



City of Carthage, Missouri

CITY COUNCIL

September 24, 2024 - 6:30 PM
CITY HALL COUNCIL CHAMBERS

AMENDED AGENDA

1. **Call to Order**
2. **Invocation**
3. **Pledge of Allegiance to Flag**
4. **Calling of the Roll**
5. **Reading and Consideration of Minutes of Previous Meeting**
 1. Approval of September 10, 2024 Minutes
 2. Approval of September 6, 2024 Minutes
6. **Presentations/Proclamations**
7. **Public Comments**

(Each person addressing the Council shall state their name and address or the organization or firm represented and is limited to no more than five (5) minutes. The time may be extended by the chair if deemed necessary. Once a person has had their say on a particular issue they are not permitted to once again speak on the issue unless called to answer any further questions by the Council or Chair)
8. **Reports of Standing Committees**
 1. Agendas and Minutes of Standing Committees
9. **Reports from Special Committees and Board Liaisons**
 1. Agendas and Minutes of Special Committees
10. **Report of the Mayor**
11. **Reports/Remarks of Councilmembers**

(During reports/remarks of councilmembers, members of the council may take this opportunity to report on meetings, make comments and/or express concerns regarding current issues impacting the city, or make announcements concerning topics of interest of the council.)
12. **Administrative Reports**
13. **Report of Claims Presented Against the City**
 1. Motion and a second to approve the Claims
14. **Public Hearings**
15. **Old Business**
 1. C.B. 24-48 -- An Ordinance to amend section 2-122 of Chapter 2, Article III, Division 2 of the Code of the City of Carthage, Missouri

16. New Business

1. C.B. 24-50 -- An Ordinance authorizing the Mayor to enter into a contract with DPI Printing & Signs for the installation of a new electronic messaging board at Memorial Hall in the amount of \$32,256.00, in the City of Carthage, Missouri.

17. Mayor's Appointments

1. Care Leave Committee
2. Civil War Museum
3. Zoning Board of Adjustments
4. Carthage Tree Board

18. Resolutions

1. Resolution 2054 - A Resolution approving the recommendation of the McCune-Brooks Regional Hospital Trust for the distribution of funds from the restricted trust fund to the Jasper County Youth Fair.
2. Resolution 2055 -- A Resolution approving the declaration as surplus to the City's needs and authorizing the disposition of a storage shed building at the Saddle Club Arena located in Municipal Park

19. Closing Comments

20. Executive Session

1. **CLOSED SESSION:** ACCORDING TO SECTION 610.021 (1), THE AGENDA INCLUDES THE POSSIBILITY OF A VOTE TO CLOSE PART OF THE MEETING TO DISCUSS LEGAL ACTIONS, CAUSES OF ACTION OR LITIGATION INVOLVING A PUBLIC GOVERNMENTAL BODY OR ITS REPRESENTATIVES AND ITS ATTORNEYS.

21. Adjournment

1. Additional Packet Correspondence

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

CITY COUNCIL

September 10, 2024 - 6:30 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

To hear the full comments and discussions, please refer to the recorded Youtube video of this meeting.

https://www.youtube.com/watch?v=C_zgezkeMYI

The Carthage City Council met in regular session on the above date in Council Chambers at 06:30 PM with Mayor Dan Rife presiding. Fire Marshall Eli Maples gave the invocation. Police Chief Bill Hawkins led the flag salute.

The following Council Members answered roll call: Chris Taylor, Derek Peterson, Lori Leece, Terri Heckmaster, Dustin Edge, Alan Snow, Tom Barlow, Tiffany Cossey, and Jana Schramm. Council Member Terri Heckmaster was absent. Interim City Administrator Traci Cox and City Attorney Jon Gold were also present.

The following Department Heads were present: Police Chief Bill Hawkins, Deputy Fire Chief Jason Martin, Parks & Recreation Director Abi Almandinger, IT Administrator Michael Keith, and City Clerk Miranda Deal.

Ms. Cossey made a motion, seconded by Mr. Snow, to approve the minutes of the August 27, 2024 Council Meeting with the following additions:

On page 5, in the paragraph where Mr. Snow asked the Mayor to rescind the bill, she would like a few things added. In the middle of the paragraph there is a sentence that ends with the words "in an audit" at this point, she asked to add "when asked what the red flags were Mayor Rife said "I don't know what those red flags are, they didn't discuss the flags"". Also add that "The Mayor said that the red flags were from the Attorney General's office, he also said he did not speak to anyone at the Attorney General's office but he received the information from former City Attorney Nate Dally" also to add that "Mr. Dally was not present to support the claims and there are no written documents from him or the Attorney General's office per the Mayor" near the end of the paragraph where Ms. Cossey expressed her concerns over a multi year audit to also include that "Ms. Cossey asked Ms. Cox how much the prior forensic audit had cost and she stated it was about \$40,000 so based on that estimate, Ms. Cossey estimated that it would be approximately \$160,000 for that audit to be conducted."

Motion to approve the minutes with the additions carried by a vote of 7 yeas and 1 nay. Ayes: Peterson, Leece, Edge, Snow, Barlow, Cossey, and Schramm. Nays: Taylor.

During Presentations, David Gaines spoke to the council about a housing feasibility study that will be done on Carthage at the request of Mr. Meredith with the CEDC. There will be a survey going out soon to ask residents and employers about housing in the community. The survey will not have identifiable information on it.

During Citizen's Participation, Josh Roberts, fire department employee, read a letter that represented a majority of the fire department. The letter was about some questions that were brought up after the last letter they released relating to the fire chief hiring. The letter expressed the support of the majority of the Fire Department for the hiring of Jason Martin as Fire Chief.

Steve Goodman 624 E Centennial, spoke on Jason's position at the Fire Department and how he wants Jason there as Chief if he ever had an emergency.

John Cooper, 311 E Highland, spoke on the Fire Chief appointment and how the majority of the department wants Jason to be chief and that there has to be trust from the chief with the guys, and from the guys with the chief. He has been the deputy chief for a few years and he knows the job, he has been doing the job since Chief Huntley left, and the hiring committee unanimously voted to hire him. He also stated that he believes that most of the City wants him as the Fire Chief.

Carol Cooper, 311 E Highland, spoke on the Fire Chief appointment as well and said that she was there when John hired Jason. Jason respects the former Fire Chiefs, Chief Huntley saw something in him and that is why he chose him to be his deputy. She also spoke on what the City needs in a chief from asking the firefighter wives.

Joel Terry, 2219 Alison, thanked Jason for handling cars that were parked illegally and said that it was handled well. He also said Carthage was figuratively on fire and spoke on the Mayor's press release about the CWEP audit and the red flags. He asked if the Mayor had addressed any of it with the CWEP board.

Bill Putnam, 624 Belle Air, addressed the unauthorized expenses and Mr. Dagnan's contract payout. He referenced statements from Mr. Dally saying that it was not a contract, and addressed Mayor Rife's final letter to Mr. Dagnan that stated "per his contract". He also referred to the City Code that states Mr. Dagnan should have only been paid 2 weeks severance.

Anthony Leece, 230 N Maple, stated that the City needs Jason as a Fire Chief because he is honest and transparent.

Mr. Snow reported that the Budget Ways and Means Committee met on September 9 and discussed a budget adjustment for the golf course to purchase grass seed to reduce winterkill. This appears in Resolution 2053. The committee heard that sales tax was up, use tax was down, and the marijuana tax is slightly up from months before. They also reviewed the list of cities to compare salaries to for the salary study, they removed a few and added a few. There were 3 new positions that were added that will also be reviewed. The next meeting is scheduled for October 14 at 5:30 pm.

Ms. Cossey reported that the Committee on Insurance, Audit and Claims met on this day and approved the claims. They heard the salary study information that Mr. Snow had just spoken about. They also approved the employee health fair testing prices. Ms. Cossey made a motion, seconded by Ms. Schramm, to approve \$135 per employee for blood testing at the health fair. Motion carried. The next meeting is scheduled for September 24 at 5:30 pm.

Mr. Snow reported that the Public Safety Committee is between meeting with the next meeting is scheduled for September 16 at 5:30 pm.

Mr. Edge reported the Public Services Committee is between meetings and their next meeting has been scheduled for September 19 at 5 pm.

Mr. Taylor reported that the Public Works Committee is between meetings with the next meeting scheduled for October 1 at 5:30.

Special Committee and Board Liaison reports were given by Mr. Barlow for the McCune Brooks Hospital Trust, and the Public Library. Mr. Peterson also announced the next Kellogg Lake meeting.

Mayor Rife reported that he attended the recent McCune Brooks Hospital Trust meeting.

During Remarks from Council Members, Ms. Leece expressed her appreciation for the no fine rule the library had over the summer and also encouraged people to adopt from the humane society. Ms. Cossey also encouraged anyone looking for a pet to adopt from the humane society. She also asked Attorney Gold if he could explain what the requirements would be for the City to have a contract with an employee. Attorney Gold stated that a contract would have to be approved by council in order for it be a valid contract with the City.

Deputy Fire Chief Jason Martin thanked everyone for their support and all of the kind words that have been said on his behalf.

Parks and Recreation Director Abi Almandinger reported that Central and Municipal Park restrooms should be open by the end of the month and the dog park is near completion. She also reported that the last food truck Friday event of the year would be September 13, and the Chamber golf tournament is also the same day.

Interim City Administrator Traci Cox thanked Mr. Gaines for his presentation on the housing study and that she checked with Travis at Public Works and in the last few weeks he has issued 6 new construction permits for homes. She also thanked Morgan at the Fire Department for all of her work on the Missouri disaster assistance grant that was applied for to try and get some reimbursement money from tornado damage. She has recently learned that the City will be receiving around \$88,000.00 in reimbursements. She wished Jen Kirby the best in her new job, stating that she will be missed. The McGrath salary study update is currently underway and is scheduled to be completed by the end of the calendar year. Friday is a busy day with Food Truck Friday, Jen's last day, and the Chamber golf tournament.

