City of Carthage, Missouri

COMMITTEE ON INSURANCE/AUDIT AND CLAIMS

July 9, 2024 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

1. **Call to Order**

MEMBERS PRESENT: Tiffany Cossey, Derek Peterson, Terri Heckmaster

MEMBERS ABSENT: Jana Schramm

OTHER COUNCIL MEMBERS: Mayor Dan Rife, Dustin Edge

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

Chair Tiffany Cossey called the meeting to order at 05:30 PM.

2. **Old Business**

1. Approval of June 25, 2024 Minutes

ACTION:	Motion to accept/approve item 2.1. by Derek Peterson
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Derek Peterson, Terri Heckmaster

2. Review & Approval of the Claims Report

ACTION:	Motion to accept/approve item 2.2. by Terri Heckmaster
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Derek Peterson, Terri Heckmaster

3. **Citizens Participation**

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

4. **New Business**

1. Consider and Discuss agreement with McGrath Human Resources Group for a Compensation System Market Update

Ms. Cox reported on what this compensation market update is for. This is to make sure that the City is still up to date with salaries after implementing the current salary study back in October of 2020. This company already has all of our information, so they will just have to compare current salaries with those cities that were used in the original study. The study will

make sure that the salaries are still at the correct places and make sure we have kept up with the step increases and cost of living adjustments. If this was bid out for another company, the City would have to pay for an entire new study to be done which would be a greater expense. It was also mentioned that when Lockton presented the salary study for Carthage Water and Electric, they stated that after COVID the labor market greatly changed and it is now recommended that every 2 years salary studies should be reviewed.

ACTION:	Motion to approve item 4.1 and forward to Council by Derek Peterson
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Derek Peterson, Terri Heckmaster

2. Staff Reports

Ms. Cox reported that there has been a lot of requests for documents lately, staff is making progress with the online budget book and the implementation of the new financial software. She also reported that the Mayor will be meeting with Mr. Grundy from Carthage Hardware to discuss the purchasing MOU the City has with him.

Ms. Cossey asked about the status of the refund from Opengov. Ms. Cox said that it has not been given to the new attorney yet due to other items needing addressed first, but we could ask him to look into it and that we could have a closed session at the next council meeting he will be able to attend.

ACTION:	Motion to request closed session for legal matters at the next council meeting Peterson
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Derek Peterson, Terri Heckmaster

5. Adjournment

ACTION:	Motion to Adjourn at 05:46 PM by Terri Heckmaster
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Derek Peterson, Terri Heckmaster