \$23,500.00

Councilman Cobb made a motion to approve the bid from D&S Erectors in the amount of \$20,630.76; Councilman Workman seconded.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

### **RFP Police Modernization & CALEA Aligned Directive System**

Police Chief Russell addressed the city council stating that this agenda item is to inform the City Council of the results of the RFP issued on November 25th, 2025, to modernize the police department's policies and procedures. The Neosho Police Department adopted its current policies and procedures manual during 2007–2008. Since that time, the manual has not undergone a comprehensive update. Although approximately a dozen new policies were drafted by previous police chiefs, those policies were never formally incorporated into the full manual. Upon my appointment as Chief of Police, I conducted a thorough review of the existing policy manual and identified several significant gaps when compared to current policing standards and practices. In addition, the department lacks a sustainable process for maintaining an up-to-date and professionally aligned policy manual. For these reasons, I recommend seeking a qualified vendor to review, harmonize, and modernize the department's policies and procedures. A Request for Proposals (RFP) was issued on November 25, 2025. Two vendors submitted proposals by the deadline:

- Leadership Management International: Proposed cost of approximately \$137,000, depending on selected services.
- Del Carmen Consulting, LLC: Proposed not-to-exceed cost of \$115,000.

The RFP committee convened to evaluate both submissions. While each proposal met the objectives outlined in the RFP, both exceeded the project's allocated budget. The committee determined that entering into a contract at the proposed cost levels would not be fiscally responsible or consistent with our stewardship of public funds. Accordingly, the RFP committee recommends rejecting both proposals as submitted.

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**NEW BUSINESS**

**Bill No. 2026-08: Surplus Handheld Radar Units**

An Ordinance of the City of Neosho, Missouri declaring certain personal property as surplus; and authorizing the City Manager to execute the appropriate documents.

City Attorney Snyder read Bill No. 2026-08 in title only.

Councilwoman Robinson made a motion to approve and discuss Bill No. 2026-08; Councilwoman Humphrey seconded.

Police Chief Russell addressed the city council stating that the purpose of this item is to seek approval for surplus ten obsolete police radar units and related accessories so the Police Department may trade them in toward the purchase of updated radar equipment. The Police Department currently maintains ten radar units that have reached the end of their service life. Several of these devices have been in continuous use for nearly twenty years. The manufacturers of these radar units no longer produce replacement parts or provide technical support, rendering the equipment obsolete and increasingly unreliable. Surplusing these units will allow the Police Department to take advantage of trade-in opportunities offered by radar equipment vendors. The trade-in value will reduce the cost of acquiring new radar units, which will improve operational effectiveness, enhance officer safety, and ensure compliance with current standards for traffic enforcement technology. Additionally, upgrading the fleet will provide the department with a limited number of spare units to deploy when existing equipment is out of service for maintenance.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**Bill No. 2026-09: Contract with Lexipol for Police Department Policies**

AN ORDINANCE authorizing the City of Neosho, Missouri, to enter into an Agreement with the Lexipol LLC, a Delaware limited liability company, for the purpose of providing annual policy and training subscription and implementation services for the Neosho Police Department; and authorizing the Neosho Chief of Police to execute the same by and on behalf of the City of Neosho.

City Attorney Snyder read Bill No. 2026-09 in title only.

Councilwoman Thomas made a motion to approve and discuss Bill No. 2026-09; Councilwoman Humphrey seconded.

Police Chief Chief addressed the city council stating that the purpose of this item is to seek approval to request City Council authorization for the mayor to execute an agreement with Lexipol for the development, implementation, and ongoing management of the Neosho Police Department's updated policy manual. The Neosho Police Department continues to require a comprehensive update to its policy and procedure manual. Following the City's initial Request for Proposals (RFP) process, the department continued exploring alternative procurement pathways to identify a vendor capable of meeting the City's operational, legal, and long-term policy management needs. During this search, the department identified Sourcewell, a cooperative

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procurement program administered by the State of Minnesota. Sourcewell contracts satisfy both State of Missouri and City of Neosho procurement requirements, making it a compliant mechanism for obtaining specialized police policy services.

Through the Sourcewell database, the department identified a contract submitted by Lexipol, a nationally recognized provider of law enforcement policy development, implementation tools, governance platforms, and ongoing training solutions. Under their Sourcewell agreement, Lexipol provides a 10% discount on services. Their system is designed to align policies with current legal standards and policing best practices, while also providing the infrastructure needed for continuous training and policy governance. The department provided Lexipol with a copy of the previously issued RFP and requested a formal review. Lexipol responded with a proposal that demonstrates their ability not only to meet the department's immediate needs, but also to support future organizational growth, including foundational work toward accreditation. Their proposal also includes harmonization of Neosho's policies with best practices—a component that represents an estimated savings of \$20,000 to \$30,000 compared to similar services offered by other vendors. Lexipol's pricing for services is as follows:

- Year 1 (Implementation Year): \$35,848.80

Services include policy implementation, harmonization of Neosho practices with best practices, policy distribution, and comprehensive training.

