



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

February 27, 2024 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

AGENDA

- 1. Call to Order**
- 2. Old Business**
 1. Approval of February 13, 2024 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. Consider and Discuss City of Carthage Wellness Packet
 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**

February 13, 2024 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

1. Call to Order

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

OTHER COUNCIL MEMBERS: Mayor Dan Rife, David Armstrong, Mark Elliff

STAFF PRESENT: City Administrator Greg Dagnan, Assistant City Administrator Traci Cox and City Clerk Miranda Deal,

Chair Robin Blair called the meeting to order at 5:31 P.M.

2. Old Business

1. Approval of January 23, 2024 Minutes

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

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

2. Review & Approval of the Claims Report

ACTION: Motion to accept/approve item 2.2. by Tiffany Cossey
Motion passed with a 4:0

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

3. Citizens Participation

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

4. New Business

1. Consider and Discuss City of Carthage Wellness Packet

ACTION: Motion to table until february 27, 2024 item 4.1. by Christopher Taylor
Motion passed with a 4:0

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

2. Staff Reports

Ms. Cox reported that she has been working with Cleargov on the budget and that the capital budget will be open soon for department heads to enter their capital items. She also reported that she is looking at upgrading the current financial system that is used at City Hall. Currently, Incode 9 is being used, she is looking at upgrading to Incode 9 with the cloud.

Ms. Deal reported that license renewals are due the 15th and that she hopes to have an update on those numbers for the next meeting.

Mr. Dagnan reported that the department heads are taking their capital items to their committees for input. He reminded the committee that just because the other committees approve capital lists, doesn't mean that it makes it into the budget. He also reminded the committee that if any department is wanting to add a new position in the next fiscal year, this is the committee that will approve adding the position to the pay scale. He expects one or two departments to ask for additional personnel for the next fiscal year.

5. Adjournment

ACTION: Motion to adjourn at 5:36 P.M. by Tiffany Cossey
Motion passed with a 4:0

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



City of Carthage
MISSOURI

OUR VISION

To create a work environment where employees are empowered to learn about and better their nutrition, fitness, emotional well-being, and financial health.

2024 WELLNESS PROGRAM

EARN YOUR \$150 INCENTIVE

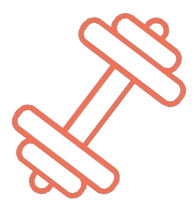
// POINT SYSTEM



	Point Opportunity	Points per Occurrence	Max Allowed	Points Earned
1	Preventive visit (required)	25	25	
2	Age / gender screening*	10	10	
3	Blood screening at health fair or doctor	25	25	
4	Dental visit	10	10	
5	Vision visit	10	10	
6	Nicotine free	15	15	



	Point Opportunity	Points per Occurrence	Max Allowed	Points Earned
7	Gym membership for a year	20	20	
8	30-day tracker: food diary, activity, habit	15	15	
9	Athletic event**	15	15	
10	City of Carthage challenges or events	15	30	
11	No more than 16 hours sick leave used	15	15	



	Point Opportunity	Points per Occurrence	Max Allowed	Points Earned
12	Weight management program (6 mos)	15	15	
13	Blood donation	10	20	
14	Flu or pneumonia shot	10	20	
15	Health fair attendance	5	5	
16	Volunteer community service***	5	10	



Earn 100 points & receive \$150
in incentive pay on the pay
period before Christmas!

City of Carthage seeks to create a culture of health for all employees and their families by promoting healthy lifestyles, educational opportunities and wellness activities. City of Carthage recognizes that a culture of wellbeing not only benefits employees and their families, but the organization as a whole.

**Such as mammogram, colonoscopy, prostate exam.*

***Athletic event examples include Heart Walk, Diabetes Walk, Maple Leaf Walk, Walk for Life, Softball Tournament, 5k, etc.*

****Volunteer community service examples include Carthage Humane Society, Vision Carthage, organize a trash clean-up/or participate in it, coach youth sport or program (Boy scouts, Girl scouts), volunteer at events like Fourth of July, Maple Leaf, kids fishing tournament , Food Truck Friday, Participate/help in city parade floats, food pantry, toy drive for the LaVerne Williams Children Christmas Party, etc.*

Tracking methods are flexible and include data from apps.
Contact a member of your wellness team with any questions and
to submit this tracking sheet **by 12/09/24.**

TOTAL POINTS

// VALUABLE BENEFITS



1. Receive a \$20 monthly incentive by:

1. visiting a local gym at least 12 times in one month, or
2. 7k steps/day average per calendar month, can be tracked in Walker Tracker or personal wearable device

Turn in proof to your department wellness leader.