The Committee on Claims filed a report in the amount of \$1,007,640.70 against the following funds: General Revenue \$399,980.67, Public Health \$560.00, Lodging \$1,903.54, Public Safety \$308.95, Parks/Stormwater \$60,195.03, Golf \$1,594.45, Capital Improvements \$16,277.37, Myers Park \$4,479.75, Use Tax \$37,926.25, Public Facilities \$12,801.35, Library \$25,000.00, and Payroll \$446,613.34. Ms. Cossey made a motion, seconded by Mr. Taylor, to accept the report and allow the claims. Motion carried.

Under Old Business, C.B. 24-44 – An Ordinance authorizing the Mayor to enter into a partnership agreement with Contractors Portables to supply portable restrooms and handwashing units for various park locations and special events in the City of Carthage, Missouri was placed on second reading followed by a roll call vote of 8 yeas and 0 nays. Ayes:

Taylor, Peterson, Leece, Edge, Snow, Barlow, Cossey and Schramm. The Council Bill was approved and numbered Ordinance 24-47.

C.B. 24-45 -- An Ordinance authorizing the Mayor to enter into a contract with Midland Enterprises for repairs to the Parks and Recreation building in Municipal Park in the amount of \$56,779.00, in the City of Carthage, Missouri was placed on second reading followed by a roll call vote of 8 yeas and 0 nays. Ayes: Taylor, Peterson, Leece, Edge, Snow, Barlow, Cossey and Schramm. The Council Bill was approved and numbered Ordinance 24-48.

Ms. Cox stated that the amount for the repairs in C.B. 24-45 will be reimbursed by the insurance company.

Under New Business, discussion of unauthorized payments. Ms. Cossey stated that this is covered in the new articles of impeachment, but she would like to have a closed session for litigation at the next meeting. Ms. Cossey made a motion, seconded by Mr. Snow, to add to the next council agenda a closed session for possible litigation. Motion carried with a vote of 5 yeas, 2 nays, and 1 abstain. Ayes: Peterson, Snow, Barlow, Cossey, and Schramm. Nays: Taylor, Leece. Abstain: Edge.

Consider and discuss adoption of revised articles of impeachment. Ms. Schramm asked Mayor Rife to step down and let Mr. Snow take over since the articles involve him. Mayor Rife said that in the agreement, he agreed to not stop anything the council tried to pass. Mayor Rife let Mr. Snow take over for this item.

Ms. Cossey made a motion, seconded by Ms. Schramm, to adopt the amended articles of impeachment.

Mr. Edge expressed that he would like to see a way for the council and Mayor to move forward without having to go through the impeachment process. Ms. Cossey stated that the discussion is not about that, and Mr. Edge expressed that it was just his opinion. Ms. Leece had questions on what the purpose of adding more items was for and if the vote was to say if Mayor Rife did do those things or not. It was explained to her that this vote is just to add the item to the hearing and the council will hear both sides and then decide after if Mayor acted wrongly or not. The evidence for or against the item would be what happens at the impeachment hearing.

The vote to adopt the revised articles passed by a vote of 6 yeas and 2 nays. Ayes: Peterson, Edge, Snow, Barlow, Cossey and Schramm. Nays: Taylor, Leece.

Ms. Schramm made a motion, seconded by Ms. Cossey, to close the meeting according to section 610.021 (3), the agenda includes the possibility of a vote to close part of the meeting to discuss hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded followed by a roll call vote of 7 yeas and 1 nays. Ayes: Derek Peterson, Lori Leece, Dustin Edge, Alan Snow, Tom Barlow, Tiffany Cossey, and Jana Schramm. Nays: Chris Taylor. Motion carried at 7:35 p.m.

There was a short recess before the closed session started. Council went into closed session at 7:42 p.m.

CLOSED SESSION

Mr. Snow made a motion, seconded by Mr. Barlow, to return to the regular session of the Council Meeting at 8:07 p.m. followed by a roll call vote of 8 yeas and no nays. Ayes: Chris Taylor, Derek Peterson, Lori Leece, Dustin Edge, Alan Snow, Tom Barlow, Tiffany Cossey, and Jana Schramm. Motion carried.

Mayor Rife stated that there was a vote taken on the Fire Chief appointment in closed session and that vote would be released within 72 hours. He also stated that there would be no appointment this evening.

Mr. Snow made a motion, seconded by Ms. Leece, to adopt Resolution 2053 – A Resolution authorizing a supplemental budget adjustment to the Golf Fund for Fiscal Year 2024-2025 for a line item adjustment of \$20,000 to the Maintenance line item for the purchase of bluegrass seed to be used on the fairways to help reduce winterkill.

Mr. Edge made a motion, seconded by Ms. Leece to amend the resolution to include the extra utility costs for the electricity to run the well pump due to the extra watering that will need to take place with the grass seed, the extra cost would be \$5,500.00. Motion carried unanimously.

Resolution 2053 as amended -- A Resolution authorizing a supplemental budget adjustment to the Golf Fund for Fiscal Year 2024-2025 for a line item adjustment of \$20,000 to the Maintenance line item for the purchase of bluegrass seed to be used on the fairways to help reduce winterkill and for \$5,500 to the utilities line item due to the extra utility expense for the well pump. Resolution 2053 as amended was adopted after a roll call vote of 8 yeas and 0 nays. Ayes: Taylor, Peterson, Leece, Edge, Snow, Barlow, Cossey and Schramm.

During closing comments, Mr. Snow wished the Carthage Tigers good luck in their fall sports. Ms. Schramm stated that she was looking forward to attending the MML conference next week.

Mr. Peterson made a motion, seconded by Ms. Leece, to adjourn the regular session of the Council Meeting. Motion carried and meeting adjourned at 8:19 p.m.

**CLOSED SESSION
MINUTES OF THE MEETING OF THE CITY COUNCIL
CITY OF CARTHAGE, MISSOURI
September 10, 2024**

The Carthage City Council met in closed session on the above date in City Hall Council Chambers at 6:30 p.m. with Mayor Dan Rife presiding.

Ms. Schramm made a motion, seconded by Ms. Cossey, to close the meeting according to section 610.021 (3), the agenda includes the possibility of a vote to close part of the meeting to discuss hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded followed by a roll call vote of 7 yeas and 1 nay. Ayes: Derek Peterson, Lori Leece, Dustin Edge, Alan Snow, Tom Barlow, Tiffany Cossey, and Jana Schramm. Nays: Chris Taylor. Motion carried at 7:35 p.m.

There was a short recess before the closed session started. Council went into closed session at 7:42 p.m.

The following Council Members answered roll call Chris Taylor, Derek Peterson, Lori Leece, Dustin Edge, Alan Snow, Tom Barlow, Tiffany Cossey, and Jana Schramm.

City Attorney Jon Gold and City Clerk Miranda Deal were also present.

Mr. Snow made a motion, seconded by Chris Taylor, to appoint Jason Martin as Fire Chief. Motion failed with a vote of 4 yeas, 1 nay, and 3 abstaining. Ayes: Chris Taylor, Lori Leece, Dustin Edge, and Alan Snow. Nays: Derek Peterson. Abstains: Tom Barlow, Tiffany Cossey, and Jana Schramm.

Attorney Gold explained that Carthage's Charter Section 4.11 requires that an appointment of an officer of the city requires an approval of a majority of the members elected to the City Council. The elected number is 10 therefore requiring 6 affirmative votes.

The council discussed what the next steps would be for the Fire Chief position. The Mayor will decide on how he would like to proceed and let the council know at a later time.

Mr. Snow made a motion, seconded by Mr. Barlow, to return to the regular session of the Council Meeting at 8:07 p.m. followed by a roll call vote of 8 yeas and no nays. Ayes: Chris Taylor, Derek Peterson, Lori Leece, Dustin Edge, Alan Snow, Tom Barlow, Tiffany Cossey, and Jana Schramm. Motion carried.

Respectfully submitted,

Miranda Deal
City Clerk

City of Carthage, Missouri

SPECIAL CITY COUNCIL

September 6, 2024 – 4:00 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

To hear the full comments and discussions, please refer to the recorded Youtube video of this meeting.

<https://www.youtube.com/watch?v=doK98Yo3rI8>

The Carthage City Council met in special session on the above date in Council Chambers at 4:00 PM with Mayor Dan Rife presiding. Deputy Fire Chief Jason Martin gave the invocation. Police Chief Bill Hawkins led the flag salute.

The following Council Members answered roll call: Chris Taylor, Derek Peterson, Lori Leece, Terri Heckmaster, Alan Snow, Tom Barlow, Tiffany Cossey, and Jana Schramm. Council Member Dustin Edge was absent. Interim City Administrator Traci Cox and City Attorney Jon Gold were also absent.

The following Department Heads were present: Police Chief Bill Hawkins, Deputy Fire Chief Jason Martin, Parks & Recreation Director Abi Almandinger, IT Administrator Michael Keith, and City Clerk Miranda Deal.

Ms. Cossey made a motion, seconded by Ms. Heckmaster, to table the approval of the August 27, 2024 Council minutes until the September 10 Council Meeting. Motion carried unanimously.

There were no citizen's present during Citizen's Participation.

Under New Business, C.B. 24-49 – An Emergency Ordinance authorizing the Mayor to enter into a contract with Tim Engelmeyer of Engelmeyer & Pezzani, LLC in the amount of \$250.00 per hour to serve as the hearing officer during the impeachment hearing of Mayor Dan Rife, in the City of Carthage, Missouri was placed on first reading.