- Annual Cost Thereafter: \$15,369.30 per year

Ongoing services include maintaining policies to reflect best practices, legal updates, continuous governance support, and access to online training tools. The proposed solution offers a sustainable, long-term system that ensures the department's policies remain current, legally sound, and aligned with evolving standards.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**Bill No. 2026-10: Contract with Lexipol for Fire Department Polices**

AN ORDINANCE authorizing the City of Neosho, Missouri, to enter into an Agreement with the Lexipol, LLC, a Delaware limited liability company, for the purpose of providing annual policy and training subscription and implementation services for the Neosho Fire Department; and authorizing the Neosho Fire Chief to execute the same by and on behalf of the City of Neosho.

City Attorney Snyder read Bill No. 2026-10 in title only.

Councilwoman Robinson made a motion to approve and discuss Bill No. 2026-10; Councilman Cobb seconded.

Police Chief Russell addressed the city council stating that the purpose of this item is to seek approval for the purpose of this item is to approve a contract with Lexipol, LLC to update current policies and SOGs for best practices for the Neosho Fire Department. Since my employment with the City of Neosho began, I have conducted a review of our Fire Department policies. It is evident that these policies are outdated and have not been revised to reflect current standards and legislation. Lexipol is a professional organization specializing in policy management; their legal team ensures that all policies comply with relevant regulations and industry's best practices. Their expertise will address existing limitations and assist us in enhancing safety measures and service delivery for our community. This initiative is not included in the current budget and will require funding from the fund balance. The City attorney has reviewed and approved the contract with Lexipol, a Sourcewell vendor. The total cost for full implementation is \$34,123.50, with an annual maintenance fee of

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\$12,312.00 for ongoing reviews and updates.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**Bill No. 2026-11: Contract with Joplin Humane Society**

AN ORDINANCE authorizing the City of Neosho, Missouri, to enter into an Agreement with the Joplin Humane Society, Inc., a Missouri nonprofit corporation, for the purpose of providing shelter services to receive animals found and collected with respect to animal control within the City; and authorizing the Mayor to execute the same by and on behalf of the City of Neosho.

City Attorney Snyder read Bill No. 2026-11 in title only.

Councilman Cobb made a motion to approve and discuss Bill No. 2026-11; Councilwoman Humphrey seconded.

Police Chief Russell addressed the city council stating that the purpose of this item is to seek approval to request City Council approval of the updated contract with the Joplin Humane Society, reflecting revised service fees, in support of the Police Department's efforts to re-establish the Animal Control Officer (ACO) program. The Neosho Police Department is actively working to re-institute the Animal Control Officer position to improve the City's capability to manage animal-related services and ensure proper care and accountability for animals within Neosho. As part of this initiative, the department has been engaged in ongoing discussions with two key partner organizations: the Joplin Humane Society and Faithful Friends Animal Advocates. These discussions have focused on developing a sustainable and cooperative approach to intake, sheltering, and animal care. As a result of these efforts, a series of strategic planning meetings with Faithful Friends has been scheduled to begin on February 13th. Concurrently, the Police Department has negotiated a new contract with the Joplin Humane Society. The contract submitted for Council consideration includes an updated fee structure reflecting the Humane Society's current operational costs. Once approved, Police Department supervisors will participate in training at the Joplin Humane Society to learn intake procedures and gather information necessary to guide Neosho residents through the process of retrieving their animals.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**Bill No. 2026-12: HSTCC Agreement for CDBG Grant**

AN ORDINANCE authorizing the City of Neosho, Missouri, to enter into an Agreement with the Harry S. Truman Coordinating Council, for the purpose of providing professional administrative consultant services to administer Community Development Block Grant Program funds to construct regional stormwater detention basins located north of Waldo Hatler Memorial Drive for flood protection for the not to exceed amount of Seventy Thousand Six Hundred Seventeen and 00/100 dollars (\$70,617.00); and authorizing the Mayor to execute the same by and on behalf of the City of Neosho.

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City Attorney Snyder read Bill No. 2026-12 in title only.

Mayor Davidson made a motion to approve and discuss Bill No. 2026-12; Councilwoman Thomas seconded.

