



Kevin Gilmore Reception - 6:30 P.M. City Hall Lobby

1. CALL TO ORDER

Present: Bacon, Schoonover, Felter, Vakas, Essex, Gilmore, and Vogt

2. PLEDGE OF ALLEGIANCE

3. SPECIAL BUSINESS

A. Recognition of outgoing Councilmembers Marge Vogt and Kevin Gilmore.

Mayor Bacon highlighted the significant time Councilmembers Vogt and Gilmore have spent on the City Council and in public service. He presented each with a token of appreciation for their service.

Councilmembers Vogt and Gilmore each expressed their gratitude for the opportunity to serve. All the councilmembers wished them well and thanked them for their service to the community.

B. Consideration of Resolution No. 25-1095 appointing and reappointing members to the Planning Commission.

Mayor Bacon invited Wayne Janner, Planning Commission Chairman, to introduce the appointees. Mayor Bacon presented a certificate of appointment to each new member.

Motion by Vogt, seconded by Gilmore, to approve Resolution No. 25-1095. The motion carried by the following vote:

Yes: Vogt, Gilmore, Schoonover, Felter, Vakas, Essex, and Bacon

Mayor Bacon shared City Manager's retirement date will be January 30, 2026. He indicated that in light of receiving that information, Councilmember Marge Vogt had a motion she would like to make.

CONSIDERATION OF A MOTION REGARDING THE CITY MANAGER

Motion by Vogt, seconded by Gilmore, to authorize Strategic Government Resources (SGR) to negotiate and then coordinate with the City Attorney to finalize and the Mayor to execute a contract with Susan Sherman for the city manager

position, with such contract to be made effective January 31, 2026. The motion carried by the following vote:

Yes: Bacon, Schoonover, Felter, Vakas, Essex, Gilmore, and Vogt

Before voting, Councilmember Schoonover expressed his preference would have been to delay this vote until the new council had been installed. However, he continued on to say that he believed Susan Sherman was by far the most qualified candidate for the position and therefore he would vote in support of the motion.

After the vote, Councilmember Felter asked question regarding the timing of the transition, and Mayor Bacon indicated that he believed the timing is appropriate and the transition would be seamless.

Councilmember Vogt said she believed Mr. Wilkes and Ms. Sherman would be working together well during the transition. She also said that she recognized that the new council could approve the appointment again in the future.

Councilmember Vakas expressed his appreciation to both Mr. Wilkes and Ms. Sherman for their commitment to the community.

4. CONSENT AGENDA

The items listed below are considered to be routine by the City Council and may be approved in one motion. These may include items that have been reviewed by the City Council in a prior planning session. There will be no separate discussion unless a council member requests that an item be removed from the consent agenda and considered separately.

Councilmember Schoonover asked for items D and E be removed from the consent agenda and considered separately. Councilmember Felter also asked for item E to be removed for separate consideration.

Approval of the Consent Agenda

Motion by Vogt, seconded by Gilmore, to approve the consent agenda with the exception if items D and E. The motion carried by the following vote:

Yes: Bacon, Schoonover, Felter, Vakas, Essex, Gilmore, and Vogt

A. Consideration of approval of the City Council meeting minutes of December 2, 2025 and the special call meeting of December 5, 2025.

approved.

B. Consideration of renewal license(s) as recommended by the City Clerk.
approved.

C. Consideration of new license(s) as recommended by the City Clerk.
approved.

D. Consideration of Resolution No. 25-1099 adopting the Industrial Revenue and Tax Abatement (IRB) Policy.
Councilmember Schoonover asked for this item to be considered separately because he wanted to thank staff for their work to make the changes he had suggested.
Motion by Schoonover, seconded by Vogt, to approve Resolution No. 25-1099. The motion carried by the following vote:

Yes: Vogt, Gilmore, Schoonover, Felter, Vakas, Essex, and Bacon

E. Consideration of Resolution No. 25-1101 authorizing the Animal Shelter Project, PN 6-C-007-23; and amending Resolution 25-1025.
Councilmember Felter expressed concern for the additional funding for this project. She said she believed the amount already approved should be maximized and not increase the budget on this project.

Councilmember Schoonover said he believed there is a need for a new facility, but could not support the additional funding that is being asked for. He said he thought there were other pressing needs in the community where the investments should be made.

Mayor Bacon asked staff to provide a presentation.

Mike Sirna, Quality of Life Director, presented a short presentation to the Council. He said there were additional design considerations that are needed to provide for animal health. He also outlined industry standards for facilities of this nature.