Ms. Cossey made a motion, seconded by Mr. Snow, to amend the Council Bill to include details about the hiring of a court reporter that was previously approved by a voice vote at the August 13 Council meeting. The amendments are as follows:

Under Section I, at the end of the first sentence, add the words "and for the City of Carthage to hire Holliday reporting for court reporting services"

Under Section II: Terms of Contract, to have it read "terms of contract with Tim Engelmeyer", then have a subsection a with current language. Create a subsection b that states "terms of service with Holliday reporting are listed in the minutes of the 8/13/24 Council Meeting"

Under Section III: Where it says "its terms" she would like it changed to "their terms" and where it says "the contract mentioned" she would like to change it to "the contract and reporting services mentioned"

Add a Section IV: which states "Holliday Reporting service shall be hired as the court reporter under the terms set out in the 8/13/24 Council meeting minutes that were approved on 8/27/24"

The last two section numbers need their numbers changed to section 5 and section 6.

Motion to amend the Council Bill passed with a vote of 7 yeas and 1 nay. Ayes: Peterson, Leece, Heckmaster, Snow, Barlow, Cossey and Schramm. Nays: Taylor

Mr. Snow made a motion, seconded by Ms. Heckmaster, to forward Council Bill 24-49 to second reading under the emergency ordinance clause. Motion carried with a vote of 7 yeas and 1 nay. Ayes: Peterson, Leece, Heckmaster, Snow, Barlow, Cossey, and Schramm. Nays: Taylor

C.B. 24-49 – An Emergency Ordinance authorizing the Mayor to enter into a contract with Tim Engelmeyer of Engelmeyer & Pezzani, LLC in the amount of \$250.00 per hour to serve as the hearing officer during the impeachment hearing of Mayor Dan Rife, in the City of Carthage, Missouri was placed on second reading followed by a roll call vote of 7 yeas and 1 nay. Ayes: Peterson, Leece, Heckmaster, Snow, Barlow, Cossey, and Schramm. Nays: Taylor

Mr. Snow made a motion, seconded by Mr. Peterson, to adopt Resolution 2052 – A Resolution authorizing a supplemental budget adjustment to the General Revenue Fund for Fiscal Year 2024-2025 for a line item adjustment to professional fees in Central Municipal Activities for the hiring of a court reporter and a hearing officer for the impeachment hearing. Resolution 2052 was adopted after a roll call vote of 6 yeas, 1 nay, and 1 abstain. Ayes: Peterson, Heckmaster, Snow, Barlow, Cossey and Schramm. Nays: Taylor. Abstain: Leece.

Mr. Snow made a motion, seconded by Ms. Cossey, to adjourn the special session of the Council Meeting. Motion carried and meeting adjourned at 4:14 p.m.



City of Carthage, Missouri

BUDGET WAYS & MEANS COMMITTEE

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

MINUTES

1. Call to Order

MEMBERS PRESENT: Alan Snow, Terri Heckmaster, Dustin Edge, Christopher Taylor

MEMBERS ABSENT:

OTHER COUNCIL MEMBERS:

STAFF PRESENT: Assistant City Administrator Traci Cox, Parks Director Abi Almandinger and Admin Assistant Dorothy Weber

Chairman Snow called the meeting to order at 5:30 PM.

2. Old Business

1. Approval of Sept 4, 2024 Minutes

ACTION:	Motion to approve sept 4, 2024 minutes by chris taylor
	Motion passed with a 4:0
AYES:	Chris Taylor, Alan Snow, Terri Heckmaster, Dustin Edge
NOES:	None
ABSTAIN:	None

3. Citizens Participation

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

4. New Business

1. Consider and Discuss a Budget Adjustment for the Golf Fund

The Committee and Ms. Cox discussed the need for a \$20,000 budget adjustment for the golf course. The purpose of the \$20,000 is for grass seed to help with the winter kill. The \$20,000 does not include the anticipated additional \$5500.00 for water and electricity. Mr. Taylor asked if it would be easier to amend the amount to include the anticipated utilities, or if it would be easier to have a new resolution later when the amounts of the utilities were known. It was decided to make an amendment at a later date.

ACTION:	Motion to forward the budget adjustment to council by Chris Taylor
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	Motion passed with a 4:0
AYES:	Alan Snow, Terri Heckmaster, Dustin Edge, Chris Taylor
NOES:	None
ABSTAIN:	None

2. Staff Reports

Ms. Cox informed the committee that she met with the firm that did the salary study for the City of Carthage in 2020 in preparation for doing another salary study this year. Ms. Cox listed some of the comparables that the firm has given her. Mr. Snow suggested adding Pittsburg KS to the list because they have a similar golf course. Ms. Cox and the committee agreed it was a good idea to make sure that the City is not falling behind in their pay scale. Ms. Cox also noted that there will be 3 new positions in this study that were not in the previous study.

ACTION:	Motion to forward comparables to council by chris taylor
	Motion passed with a 4:0
AYES:	Chris Taylor, Dustin Edge, Terri Heckmaster, Alan Snow
NOES:	None
ABSTAIN:	None

Mr. Taylor stated that he would like to be on the salary study committee.

Ms. Cox stated that she met with the auditor to discuss the ARPA funds to find out when they need to be contracted by.

Mr. Cox stated that the Sales Tax was up, the use Tax was down, and the marijuana tax was slightly up from last month. Mr. Edge asked about last year's numbers at this time.

5. Adjournment

ACTION:	Motion to Adjourn at by Alan Snow at 5:52 PM
	Motion passed with a 4:0
AYES:	Alan Snow, Terri Heckmaster, Chris Taylor Dustin Edge
NOES:	None
ABSTAIN:	None



City of Carthage, Missouri

COMMITTEE ON INSURANCE/AUDIT AND CLAIMS

September 10, 2024 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

1. Call to Order

MEMBERS PRESENT: Tiffany Cossey, Jana Schramm, Derek Peterson

MEMBERS ABSENT: Terri Heckmaster

STAFF PRESENT: Interim 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 August 27, 2024 Minutes

ACTION:	Motion to approve item 2.1. by Jana Schramm
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Jana Schramm, Derek Peterson

2. Review & Approval of the Claims Report

ACTION:	Motion to approve item 2.2. by Derek Peterson
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Jana Schramm, Derek Peterson

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 Employee Health Fair

Ms. Deal placed a pricing sheet on the committee members desks for the upcoming City of Carthage health fair. Employees are able to attend the health fair and speak with various vendors and they have the opportunity to have blood work done for various issues. In the past, the committee has approved \$135 per employee who wishes to have blood work done. This allows the employees to choose which blood work they would like to have done. Anything that is spent over the \$135, is the employees responsibility to cover that day.

ACTION:	Motion to approve \$135 per employee who wishes to have blood work done at fair by Derek Peterson
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	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Jana Schramm, Derek Peterson

2. Staff Reports

Ms. Deal reported that she will be reviewing the information on the online budget book by the end of the week so that the book can be posted online for the public to view.

Ms. Cox reported that she and HR Coordinator Michael Miller met with McGrath Human Resources to discuss the salary study update. They reviewed the list of cities used to compare to and it was recommended that the City of Moberly and Fulton be removed since they are too far away, and replace them with Republic, MO and Pittsburg, KS. They asked Bentonville the first time for their salaries, but they did not respond, they will be looking for one northwest Arkansas city to compare to as well. She also reported that she spoke with the Mayor about forming a committee whenever it gets closer to getting finalized for them to review the results and decide how to move forward. The estimate that the update will be done closer to the end of the calendar year. They did ask what spots the City has a hard time keeping filled and Ms. Cox reported that the lower level maintenance positions are the hardest ones to keep and then to fill after someone leaves. Even though the City has followed the original plan with the step increases and the COLA's, there are still some positions that are paid lower. McGrath will be reviewing new positions added or changed, these include the Tourism Director, the Assistant City Administrator, and the Recreation Coordinator. Ms. Cox also reported that the tourism director position was posted and it was reprinted and will start at a lower salary than previous. The auditors will be here the week of September 23 and after they are done City Hall staff will work on upgrading financial software.

5. Adjournment

ACTION:	Motion to Adjourn at 05:51 PM by Derek Peterson
	Motion Passed with a 3:0
AYES:	Tiffany Cossey, Jana Schramm, Derek Peterson



September 16, 2024 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

AGENDA

- 1. Call to Order**
- 2. Old Business**
 1. Approval of 8/19/24 Minutes
- 3. Citizen Participation**

(Each person addressing the Committee shall state their name and address or the organization or firm represented and is limited to no more than five (5) minutes. The time may be extended by the chair if deemed necessary. Once a person has had their say on a particular issue, they are not permitted to once again speak on the issue unless called to answer any further questions by the Committee or Chair)

 1. Consider and discuss the Neon Moon Car Show
- 4. New Business**
 1. Consider and discuss Veteran's Day Parade - Chelsea Cholley
 2. Staff Reports
 - Fire Department
 - Police Department
- 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 **PUBLIC SAFETY COMMITTEE**

September 16, 2024 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

1. Call to Order

Members Present: Terri Heckmaster, Tom Barlow, Christopher Taylor
Staff Present: Police Chief Bill Hawkins, Interim Fire Chief Jason Martin, Abi Almandinger
Absent: Alan Snow

Chair Terri Heckmaster called the meeting to order at 5:30PM.

2. Old Business

1. Approval of 8/19/24 Minutes

Councilman Taylor made a motion to approve the minutes from the 8/19/24 Public Safety meeting.

Motion passed

Ayes: Terri Heckmaster, Tom Barlow, Christopher Taylor

Absent: Alan Snow

3. Citizen Participation

(Each person addressing the Committee shall state their name and address or the organization or firm represented and is limited to no more than five (5) minutes. The time may be extended by the chair if deemed necessary. Once a person has had their say on a particular issue, they are not permitted to once again speak on the issue unless called to answer any further questions by the Committee or Chair)

1. Consider and discuss the Neon Moon Car Show

Michael Hendricks spoke with the committee on the Neon Moon Car Show. The event will take place on Friday, October 11, 2024, from 6:00pm to 9pm.