City Manager Kennedy addressed the city council stating that the purpose of this item is to seek approval of Administrative Services Contract – Harry S Truman Coordinating Council (HSTCC). The city requires professional administrative support for execution and compliance of the CDBG-MIT project. HSTCC will provide project administration, environmental review, labor standards compliance, reporting, and financial management services as outlined in Exhibit A of the agreement.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**Bill No. 2026-13: Engineering Agreement for Project # 4317 CDBG Grant**

AN ORDINANCE authorizing the City of Neosho, Missouri, to enter into a Contract for Engineering and Technical Services with Allgeier Martin and Associates, Inc., a Missouri corporation, for the purpose of providing engineering, technical and administration services to construct regional stormwater detention basins located north of Waldo Hatler Memorial Drive for flood protection for the not to exceed amount of Four Hundred Seventy-Three Thousand and 00/100 dollars (\$473,000.00); and authorizing the Mayor to execute the same by and on behalf of the City of Neosho.

City Attorney Snyder read Bill No. 2026-13 in title only.

Councilwoman Robinson made a motion to approve and discuss Bill No. 2026-13; Councilwoman Humphrey seconded.

Development Services Interim Director Worster addressed the city council stating that the purpose of this agenda item is to seek council approval for the design and implementation of the stormwater detention ponds H-7 and H-8 with awarded CDBG funds. The city continues to advance its long-term stormwater management and flood mitigation efforts through targeted infrastructure projects. The proposed work involves the design and implementation of two stormwater detention ponds, identified as H-7 and H-8, which are intended to reduce flooding impacts and improve drainage performance in affected areas. This project builds upon prior stormwater infrastructure initiatives undertaken by the City. This will authorize the city to proceed with professional engineering services for the design and implementation of two stormwater detention ponds (H-7 and H-8) as part of the City's flood mitigation strategy. The H-7 and H-8 detention ponds are components of the City's broader flood mitigation strategy and are intended to achieve the following objectives:

- Reduce peak stormwater flow rates
- Improve overall drainage efficiency
- Enhance system performance during significant rain events

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

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**Bill No. 2026-14: Request for Annexation of the Property located at or near Hwy 86 and Gateway Drive**  
AN ORDINANCE of the City of Neosho approving the voluntary annexation of a certain tract of land, as petitioned by Skipmark, LLC, a Missouri limited liability company, owner of real property located at the southeast corner of State Highway 86 and Gateway Drive to be annexed to the City of Neosho, Missouri, and for the extension of the city limits of the City of Neosho, embracing and including unincorporated real property located in Newton County, Missouri, hereinafter described.

City Attorney Snyder read Bill No. 2026-14 in title only.

Councilman Cobb made a motion to approve and discuss Bill No. 2026-14; Councilwoman Robinson seconded.

Development Services Interim Director Worster addressed the city council stating that the purpose of this agenda item is to seek council approval for annexation of property at or near Hwy 86 and Gateway Dr. into the city limits for utility access. The property owner is requesting the remainder of this property to be annexed into the city limits at 86 & Gateway highways. As part of the process, this property will eventually come back to the Council for zoning into an M1 district.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**Resolution Bill No. 2026-04: Resolution of Intent (Ch. 100 bonds)**

A RESOLUTION OF OFFICIAL INTENT OF THE COUNCIL OF THE CITY OF NEOSHO, MISSOURI, for THE ISSUANCE OF THE CITY'S TAXABLE INDUSTRIAL DEVELOPMENT REVENUE BONDS RELATING TO A PROJECT FOR THE BENEFIT OF LZB MANUFACTURING, INC., AND AUTHORIZING CERTAIN PRELIMINARY ACTIONS RELATING THERETO.

City Attorney Snyder read Resolution Bill No. 2026-04 in title only.

Councilwoman Robinson made a motion to approve and discuss Resolution Bill No. 2026-04; Councilwoman Humphrey seconded.

