



City of Carthage, Missouri
**COMMITTEE ON
INSURANCE/AUDIT AND CLAIMS**

October 10, 2023 - 5:30 PM
CW&EP Community Room

AGENDA

- 1. Call to Order**
- 2. Old Business**
 1. Approval of 9/26/2023 Minutes
 2. Review & Approval of the Claims Report
- 3. Citizens Participation**
(Citizens wishing to speak should notify Department Head or Committee Chair in advance)
- 4. New Business**
 1. Discuss salary study for Carthage Water & Electric
 2. Staff Reports
- 5. Adjournment**

PERSONS WITH DISABILITIES WHO NEED SPECIAL ASSISTANCE CALL 417-237-7000 (VOICE) OR 1-800-735-2466 (TDD VIA RELAY MISSOURI) AT LEAST 24 HOURS PRIOR TO MEETING



City of Carthage, Missouri

COMMITTEE ON INSURANCE/AUDIT AND CLAIMS

September 26, 2023 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

1. Call to Order

MEMBERS PRESENT: Robin Blair, Tiffany Cossey, Terri Heckmaster, Chris Taylor

STAFF PRESENT: City Administrator Greg Dagnan, Assistant City Administrator Traci Cox, City Clerk Miranda Deal, Deputy City Clerk Amy Taylor, HR Coordinator Michael Miller

OTHER MEMBERS PRESENT: Trudy Blankenship, David Armstrong

Chair Robin Blair called the meeting to order at 05:32 PM.

2. Old Business

1. Approval of September 12, 2023 Minutes

ACTION: Motion to accept/approve item 2.1. by Mr. Taylor
Motion passed with a 4:0

AYES: Robin Blair, Tiffany Cossey, Terri Heckmaster, Chris Taylor

2. Review and Approval of the Claims Report

ACTION: Motion to accept/approve item 2.2 by Terri Heckmaster
Motion passes with a 4:0

AYES: Robin Blair, Tiffany Cossey, Terri Heckmaster, Chris Taylor

3. Citizens Participation

(Citizens wishing to speak should notify Department Head or Committee Chair in advance)

4. New Business

1. Staff Reports - Ms. Cox reported the auditors are currently performing the City's yearly audit and should be finishing Thursday or Friday of this week. She reported that members of City Staff and CWEP would have to meet to discuss the CWEP salary study and work out some other details. She did state that CWEP chose the company, Lockton, and she believes that company is the right choice for the study.

Ms. Cossey stated that she would like to see a joint committee formed to discuss

the study and make decisions about it.

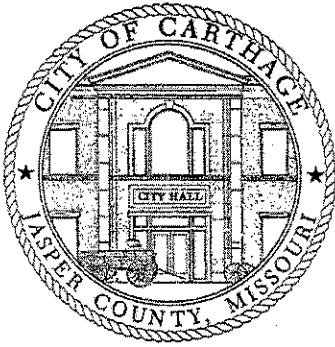
Mr. Dagnan stated that he would work on an agreement with CWEP about the salary study and have it at the next committee meeting.

5. Adjournment

ACTION: Motion to adjourn at 5:53 PM by Ms. Cossey

Motion passed with a 4:0

AYES: Robin Blair, Tiffany Cossey, Terri Heckmaster, Chris Taylor



The City of Carthage

"America's Maple Leaf City"

October 09, 2023

Dear Carthage City Council and Water and Electric Board President,

I wanted to discuss the proposed salary (compensation) study for Carthage Water and Electric. After the City Council voted for it to be completed we carefully evaluated several proposals. The City staff feels confident in joining in agreement with Carthage Water and Electric and their recommendation to hire the Lockton Compensation Company.

Our team reviewed four different proposals. Lockton stood out as the best choice. During the interview process, we were impressed with their innovative approach and commitment to delivering accurate compensation data.

To ensure the success of this study, I will establish a committee that will consist of members from Carthage Water and Electric and members of City staff. While the committee won't be able to make final decisions, it will play a crucial advisory role in providing input and ensuring transparency throughout the process. Final decisions will rest with the City Council, guaranteeing that the study aligns with our City's broader goals and values.

Lockton is fully supportive of obtaining extensive input from the Water and Electric Board and the City Council decision-making process. This support emphasizes their commitment to transparency and collaboration. Lockton's approach will help us create a compensation structure that benefits our employees and the community as a whole.

Engaging Lockton Compensation Studies and forming this committee can significantly benefit our City and our dedicated employees.

Mayor, Dan Rife