Councilman Taylor made a motion to send to full council to allow vendor stalls to be arranged around the perimeters of the Square during the Cruisin Main event.

Motion passed

Ayes: Terri Heckmaster, Tom Barlow, Christopher Taylor

Absent: Alan Snow

4. New Business

1. Consider and discuss Veteran's Day Parade - Chelsea Cholley

Abi Almandinger was present to speak with the committee on the Veterans Day Parade. The event will take place on November 9th, starting at 2:00PM. The parade will begin on Main Street, continue north rounding the Square and ending on Grant Street by the 6th Grade Center. Abi is requesting the closure of

Main/Grant from Chestnut to 3rd Street and 4th, 5th, and 6th Streets between Grant and Main to be closed. Councilman Taylor made a motion to forward to full council to close the discussed street closures from 1:30pm till the end of the parade on November 9, for the Veterans Day Parade.

Motion passed

Ayes: Terri Heckmaster, Tom Barlow, Christopher Taylor

Absent; Alan Snow

2. Staff Reports

Fire Department

Interim Chief Martin had nothing to report

Police Department

Police Chief Hawkins had nothing to report

5. **Adjournment**

Motion to adjourn at 5:53PM by Christopher Taylor.

Motion passed

Ayes: Terri Heckmaster, Tom Barlow, Christopher Taylor

Absent: Alan Snow



City of Carthage, Missouri **PUBLIC SERVICES COMMITTEE**

September 19, 2024 - 5:00 PM
CITY HALL COUNCIL CHAMBERS

AGENDA

1. Call to Order

2. Old Business

1. Approval of Previous Minutes.

3. Citizen Participation

(Citizens wishing to address the Council or Committee should notify the City in advance and provide the item they want to address in written format at least 24 hours before the meeting. Please call Angie Judd at the Parks & Recreation office at 417-237-7035, or email a.judd@carthagemo.gov.)

1. Jonathan Roberts - YMCA

4. New Business

1. Consider and discuss golf cart bid.
2. Consider and discuss Liquor License-Retail by drink-Resort.
3. Consider and discuss surplus of building at saddle club arena.
4. Consider and discuss food truck for rodeo event.
5. Consider and discuss Little League.
6. Consider and discuss bid for Memorial Hall sign.
7. Consider and discuss ribbon cutting.
8. Consider and discuss sponsorships.

5. Staff Reports

6. Other Business

7. 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 24, 2024 - 5:30 PM
CITY HALL COUNCIL CHAMBERS

AGENDA

- 1. Call to Order**
- 2. Old Business**
 1. Approval of September 10, 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. 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



AGENDA

Notice is hereby given that the Carthage Water & Electric Plant Board will meet September 19th, 2024, 3:00 p.m. at the CWEP Complex, 627 W. Centennial, Carthage. The tentative agenda of the regular meeting includes:

ADDITIONS TO THE AGENDA

APPROVAL OF THE BOARD MINUTES: August 15th, 2024

APPROVAL OF DISBURSEMENTS: August \$6,416,625.43

FINANCIAL STATEMENT: August

COMMITTEE REPORTS:

CITIZENS PARTICIPATION PERIOD:

OLD BUSINESS: None.

NEW BUSINESS:

1. Consideration of bids for an Articulating Telescopic Bucket Truck
2. Consideration of bids for a new 4WD Pickup Truck
3. Consideration of Health Insurance Proposals
4. Discussion and review of the timeline of events from 2023 which led to the disagreement between City leadership and the CWEP Board; Discussion of Mayor Rife's recent Press Release and an update of subsequent actions taken by the Board.

STAFF REPORTS

BOARD MEMBER COMMENTS:

Persons with disabilities who need special assistance may call 417-237-7300 or 1-800-735-2466 (TDD via Relay Missouri) at least 24 hours prior to meeting.

Representatives of the news media may obtain copies of this notice by contacting:
Meagan Milliken, P O Box 611 Carthage, MO 64836 417-237-7300

CWEP BOARD MEETING MINUTES

The Carthage Water & Electric Plant Board met in regular session September 19, 2024, 3:00 p.m. at the CWEP Office, 627 W Centennial, Carthage, MO.

Board:

- | | |
|--|---|
| ☒ Brian Schmidt -Secretary | ☒ Sid Teel - Member |
| ☒ Ron Ross- President | ☒ Tom Garrison – Member |
| ☒ Darren Collier -Vice President | ☒ Mark Gier - Member |
| ☐ Lori Leece -Liaison* | |

*Present for the end of the meeting but was not present for any of the action items

Staff:

- | | |
|---|---|
| ☒ Chuck Bryant-General Manager | ☒ Jason Choate-Director of Water Services |
| ☒ Cassandra Ludwig-General Counsel | ☒ Kelli Nugent/CFO |
| ☒ Jason Peterson-Director of IT & Broadband | ☒ Kevin Emery-Director of Power Services |
| ☒ Megan Kirby- Executive Assistant | ☒ Stephanie Howard-Economic Development Manager |

Others present: Mayor Dan Rife, Terri Heckmaster, Councilmember; Alan Snow, Councilmember; Traci Cox, Interim City Administrator

President Ross called the meeting to order at 3:00 p.m.

ADDITIONS/CHANGES TO THE AGENDA:

A motion by Schmidt and seconded by Collier to remove Agenda item #2 from the agenda, passed unanimously.

APPROVAL OF MINUTES:

A motion by Collier and seconded by Garrison to approve the minutes as presented of the regular meeting of August 15, 2024, passed unanimously.

APPROVAL OF DISBURSEMENTS:

A motion by Gier and seconded by Teel to approve disbursements for August in the amount of \$6,416,625.43, passed unanimously.

FINANCIAL STATEMENT:

CFO Nugent presented the August 2024 financials to the Board, noting that combined operating expenses were under budget for the month. She noted combined net position exceeded budget for the month even though operating revenues were below budget for the month. Contributing

factors to the higher net position were lower than budgeted Purchase Power costs, the timing of some expenses, and more crew time being spent on capital projects during the month.

A motion by Collier and seconded by Schmidt to approve the August 2024 financials passed unanimously.

COMMITTEE REPORTS: None.

CITIZENS PARTICIPATION PERIOD: None.

OLD BUSINESS: None.

NEW BUSINESS:

1. Consideration of bids for an Articulating Telescopic Bucket Truck

General Manager Bryant noted a request for approval to proceed with the purchase of a new 2027 model, 41-foot articulating telescopic bucket truck for the electric distribution department. This bucket truck meets CWEP's specifications and requirements and is available for purchase from Altec Industries, Inc. through a competitively solicited cooperative contract for \$265,213.00, which falls below budget.

He noted the projected lead time for this truck is 38-41 months. Due to the extended lead time, irregular inflation costs, and volatility in the market, the pricing for this vehicle is subject to change.

A motion by Collier and seconded by Schmidt to award the purchase of this vehicle to Altec Industries, Inc. in the amount of \$265,213.00, passed unanimously.

2. Consideration of Health Insurance Proposals

General Manager Bryant reviewed the proposed renewal from Cox Health Insurance as well as an alternative competitive proposal from United Healthcare. Cox Health's proposal offers an 8.02% increase in premium whereas United Healthcare offers a -9.61% decrease in premium for the first year with a 2nd year rate cap of 11.9%. Bryant highlighted the history CWEP has with Cox Health noting there not being a premium increase since 2018 as well as a 4% lower premium in 2021. General Council Ludwig reported Cox Health is local and works really well with CWEP, they know the health history of the CWEP employees as well as are in the know of some of the health impacts that are to come this year. Ludwig also mentioned CWEP is currently grandfathered in with Cox to be able to use Mercy in Carthage and there is a potential CWEP would lose that option if we were to leave Cox and later want to come back. Tobacco policies will also stay the same, tobacco users will pay 25% of the cost of their premiums.

A motion by Schmidt and seconded by Garrison to accept the Cox Partners 80 Plan, with no change in coverage and an 8.02% increase in premiums with an incentive for non-tobacco users, passed unanimously.

3. Discussion and review of the timeline of events from 2023 which led to the disagreement between City leadership and the CWEP Board; Discussion of Mayor Rife's recent Press Release and an update of subsequent actions taken by the Board.

General Manager Bryant reviewed the timeline of events that have occurred over the past year and a half between the CWEP Board and City Leadership. Bryant reviewed documentation which includes a sequence of emails exchanged as well as letters and press releases.

A copy of the timeline and associated documentation is attached and incorporated herein.

STAFF REPORTS:

General Manager Bryant gave an update on natural gas prices, he reported on the capacity factors of Sikeston and Plum Point. He noted no supplemental power was received from SPA due to dry weather conditions. GM Bryant noted with Fall upon us, animal activity is at its peak causing damage and outages to both the electrical and fiber systems. He gave an update on the Substation 2 project noting there has been headway made but there will be a 2-week delay waiting on a transformer to arrive. Bryant reported Line crews competed in the MPUA lineman Rodeo and commended Chance Adams and Noah Smith for winning 1st place in the Overall Journeymen Lineman Team Award. Bryant noted Lineman rodeos are good training opportunities and provide an opportunity for teams to showcase their skills and see how they stack up against other linemen.

CFO Nugent commended Kyle Fewin and Jim Willis for completing training to become certified forklift trainers for CWEP and managing the forklift training for all employees. She noted the auditors from KPM, CPAs were in the office this month performing their fieldwork for the annual audit and will finalize and present the audit in the month of November after receiving the pension information from Lagers.

Director of IT and Broadband Peterson gave an update on fiber installs and expansion projects. He commended Meagan Milliken for all her marketing efforts for fiber. He highlighted a various number of certificates and tests his staff have been awarded and passed. Those include as follows: Lathem Stroud and Kevin Williams- Veeam Data Platform Onboarding Certificate; Sabrina Menapace- Juniper Service Provider Routing and Switching, Specialist; Josiah Gilbert- Juniper Service Provider Routing and Switching, Associate; Lane Alexander- Journeyman Electrician License. Lathem Stroud's team also won the SANs Cybersecurity Engineering: Advanced Threat Detection and monitoring course cap-stone competition. Peterson expressed his appreciation for his team and how highly motivated they are.