Free golf and cart rentals at the Carthage Municipal Golf Course during the week. (50% off Friday-Sunday from sunrise to 12:00 pm).



Earn up to \$200 by participating or completing a variety of activities such as preventive care, condition management, and wellness activities. Log into anthem.com or get the Sydney Health app to begin earning rewards.



// SUCCESS STORIES



Seeing a picture of myself with my family at a special event is what made me decide it was time to do something about my weight. I changed my diet, cut out snacking at night and began drinking a gallon of water every day. I also took up walking on the treadmill and some body weight exercises for strength training. The city challenge became an added incentive. Walker Tracker was also fun to see how much I did during that day. After 6 months of these changes to my habits, I had **lost a total of over 50 pounds**. I was able to **get off cholesterol medicine**. I feel much better and am going to continue to participate and hope to maintain my health and weight by **utilizing the City of Carthage wellness program**.

Brian Calhoon,
Carthage Fire Department



The Safety & Wellness committee spurred me to enter the city-wide weight loss challenge and lost almost 50 lbs. **I now have increased energy and feel better physically and mentally.** I began running, even completing a half marathon in November. Lately my focus is more towards strength training, and I am reaping the benefits of increased strength and mobility in addition to improvement in my blood pressure, cholesterol, and various other benchmarks. **I enjoy the events that the Safety & Wellness committee sponsors**, including the annual health fair and the blood drives. The Walker Tracker “step challenges” are a fun and easy way to increase one’s activity level. I, or any of the other committee members, are open to suggestions on changes that could be made or new ideas that we could possibly implement.

Bill Smith,
Public Works Department



It’s encouraging to see others supportive and its peace of mind knowing you aren’t the only one riding the health struggle bus. The gym reimbursement is awesome! It may not seem like a lot to people but if you are trying to manage finances and are having to cut things out, that would be my first to have to go. Also, this program “made” me get an eye exam... turns out I need glasses. This was also the first year I gave blood and it was neat. - **Thank you to the committee!!**

Sgt. Heather Wolfe,
Carthage Police Department

// CITY WELLNESS GOALS

GET ACTIVE

walker tracker & other fitness challenges

STAY HEALTHY

select a Primary Care Physician and get your FREE preventive care exam

EMOTIONAL WELL-BEING

utilize our confidential Employee Assistance Program

NICOTINE CESSATION

helps employees reduce dependency on nicotine

REDUCE HEALTH INSURANCE PREMIUMS

working together to stay healthy and reduce rates

MORE THAN A HEALTH FAIR!

In addition to the annual health fair, the wellness committee works to improve the health and well-being of the City of Carthage employees and families through education, training and activities.



The committee meets the first Wednesday of the month and is open to any employees. Want to be a member? Please let us know.

The City of Carthage Wellness Program is voluntary and available to all employees on the health plan. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990 (ADA), the Genetic Information Nondiscrimination Act of 2008 (GINA), and the Health Insurance Portability and Accountability Act (HIPAA), as applicable, among others.

Various health assessments and screenings are available and voluntary as a part of the wellness program. You are not required to complete these or other medical examinations. However, employees who choose to participate are eligible for rewards. The health testing and assessment options that are either a part of or encouraged by the wellness program include a health risk assessment, health coaching, and biometric screening of blood pressure, cholesterol lipid panel, glucose (blood sugar) and body mass index. Tobacco cessation counseling is available to waive the tobacco surcharge. If you think you might be unable to meet the standard for the reward under this wellness program or for program alternatives, contact HR and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

The information from the health testing can help you understand your current health and potential risks, and determine appropriate lifestyle goals. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. City of Carthage may use aggregate information to design a program based on identified health risks in the workplace. Your physician and the vendors who administer and provide screenings will not disclose any of your personal information either publicly or to the employer, except as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment. In addition, all health information obtained through the wellness program will be maintained separately from your personnel records, stored electronically and encrypted, and not be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately. You will not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor will you be subjected to retaliation if you choose not to participate.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving a reward. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. City of Carthage may be provided with an aggregate report (summary of results with no identifying information) or a list of names of participants for programs where participation is tracked for the purposes of distributing rewards.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation contact HR.

**Contact a member of your wellness
team with any questions**