Councilmember Vakas said he believes that it is funding well spent even though the amount has increased. He said he believes there will be additional sources of funding that will be identified once the project is underway.

Councilmember Vogt acknowledged that this is a big price tag but believes it is needed. She said she believed that if it is built with the originally approved amount it will not allow for growth for the future. She said an animal shelter is a part of public safety.

Councilmember Essex said she knows everyone wants to be responsible with tax dollars. She said she believes Olathe is a full service City and this is a part of the service the City should provide. She said she believes it should be done and done well.

Councilmember Schoonover asked for clarification on the square footage. Mr. Sirna provided that information.

Mayor Bacon said he believes the City should be responsible to take care of stray animals. He said this facility will provide more than just a place to take stray animals. He said he sees an opportunity to see the community involved. He said the new council could address this after the new year if they wanted to.

Susan Sherman also said the new City Council could provide additional direction after the new members are installed.

Motion by Vogt, seconded by Vakas, to approve Resolution No. 25-1101. The motion carried by the following vote:

Yes: Bacon, Vogt, Vakas, and Essex

No: Gilmore, Schoonover, and Felter

5. GENERAL ISSUES AND CONCERNS OF CITIZENS

Wes Garrison, an Olathe resident, spoke regarding the local election process.

6. EXECUTIVE SESSION

- A.** Recess into an executive session for personnel matters of non-elected personnel regarding the City Manager position pursuant to the exception provided in K.S.A.75-4319(b)(1).

Motion by Vogt, seconded by Gilmore, to recess into an executive session to discuss personnel matters of non-elected personnel regarding the City Manager position pursuant to the exception provided in K.S.A.75-4319(b)(1) for 15 minutes with the opening meeting resuming in Council Chambers at 8:02 PM. The motion carried by the following vote:

Yes: Vakas, Essex, Bacon, Vogt, Gilmore, Schoonover, and Felter

7. RECONVENE FROM EXECUTIVE SESSION

Motion by Vogt, seconded by Gilmore, to authorize staff to proceed with the strategies discussed with and directed by the governing body. The motion carried by the following vote:

Yes: Bacon, Vogt, Gilmore, Schoonover, Felter, Vakas, and Essex

8. ADDITIONAL ITEMS

Councilmember Schoonover congratulated Rick Sola, Chisholm Trail principal, for being named Kansas Middle School Principal of the year. He also congratulated the appointees to the Planning Commission and thanked them for their willingness to serve. Additionally, he asked the mayor to look at ensuring there is representation from each ward on the planning commission. Mr. Schoonover shared that there had been a special call meeting on Friday that had been difficult with council members expressing differing opinions. He said he believed they could have opposing opinions and still work to move the community forward.

Councilmember Essex thanked Michael Wilkes for his service to Olathe and congratulated Susan Sherman and said she was looking forward to working together in the future. She also thanked Tim Danneberg for service to the City.

Councilmember Gilmore thanked Michael Wilkes and wished Susan Sherman all the best.

Councilmember Vogt thanked Michael Wilkes and congratulated Susan Sherman.

Councilmember Felter asked for staff to guide the council regarding best practices for a current contract to offer Susan Sherman. Erin Vader, Exceptional Services Director, said they would look to professional organizations to assist. Dr. Felter suggested looking at peer communities as well. Dr. Felter also asked for additional clarification regarding motions coming out of executive sessions and how those instructions were conveyed to appropriate staff to address. Ron Shaver, City Attorney, said generally someone on the governing body would communicate with staff. He also said it was up to the Council's discretion

regarding the wording of the official motion. Dr. Felter thanked staff and said she is looking forward to the future. She expressed well wishes to Councilmembers Vogt and Gilmore.

Councilmember Vakas thanked Michael Wilkes and Susan Sherman and said he believed there was exciting times in the future. He said he was confident that the city council can disagree but rise to the occasion and accomplish the work that needs to be done. He expressed his appreciation that the animal shelter motion was passed. He then wished everyone a Merry Christmas and Happy Hanukkah.

Deputy City Manager, Susan Sherman, said she was looking forward to the future.

Mayor Bacon thanked Michael Wilkes and Susan Sherman. He expressed his gratitude for staff assisting with bringing the Mayor's Christmas Tree lighting back to downtown Olathe. He said there was over \$1600 raised for the Mayor's Children's Fund at the lighting. He thanked Tim Danneberg for his service to the community. Along with the other council members, he wished everyone a Merry Christmas and Happy New Year.

9. ADJOURNMENT

The meeting was adjourned at 8:21 P.M.

Brenda D. Swearingian
City Clerk