Director of Water Services Choate gave an update on the Lead Service Inventory project and ACE pipe cleaning project.

Director of Power Services Emery reported the Dogwood resource is doing well, noting that since June, CWEP has been selling capacity to Evergy and energy into the market which has resulted in a \$600,000 net margin.

Economic Development Manager Howard gave an industrial update. She noted the Governor will be in town October 10th.

General Counsel and Director of Customer Relations Ludwig reported two people have been hired for the CSR position. She noted on August 26th SPP issued an EEA alert level 1. She noted one more level would have resulted in an energy conservation request. She reported plans for another Customer Academy later this year and announced several events CWEP is involved with in the next month including Maple Leaf Touch a Truck, Maple Leaf Chili cook-off and Public Power Week with a customer appreciation luncheon on Friday, October 11th. Ludwig gave an update on the USIC contract.

BOARD MEMBER COMMENTS:

Ron Ross stated he makes no apologies for how enthusiastic and passionate he is about the people that work at CWEP. He noted CWEP is full of great employees who do a really good job at what they do.

At 4:50 pm a motion by Schmidt and seconded by Collier to adjourn the meeting passed unanimously.

President – Ron Ross

Secretary – Brian Schmidt

CWEP & City Timeline 2023

March

- March 31: Chuck Bryant ("CB") receives email from Greg Dagnan ("Dagnan") regarding mowing, baling, crops
 - Asks if there is a contract for the land by WWTP

April

- April 3: CB sends brief email response to Dagnan regarding the property, stating we have a contract in place for the land, and have for years
- April 3: CB elaborates on earlier email, outlines our process and desire to continue with current practices
- April 14: CB speaks with Mayor over the phone regarding land. CB sends another email to Dagnan, states he will send him over a copy of the contract. CB requests staff update contract with Mr. Peters and send to Dagnan

May

- May 1: Jason Choate informs CB that Mr. Peters was told by city staff not to sign a contract with CWEP
- May 1: CB has conversation with Mayor regarding land in question. Mayor agreed the situation had gotten out of control. CB informed Mayor this land was different than other city land because we need to spread sludge on the land, and it would be best if it could be kept under our management and control for that reason
- May 9: City Council has closed session to discuss potential legal issue with CWEP Board and management of compensation
 - Found this out via *city employees* who told CWEP employees that the Board was discussed in closed session and the city was "coming after the utility and utility Board"
 - There was zero communication from the Mayor or anyone at City Hall to CWEP management or CWEP Board members regarding items discussed in the closed session.
- May 11: Mayor and CWEP Board President Danny Lambeth ("Lambeth") have video call. Conversation began with land use then transitioned to CWEP employee compensation and board authorization/delegation. Dagnan and Nate Dally ("Dally") were off camera and did not announce themselves until midway through the conversation.
- May 11 (a Thursday): Lambeth receives email from Dally outlining city's perceived issue and instructions to send information regarding compensation
 - Sent at 5:46 p.m. on a Thursday (after work hours)
 - States that board minutes lack specifics
 - Requests: "the last salary study the board conducted *along with all documentation that accompanies a salary study*" and minutes from meetings showing votes (emphasis added)
 - Lambeth forwards email to CB
 - Nothing in this request asks for a list of FY24 salaries
- May 16: (a Tuesday, at 8:00 am) CB met with Alan Snow to discuss the FY24 budget and request from Dally. Mr. Snow indicated he was comfortable with the established process by CWEP regarding compensation
- May 16 (Tuesday, at 11:26 am): Dagnan sends Lambeth a follow-up email requesting the most recent salary study *or* a list of salaries by position "as required" (emphasis added) to include for the budget meeting the following day
 - First time CWEP received a request for a list of salaries by position
 - Again, nothing specifies FY24 salaries; in fact, it specifically asks for the "most recent" salary information

- May 17 (Wednesday): CB met with the Mayor. They discussed the issue and the Mayor indicated he was comfortable with the Board's process and there was no need to include additional compensation information beyond what is normally presented and included in the budget. The Mayor asked that Mr. Lambeth send a letter to him asking for approval of the budget as well as a joint discussion on how to improve the ordinance in question
- May 17: Lambeth sends email to Mayor as requested
- May 17: Mayor responds to Lambeth, thanking him for the email
- May 17: CB delivers budget to the city council budget committee.
 - All FY 24 salaries were included in budget, as well as a 3% COLA and an up to 3% merit, all of which was outlined for the committee.
 - Salaries included in the budget assumed a maximum merit increase for each employee, though sometimes employees do not receive the maximum
 - Salary increases were in line with what the City was planning for City employees
 - No further questions regarding compensation were asked during the meeting
 - No action was taken by committee to approve budget.
 - Compensation was handled the *exact* same way as it has *a/ways* been handled and presented to the budget committee
 - All anticipated FY24 labor costs were in the budget as first presented to the committee
 - Note: While labor represents a vast majority of city expenses, it does not make up the same percentage of expenses for the utility and utility expenses are accounted for in a different way, in accordance with federal accounting guidelines, rules and principles
- May 18 (Thursday): Mayor sends letter in mail to CB and Lambeth requesting a document containing all agency salaries *by position and pay*, including approved salary ranges. He also requested information regarding performance raises and confirmed CWEP was planning for a 3% COLA. He requested information to be provided by May 25 (a Thursday).
 - Letter was mailed on Thursday, May 18, not received by CWEP until Friday, May 19
 - Again, nothing in this request specifies FY24 salaries
 - It requests "all agency salaries by position and pay" as well as the planned increases
 - Third request from someone at City Hall sent within 5 business days
- May 22 (a Monday): Lambeth sends email to the Mayor letting him know CB is out of the office on vacation until Tuesday, May 30. He tells the Mayor he will instruct staff to start working on collecting the information and will aim to provide it to the council by June 1.
- May 22: Mayor responds to Lambeth's email, stating he will get with CB upon CB's return to the office and will get the information needed in time to get it to the budget committee.
- May 30: CB emails Mayor asking him if he could come to CWEP and meet to discuss the salary materials CWEP had put together for the budget committee. Mayor responds, confirming he will meet with CB at 10:00 on May 31.
- May 31: CB meets with the Mayor at 10:00 to go over the salary information. The Mayor indicated he was pleased with the materials and information presented and did not make any recommendations for changes to be made before presentation to the Council budget committee.
 - If the Mayor was not satisfied with the presented information, as later stated via press releases and statements to the media, why did he not address those issues in this meeting and before the materials were presented to the budget committee?
- May 31 @ Noon: CB hand delivers all compensation and statistical information to council budget committee. Each job was listed alphabetically, and information for each job included the job title and job description, current pay, and comparable salary data from APPA and AWWA. Also included in the packet was CWEP's internal policy regarding performance evaluations and setting of compensation, and information on merit and COLA wage increases for FY24 (which were already included in the budget presented to the committee), as well as statistical data involving expenses for comparison to national and regional averages.
 - Cover letter was included to explain the information

- During the meeting, Alan Snow, CWEP Board liaison and budget committee chairperson, stated that he believed CWEP provided all the requested information
- No action was taken by budget committee

June

- June 12 @ 2:00: CWEP Board met to discuss compensation issue. Board formally approves all CWEP compensation.
 - The approval contained specific salary information by position, job descriptions, and salary ranges
 - The lack of specific board approval of each position was Dally's original complaint, so formally approving the compensation information should have alleviated his concerns which he stated in his May 11 email to Lambeth
- June 12 @ 5:30: Budget committee votes to approve CWEP budget, approve rate increase, but freeze salaries until a salary study can be completed.
- June 13: City Council meeting
 - Heavily attended by the public and CWEP employees
 - Many spoke to council in opposition of the proposed wage freeze
 - Council decided not to freeze wages, but did vote for a salary study to be completed
- June 14: Lambeth hand delivers (to City Hall) a letter to the Mayor asking what Councilman Mark Elliff meant during Monday's budget committee meeting when he stated the Board "violated city code."
 - Requested legal opinion stating what was violated and how it was violated, along with legal research to support that position
 - *Never received a response to the letter*
- **June 15: City Council holds emergency special meeting**
 - Went into closed session for personnel matters, stayed in closed session for 2.5 hours
 - When back in open session, voted 7-2 to terminate the entire CWEP board for reasons "outlined by City Attorney Nate Dally. Said outlined reasons include the board failing to abide by Ordinance 2-320, and failure to provide budget documents as requested multiple times."
 - *At the time of termination, all requested information had been given to the Mayor and members of council, and the CWEP Board had formally approved all of the compensation as requested by Dally.*
- June 16: City issues unsigned press release announcing board termination
- June 19: Board issues response to press release and termination
- June 20: City issues press release responding to Board's press release
 - "It has come to the attention of the council that the Water and Electric Board was no longer following this ordinance."
 - Have never received an explanation for this statement
 - First time they mentioned their issue with CWEP compensation not complying with ordinance that states pay shall be "consistent with, but shall not exceed, similar work for similar communities in our area"
 - "...once the Water and Electric Board was in compliance with the legal salary rules, the salary function would be turned back over to the Water and Electric Board"
 - Stated this even though Board approved all salaries on June 12
 - Stated that CWEP Board "provided 2022-2023 salary information to the budget committee but did not provide 2023-2024 employee positions and salaries, which is a requirement of city ordinance"
 - The ordinance does not state this requirement, and this has *never* been done because the salaries are included in the budget
 - The Board provided both current salaries and proposed increases
 - All proposed increases were already included in the budget first presented to the budget committee