City Manager Kennedy addressed the city council stating that the purpose of this item is to seek approval for a Resolution of Intent – La-Z-Boy Distribution Center Project. The Neosho City Council is considering a Resolution of Intent related to a proposed industrial development project by LZB Manufacturing, Inc. (La-Z-Boy). The company is exploring construction of a new 164,000-square-foot distribution center at the intersection of Doniphan Drive and Hempstead Road. To support the project, the city may utilize Chapter 100 industrial development revenue bonds, a commonly used economic development tool. These bonds would help finance construction and equipment for the facility, but they are not a debt of the city and would be repaid entirely by La-Z-Boy through a lease. The Resolution of Intent outlines a proposed 20-year phased property tax abatement schedule, beginning with 100% abatement in the early years and gradually decreasing over time. Final abatement details will be reviewed through a cost-benefit analysis and a Performance Agreement brought back to the Council at a later date. At this stage, the resolution only authorizes staff and the City's bond counsel, Gilmore & Bell, to prepare the required documents and formal project plan. No bonds are issued, and

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no incentives are finalized by this action. Final approval will come back to the City Council following statutory notifications, analysis, and preparation of all agreements. This project represents an opportunity to support local job retention and economic growth while ensuring transparency and a structured approval process.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**Resolution Bill No. 2026-05: Engagement letter with Gilmore Bell**

A RESOLUTION of the City of Neosho, Missouri, approving a Fee Agreement by and between the City of Neosho, LZB Manufacturing, Inc., a Missouri foreign corporation and Gilmore & Bell, a Missouri professional corporation for the purpose of approving legal services relating to Taxable Industrial Development Revenue Bonds; and authorizing the City Manager to execute the same by and on behalf of the City of Neosho.

City Attorney Snyder read Resolution Bill No. 2026-05 in title only.

Councilwoman Robinson made a motion to approve and discuss Resolution Bill No. 2026-05; Councilwoman Humphrey seconded.

City Manager Kennedy addressed the city council stating that the purpose of this item is to approve the Engagement Letter with Gilmore Bell. This engagement letter simply formalizes the City’s agreement with bond counsel for the upcoming Chapter 100 bond issuance supporting the La-Z-Boy distribution center project. Bond counsel’s role is to handle the legal side of the bond issuance—preparing documents, ensuring we meet state requirements, and guiding the City through the closing process. The City is their client, but La-Z-Boy will cover the legal fee, which is \$55,000. These bonds are limited-obligation bonds, meaning they’re paid entirely by La-Z-Boy through lease payments and do not create any financial liability for the City.”

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

**2027 FY HVM Grant Application**

By a consensus of council to approve the HVM grant application.

**2027 FY DWI Grant Application**

By a consensus of council to approve the application for DWI Grant.

**Blue Shield Grant Excess Fund Expenditure**

By a consensus of council to approve the using the excess Blue Shield Grant funds for software that can extract data from cellphones in investigations.

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## **APPOINTMENTS AND VACANCIES**

Mayor Davidson asked to approve the resignations of Keri Collinsworth from the Library Board and Rick Mitchell from the Planning and Zoning Commission and approve the appointments of Suzie Crosno to the Historic Board and Jacque Faulkner to the Library Board absent objection.

There were no objections from the council.

### Neosho Historic Preservation Commission

1. *Request for Reappointment from Suzie Crosno*

### Neosho-Newton County Library Board

1. *Resignation from the Board Keri Collinsworth*
2. *Request for Appointment from Jacque Faulkner*

### Planning and Zoning Commission

1. *Resignation from Rick Mitchell*

## **REPORT OF CITY OFFICERS**

### **CID/EEZ Update**

Finance Director Forest addressed the city council regarding the CID/EEZ District discussion. By a consensus of council to move forward with votes from the landowners in these areas.

### **MS-4 Permit Report**

Interim Development Services Director, Adam Worster, updated the council on the status of our MS-4 Permit.

### **CLOSED SESSION**

Section 610.021 (1) RSMo,...Legal actions, causes of action or litigation involving a public governmental body and any confidential or privileged communications between public governmental body or its representatives and its attorneys.

Section 610.021 (2) RSMo...Leasing, purchase or sale of real estate by a public governmental body where public knowledge of the transaction might adversely affect the legal consideration, therefore.

Mayor Davidson made a motion to go into closed session under section 610.021 (1) and (2); Councilwoman Thomas seconded.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

Mayor Davidson closed open session at 7:54 p.m.

Mayor Davidson reconvened open session at 8:28 p.m. and announced that no votes were taken.

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**ADJOURN**

There being no further business to come before the city council, Mayor Davidson asked for a motion to adjourn.

Councilwoman Humphrey made a motion to Adjourn; Mayor Davidson seconded.

Roll call vote:

Yes: Carl Cobb, Richard Davidson, Julie Humphrey, Ashton Robinson, Angela Thomas, Tom Workman

No: None

Abstain: None

Passed.

Mayor Davidson adjourned the February 3, 2026, Council Meeting at 8:28 p.m.


APPROVED

ATTEST

NEOSHO CITY COUNCIL

Signed by:  
  
1188DBC827BA4CF...

Mayor

DocuSigned by:  
  
D5A85A853DAB4A8...

City Clerk