- Future salaries could not be provided because CWEP had not gone through the process of employee evaluations to determine percentages of merit-based raises given to each employee. This process takes place annually in June.
 - This is why the budget as presented included the maximum possible salary increases for all employees
 - This was explained to the Mayor during the May 17 meeting, at the meeting with CB on May 31st, and at the budget committee meeting on May 31st.
 - City leadership already had each current salary, as well as an explanation that each of those salaries could increase by a maximum of 6% for FY24
 - Simple math can determine what each salary had the *potential* to be in the next FY
- June 20: Mayor sends CB an email stating the council “still needs” salary information
 - Asks it to be a one-page document that lists:
 - “Current salary for each position”
 - “Current salary plus 3% (cola)”
 - “Current salary plus potential merit range (merit range percentage base of history for the past three years for each position)” (*sic*)
 - “Total compensation range”
 - “Total number of employees”
 - All of this information was either already given to them, or needed extremely simple math to calculate
 - They already had current (FY23) salaries by position and pay
 - The budget they were given in May included FY24 salaries throughout
 - This is the first time any of their requests actually mentions FY24
- June 20: CB responds saying CWEP will gather the information
- June 21: CB sends email to Mayor clarifying what is needed
- June 22: CB sends email to Mayor with additional salary information
 - The salary information given could have been calculated by city staff by simply taking the numbers they already had for current pay and adding a maximum of 6%
 - The salaries given were not actual FY24 salaries because performance evaluations had not been completed, so this information was simply what the maximum salaries could be for the next FY.
- June 24: Mayor tells the media that CWEP employees made threats against city employees and that this and that the threats were the main topic of conversation during the two-and-a-half hour, emergency closed session
 - No details about “threats” were given to anyone, including the CWEP Board or CB
 - STILL NO EXPLANATION for these “threats”
- June 24: Mayor also tells media that CWEP Board and staff had changed their process and no longer called local and area public utilities to get their salary structure and verify that employees were being paid a fair salary
 - This statement is not true
 - The process never changed from what it was for many years
 - We had always used the AWWA and APPA surveys because the surveys can group data pursuant to geographic location and revenue to easily compare similar utility positions
- June 27: City Council moves council meeting to Memorial Hall due to expected attendance
 - Motion was made to reconsider the vote that removed the board, but fails 6-4 (needed 7 to pass)
 - Mark Elliff, Ed Hardesty, David Armstrong, and Trudy Blankenship voted “no” to have the discussion reopened so it could be made public
- June 29: Mayor, Dally, Brian Schmidt, Pat Goff, and Bill Lasley met to discuss the board removal. Made agreement to do the following things:

- Board would be reinstated, to serve 4-year terms, with terms realigned so 2 members term out on odd numbered years
 - Was never done
- Process put in place for proper removal of board members (due process)
 - This was done, but was not done the way CWEP Board members anticipated it being done, as it simply refers to the ordinance for removal of city officials rather than being included as an ordinance in the section with the other CWEP Board ordinances
- Committee would be formed to work on ordinance improvements
 - This process was started, and the committee met one time, then was unilaterally dissolved by the Mayor without discussion with the committee or the CWEP Board
- Pending litigation would be paused, assuming both sides carried through with promises
 - Board members complied
- A joint press release would be created and released by both sides, and no other comments would be made from either side until everything was resolved
 - The Board upheld this provision. The city has not:
 - The Mayor did an interview on Aug 2 with KODE where he stated that the Board had given the utility GM the authority to approve salaries and that the city did not have that information (which is false, as that policy and practice had been in place since 2003)
 - Dally stated the Board failing to provide salary information and failing to properly approve salaries in an interview done for the Carthage Chronicle (published August 16, 2023)
 - Several statements made by Council members and city staff during open sessions of City Council meetings
 - The Mayor's recent press release once again refers back to this issue
- All these points of agreement were reiterated during the July 20, 2023, CWEP Board meeting, which Mayor Rife attended.
 - Mayor did not disagree with any of these points during the Board meeting
- June 29: City council holds a special meeting which includes a closed meeting for legal/litigation purposes. No action taken.
 - Presumably, this meeting included an update to the Council on the status of the agreement between the City and the Board
- June 30: Joint press release is released by both CWEP and City
 - States the whole thing was "miscommunication"
 - States "it is now clear that there was *no violation of any ordinance by anyone*" (emphasis added).

July

- July 11: City Council meeting where Board was reappointed
 - Vote was 7-0-2 (Hardesty and Elliff abstained; David Armstrong did not come to the meeting)

Chuck Bryant

From: Greg Dagnan <g.dagnan@carthagemo.gov>
Sent: Friday, March 31, 2023 12:35 PM
To: Chuck Bryant
Subject: Mowing, Baling, and Crops

Follow Up Flag: Flag for follow up
Flag Status: Flagged

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Chuck,

Here is a weird one, we let people take hay from city property at no cost since they are effectively mowing for free. We are trying to create contracts with these folks. When we were talking about one contract with Jason Peters he says that he plants crops near North Francis on the city land there and gives 30% of his crop earning to CWEP. Is there a contract for this land so we shouldn't worry about it, or what are your thoughts on this?

Greg Dagnan
City Administrator
City of Carthage, MO
417-237-7003 (telephone)
417-359-6223 (cellular)

Please note: I check my email and text messages at structured intervals each day. If you need to contact me immediately, please call me on my mobile phone. If I am helping someone and don't answer the call, please leave a detailed voice message and I will contact you promptly. Thank you for your understanding.

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Chuck Bryant

From: Chuck Bryant
Sent: Monday, April 3, 2023 8:57 AM
To: Greg Dagnan
Subject: RE: Mowing, Baling, and Crops

That is land adjacent to our waster water lagoon. We have had a contract for that land for years. I believe it is the only land we have set up with that arrangement. I will confirm in staff meeting this morning.

Thank you,

Chuck Bryant
General Manager



From: Greg Dagnan <g.dagnan@carthagemo.gov>
Sent: Friday, March 31, 2023 12:35 PM
To: Chuck Bryant <cbryant@cwep.com>
Subject: Mowing, Baling, and Crops

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This email may contain identifiable personal information that is subject to protection under state and federal law. This information is intended for the use of the individual named above. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of the contents of this information is

Chuck Bryant

From: Chuck Bryant
Sent: Monday, April 3, 2023 4:53 PM
To: Greg Dagnan
Cc: Cassandra Ludwig; Megan Kirby; Jason Choate
Subject: RE: Mowing, Baling, and Crops

Greg,

Thank you for bringing this up. Upon review, we do not have a current agreement with Mr. Peters. We will submit an agreement to him ASAP.

We have no other land that we lease like the property on the north end of time. I would prefer to keep the agreement in place with Mr. Peters moving forward. I think a 30% return on the use of the property is fair.

If you choose to use the 30% return to the city, please let me know and we can make sure our contracts are similar. If the city chooses to forgo the revenue, CWEP would prefer to keep our agreement at the 30% as we have for years.

Thank you,

Chuck Bryant
General Manager



From: Greg Dagnan <g.dagnan@carthagemo.gov>
Sent: Friday, March 31, 2023 12:35 PM
To: Chuck Bryant <cbryant@cwep.com>
Subject: Mowing, Baling, and Crops

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417-237-7003 (telephone)
417-359-6223 (cellular)

Chuck Bryant

From: Chuck Bryant
Sent: Friday, April 14, 2023 10:49 AM
To: Greg Dagnan
Cc: Cassandra Ludwig; Megan Kirby; Jason Choate
Subject: RE: Mowing, Baling, and Crops

Greg,

Sorry for the confusion. I visited with the Mayor this morning and understand what you need to build your contract for these services. We will get a copy of the contract over to you this morning.

Again, sorry for the delay and not picking up what you are looking for. If you, or any other city staff, have any detail questions regarding our contract or process, please reach out to me or one of the others attached in this email.

Megan, please forward the contract over to Greg as soon as you have a minute.

Thank you!

Chuck Bryant
General Manager



From: Chuck Bryant
Sent: Monday, April 3, 2023 4:53 PM
To: Greg Dagnan <g.dagnan@carthagemo.gov>
Cc: Cassandra Ludwig <cludwig@cwep.com>; Megan Kirby <mkirby@cwep.com>; Jason Choate <jchoate@cwep.com>
Subject: RE: Mowing, Baling, and Crops

Greg,

Thank you for bringing this up. Upon review, we do not have a current agreement with Mr. Peters. We will submit an agreement to him ASAP.

We have no other land that we lease like the property on the north end of time. I would prefer to keep the agreement in place with Mr. Peters moving forward. I think a 30% return on the use of the property is fair.

If you choose to use the 30% return to the city, please let me know and we can make sure our contracts are similar. If the city chooses to forgo the revenue, CWEP would prefer to keep our agreement at the 30% as we have for years.

Thank you,

Chuck Bryant
General Manager



Chuck Bryant

From: Danny Lambeth <dannylambeth79@gmail.com>
Sent: Thursday, May 11, 2023 6:33 PM
To: Chuck Bryant
Subject: Fwd: Section 2-320 City Code

Follow Up Flag: Flag for follow up
Flag Status: Flagged

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

For your review.
We can talk at your convenience.
Hope you feel better soon.

Sent from my iPhone

Begin forwarded message:

From: Nate Dally <n.dally@carthagemo.gov>
Date: May 11, 2023 at 5:46:41 PM CDT
To: dannylambeth79@gmail.com
Cc: Dan Rife <d.rife@carthagemo.gov>, Greg Dagnan <g.dagnan@carthagemo.gov>
Subject: Section 2-320 City Code

Here is the section of the code that delegated the power to hire additional appointees and set compensation for employees and officers to the board. The delegation of this power is lawful because the authorization establishes standards for setting compensation. The alternative is what is written in RSMo 91.500 which provides that all pay is established by ordinance of the council.

The reason the question came up about approval of salaries and appointment of employees is due to the fact that the minutes from the board meetings lack specifics when new positions are established, what the salary for a position is, and changes to current position pay rate and salary.

All salaries and votes on salaries are open records and all vote needs to be reported in the minutes, even if the vote occurs in closed session.

If there is a salary study that the board adopted (a base line), and the board adjust salaries for cost of living and step increases from that base line then a simple vote to adjust the salaries by a step and % would be fine. However if the base line is changed in a way that establishes a new salary or pay rate for a person or positions, then the board would need to approve that salary or pay by vote of the entire board.

The council is requesting, the last salary study that the board has conducted along with all documentation that accompanies a salary study and minutes from meeting showing the votes establishing positions and votes on the current pay.

The issue we want to avoid is a citizen asking for the votes establishing pay only to find out we have been paying people without the proper legal authority.

Sec. 2-320. - Employment of personnel.

(a)The board of public works may appoint and employ for the purpose of operating the water, electric and sewage disposal departments such officers and employees as may be necessary, at such salaries or wages as may be just and fair for the type and amount of work done and compatible with, but not in excess of, compensation paid for similar work in similar communities in the area.

(b)All appointees shall be under the supervision and control of the board of public works, and shall be appointed to hold their respective positions at the pleasure of the board, and shall perform such services as may be prescribed by the board.

(Code 1978, § 133.110; Ord. No. 6274, § 5, 9-25-90)

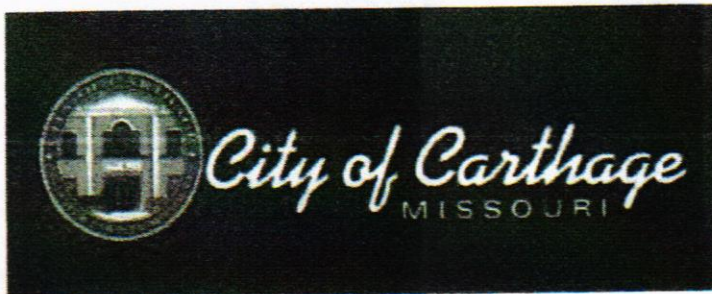
Thank you everyone for your time and attention to this matter.

Nate Dally

City Attorney - Carthage

326 Grant Street | Carthage MO 64836

O: 417-237-7000 | **E:** n.dally@carthagemo.gov



Chuck Bryant

From: Greg Dagnan <g.dagnan@carthagemo.gov>
Sent: Tuesday, May 16, 2023 11:26 AM
To: Danny Lambeth
Cc: mustangdan1963@yahoo.com; Dan Rife; Chuck Bryant; Nate Dally; Alan Snow
Subject: Budget Hearing

Follow Up Flag: Flag for follow up
Flag Status: Flagged

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Danny,

The Mayor has asked me to make the following inquiry on his behalf. We have received your budget packet for the CWEP hearing tomorrow. It does not have the most recent salary study or a list of salaries by position as required. We would like to have those items to include in the budget packet for the hearing tomorrow. If we can help in any way, please let us know. Thank you.

Greg Dagnan
City Administrator
City of Carthage, MO
417-237-7003 (telephone)
417-359-6223 (cellular)

Please note: I check my email and text messages at structured intervals each day. If you need to contact me immediately, please call me on my mobile phone. If I am helping someone and don't answer the call, please leave a detailed voice message and I will contact you promptly. Thank you for your understanding.

This email may contain identifiable personal information that is subject to protection under state and federal law. This information is intended for the use of the individual named above. If you are not the intended recipient, be aware that any disclosure, copying, distribution or use of the contents of this information is prohibited and may be punishable by law. If you have received this electronic transmission in error, please notify us immediately by electronic mail (reply).

Cassandra Ludwig

From: Chuck Bryant
Sent: Tuesday, October 24, 2023 12:23 PM
To: Cassandra Ludwig
Subject: Fwd: Response as requested

CB

Sent from [Outlook](#)

From: Danny Lambeth <dannylambeth79@gmail.com>
Sent: Tuesday, October 24, 2023 12:22:14 PM
To: Chuck Bryant <cbryant@cwep.com>
Subject: Fwd: Response as requested

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

This the correct one??

Sent from my iPhone

Begin forwarded message:

From: Dan <mustangdan1963@yahoo.com>
Date: May 17, 2023 at 12:34:09 PM CDT
To: Danny Lambeth <dannylambeth79@gmail.com>
Subject: Re: Response as requested

Thank you Danny.

Dan

To make democracy work, we must be a nation of participants, not simply observers. One who does not vote has no right to complain. Louis L'Amour

On Wednesday, May 17, 2023 at 11:57:38 AM CDT, Danny Lambeth <dannylambeth79@gmail.com> wrote:

Mayor Rife,

Thank you for taking the time to sit down with Mr. Bryant and review our comprehensive compensation process. I am pleased that now you and our CWEP Board Liaison, Mr. Snow, have a much better understanding of our process. To quickly recap our procedures, for many years the responsibility for employee management and compensation has been the responsibility of the General Manager, with oversight from the CWEP Board. Our wages are not created in a vacuum. Rather, our General Manager utilizes the annual American Public Power Association compensation report, as well as other industry-specific salary surveys, to help create benchmarks for the compensation of CWEP employees. In addition to salary studies, our General Manager analyzes cost-of-living data on a routine basis to ensure our wages are adjusted when necessary to keep up with inflation. I believe our procedures are not only in line with industry standards, but with the ordinance in question. However, I believe it would probably be prudent to review the 1978 ordinance so we can be sure to eliminate all concerns regarding the compensation process at CWEP and request you, Mr. Snow, Mr. Bryant, and I spend the next 12 months doing so. Once again, thank you for your time and consideration and I look forward to working with you in our ongoing efforts to best serve the City of Carthage.

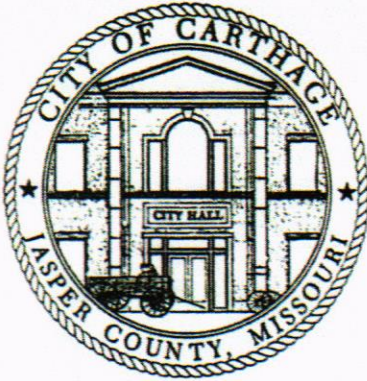
Regards,

Danny Lambeth

CWEP Board President



<image001.png>



The City of Carthage

America's Maple Leaf City

326 Grant St., Carthage, MO 64836 (417) 237-7000 FAX (417) 237-7002

May 18, 2023

Chuck Bryant
General Manager
Danny Lambeth
Board President
Carthage Water and Electric
627 West Centennial
Carthage, Missouri 64836

Subject: Request for Additional Document in Carthage Water and Electric Budget Packet

Dear Mr. Bryant and Mr. Lambeth,

I hope this letter finds you well. As the Mayor of the City of Carthage, I am writing to make a request regarding the Carthage Water and Electric budget packet. We kindly ask for the inclusion of an additional document that would provide valuable information for the Budget Committee and Council to consider during the budget review process.

Specifically, we request a document containing all agency salaries by position and pay. It would be preferred if each position listed includes the approved salary range, in cases where a range is applicable. However, if a single salary is assigned to a position without a range, we understand that it may not be possible to provide the requested information. Please note that employee names should be omitted from this list, including only the position titles and corresponding salaries.

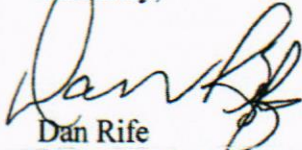
Furthermore, the Budget Committee is also interested in knowing whether performance raises are planned as part of the budget presented during last night's meeting. We understand that Carthage Water and Electric plans to implement a 3% cost-of-living increase.

As the Budget Committee perfects the budget and prepares for the presentation to the Council on June 13th, we kindly request that this information be provided by May 25th. Timely access to these details will enable the Committee to make informed decisions and ensure transparency in the budgeting process.

I would like to take this opportunity to express my gratitude for the informative and interesting budget presentation on May 17th. It is evident that Carthage Water and Electric operates as a highly professional organization, dedicated to serving our community's needs effectively. Please be assured that I stand ready to assist with this request or any other matter. We value the strong working relationship that we have and appreciate your ongoing commitment to the city and its residents.

Thank you for your attention to this matter. We look forward to receiving the requested document and working collaboratively to ensure a successful budget process.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan Rife", with a stylized flourish at the end.

Dan Rife
Mayor of the City of Carthage

Cc: Brian Schmidt, Pat Goff, G. Stephen Beimdiek, Alan Snow, Darren Collier, Ron Ross

Chuck Bryant

From: Danny Lambeth <dannylambeth79@gmail.com>
Sent: Tuesday, May 23, 2023 2:59 PM
To: Chuck Bryant
Subject: Fwd: Letter Response

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

FYI

Sent from my iPhone

Begin forwarded message:

From: Dan <mustangdan1963@yahoo.com>
Date: May 22, 2023 at 2:23:20 PM CDT
To: Danny Lambeth <dannylambeth79@gmail.com>
Subject: Re: Letter Response

Thank you Danny. I appreciate your quick response, and I will get with Chuck when he returns. We'll gather the information needed in time to get to the budget committee prior to their next meeting.

Thanks again
Dan

To make democracy work, we must be a nation of participants, not simply observers. One who does not vote has no right to complain. Louis L'Amour

On Monday, May 22, 2023 at 02:06:04 PM CDT, Danny Lambeth <dannylambeth79@gmail.com> wrote:

CAUTION: This email originated from outside of the organization. Verify all requests or information before clicking any links.

Mayor Rife,
Per our recent conversation concerning your letter addressed to Chuck the CWEP board, we would propose the following:

Chuck is scheduled back in the office next Tuesday May 30.
We have discussed pulling the information together and have you and Chuck meet to review the data to insure the data is what you are expecting.

Chuck will be in touch with you to set a meeting time and date, but we have set a tentative deadline of Thursday June 1, 2023.

Please drop me a quick confirmation you received this note and agree to the plan outlined.
Please call on me at your convenience if I can be of assistance.
Regards,

Danny Lambeth

Chuck Bryant

From: Chuck Bryant
Sent: Tuesday, May 30, 2023 11:45 AM
To: Dan
Subject: Re: time to meet

Thanks!!!

CB

Sent from [Outlook](#)

From: Dan <mustangdan1963@yahoo.com>
Sent: Tuesday, May 30, 2023 11:27:04 AM
To: Chuck Bryant <cbryant@cwep.com>
Subject: Re: time to meet

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That works for me. see you then

Thanks!

To make democracy work, we must be a nation of participants, not simply observers. One who does not vote has no right to complain. Louis L'Amour

On Tuesday, May 30, 2023 at 11:23:40 AM CDT, Chuck Bryant <cbryant@cwep.com> wrote:

Would 10:00 tomorrow work for you to swing by CWEP?

Thanks!

CB

Sent from [Outlook](#)

From: Dan <mustangdan1963@yahoo.com>
Sent: Tuesday, May 30, 2023 10:47:12 AM
To: Chuck Bryant <cbryant@cwep.com>
Subject: time to meet

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Chuck,

Do you have time late afternoon today, or early (not as early as last time) in the morning?

Thanks
Dan

To make democracy work, we must be a nation of participants, not simply observers. One who does not vote has no right to complain. Louis L'Amour



May 31, 2023

Mayor Rife
City of Carthage
326 Grant Street
Carthage, MO 64836

Re: CWEP Salary Information Request

Mayor Rife,

Pursuant to your letter dated May 18, 2023, enclosed herein you will find salary and wage information for CWEP positions. As you can expect, this information is highly sensitive and I would appreciate if those with access to it have the professional courtesy to treat it as such. Please refrain from copying or sharing this information with those whom it is not intended.

For each position, you will find a job description, the applicable CWEP wage/salary range for that position, and the actual CWEP pay rate for that position. You will also find salary data corresponding to each position gathered from the American Public Power Association's annual salary survey (from the most recent survey released in 2022, using 2021 data) and/or the American Water Works Association's annual salary survey information (also released in 2022, using 2021 compensation data). These surveys contain the most comparable salary information available because they are focused solely on electric and water industry jobs. While not all the utilities responding to these surveys operate their own power plants, water/wastewater treatment plants, or a fiber-to-the-home network, all of which CWEP does operate, we believe they are the most helpful, industry-specific compensation benchmarks available. CWEP uses these annual salary surveys, broken down by revenue and geographic region, to compare our compensation and ensure we pay fair, yet competitive wages to all our employees. You will see we are well within the ranges of salaries and wages reported for each survey.

In addition to the salary information for individual positions, you will also find the following data comparisons: total operation and maintenance expense (excluding power supply expense) per retail customer; customer accounting, customer service and sales expenses per retail customer; administrative and general expenses per retail customer; and labor expense per worker-hour (all data provided by the APPA salary study). As you can see, CWEP is well below or within industry norms for each of these calculations, even with the additional cost of the economic development activities CWEP currently supports to help grow the Carthage community.

You will also find included a copy of CWEP's policy entitled "Salary/Wage Administration & Performance Appraisal Programs," passed by the CWEP Board back in 2003. This policy outlines the way CWEP approaches the setting of salaries and wages, pay increases, and performance evaluations.



CARTHAGE WATER & ELECTRIC PLANT

Finally, your letter requested information on planned wage adjustments for the 2023-2024 budget year. CWEP budgeted for a 3% cost-of-living adjustment for all positions, with most employees also eligible for up to an additional 3% merit-based increase (based on individual performance within established evaluation metrics). CWEP has not given wage adjustments since last July 1, and our planned wage adjustments appear to be in line with what the City plans for City personnel.

As always, I am happy to discuss this information or any other utility information with each of you. I also invite you to visit our main office or any of our plants for a tour; we are more than happy to show you around and give you a close-up look at what goes into providing essential utility services to our customers each day. Most importantly, as CWEP celebrates its 125th anniversary this year, we remain focused on serving our community and we appreciate the leadership you provide to help ensure Carthage continues to thrive well into the future.

Sincerely,

Chuck Bryant
General Manager



CARTHAGE WATER & ELECTRIC PLANT

hand-delivered 6/14/23

June 13, 2023

City of Carthage
ATTN: Mayor Dan Rife
326 Grant Street
Carthage, MO 64836

Mayor Rife,

During Monday night's budget committee meeting, Councilman Elliff stated the Council's position that the CWEP Board has "violated city code." Can you please outline the Council's position? The Board is unaware of any code violation and believes our actions are, and always have been, in line with all legal obligations placed upon us.

On behalf of the CWEP Board, I am requesting the legal opinion from the City Attorney regarding which ordinance was violated and how it was violated, along with any research he has done to support his opinion, so the Board can better understand this serious allegation.

Sincerely,

Danny Lambeth
President, Carthage Water & Electric Plant Board

Press Release

City of Carthage, Missouri

Carthage City Hall

June 16, 2023

I would like to start by thanking the Carthage Water and Electric Board for their many years of dedicated service to the City of Carthage.

Last night, an emergency council meeting was held after it was discovered that a City ordinance was not being followed that regulates the authority of the board to create employee positions and assign salaries. Action was required by the Water and Electric board to correct this error and comply with city code and Missouri state statutes by providing documentation to the budget committee. This information was not provided after repeated requests and resulted in the Carthage City Council voting to remove the current appointed members of the Carthage Water and Electric Board.

City officials would like to stress that this is in no way a reflection of the city employees that work for the Carthage Water and Electric Plant. This will not negatively affect the employment or salary of any Water and Electric employee. The council supports these highly trained and dedicated employees, and values them as they do all of our excellent employees, City wide.

The Council stands by their decision to approve the Water and Electric Fiscal Year 2024 budget, including current salaries, merit increases, and cost of living adjustments, with no reduction in staff or salary.

There are no planned changes in the operational structure of Water and Electric as the current structure designated by the City charter seems very effective.

This decision will not affect our citizens negatively and they will continue to receive the same quality service that they are accustomed to receiving from Carthage Water and Electric.

A new board will be appointed as soon as possible.

For further information, please refer to the minutes of the meeting that will be published on the City of Carthage website or please call Carthage City Hall at (417) 237-7000.

June 19, 2023 – For immediate release

We, the six members of the Carthage Water and Electric Board of Directors, would like to set the record straight concerning the attempted dissolution of the Board by the City Council on June 15th, and the subsequent unsigned press release issued June 16th.

On advice of legal counsel we believe this was not a lawful action by the City Council and that we remain the duly appointed members of the CWEP Board.

1. It is completely untrue that we failed to comply with the city's request for CWEP salary information. Mayor Dan Rife sent a letter to our Board president May 18 "kindly asking" for salary information for all CWEP positions and the planned adjustments for the next fiscal year. Upon receipt of that letter, our president emailed Mr. Rife suggesting we create that document and deliver that information by June 1, to which Mr. Rife replied that he appreciated the "prompt response" and agreed to that date. A salary report was delivered May 31, of approximately 200 pages detailing each CWEP position, salary, job description, and industry comparison by position.
2. City Attorney, Nate Dally, also in May, notified us that he had re-interpreted a long-standing, well-established ordinance which changed the way CWEP should report payroll detail to the council. Although we have opinions from multiple respected Missouri law firms who specialize in Municipal and Utility law that his new interpretation is wrong, we complied with the request as pointed out above.
3. All allegations made in the press release from the city are, therefore, untrue.
4. Why did the city call an emergency closed session under the guise of discussing city personnel issues and then come out of that meeting and attempt to dismiss the CWEP Board?
5. We view the actions of the council as a personal attack upon our character and believe that a public apology is in order.
6. We are incredibly proud of the 125 years of excellent utility services provided by the hardworking men and women at CWEP and don't want to see our utility disrupted by politics or personal agendas.

Brian Schmidt, Danny Lambeth, Ron Ross, Steve Beimdiek, Pat Goff and Darren Collier
the CWEP Board of Directors.

June 20, 2023

City of Carthage Press Release:

The Water and Electric Board is established by the City Charter subject to the rules and regulations established for Public Utilities in City Ordinances and State Statute. In 2014, the City of Carthage had jointly agreed with Water and Electric to a meeting with outside legal counsel to discuss the role of the Water and Electric Board. In that legal opinion, it was outlined that the Water and Electric Board, pursuant to city ordinance, could establish salaries provided as long as their "pay was consistent with, but shall not exceed, similar work for similar communities in our area". This is wording directly from the city ordinance. It appears that the Water and Electric Board followed this ordinance for many years, however it had come to the attention of the council that the Water and Electric Board was no longer following this ordinance. If the ordinance is not followed, then the rules fall to state statute. The Missouri statute says any government entity must publicly approve the number of employees and the salaries for each position. This was not a new opinion by the City Attorney but a well-established and discussed opinion in agreement with the 2014 independent legal counsel opinion.

Furthermore, the joint meeting in 2014 provided that the Water and Electric Board must follow the budget process as outlined by the council, as established in the City Charter. Again, this is not a new opinion and these rules are established in the City Charter. The budget request this year provided that the Water and Electric Board needed to include salary information for the upcoming budget so it could be approved. The President of the Water and Electric Board was advised that it would be approved and that it was not the intent of the council to control salaries, just make them legally compliant. Furthermore, it was noted that once the Water and Electric Board was in compliance with the legal salary rules, the salary function would be turned back over to the Water and Electric Board. The Water and Electric Board provided 2022-2023 salary information to the budget committee but did not provide 2023-2024 employee positions and salaries, which is a requirement of city ordinance. The city council approved the Water and Electric budget submission with the information provided, including a 3% cost of living increase and up to a 3% merit increase, although, the required information was not submitted. The Mayor and the Water and Electric General Manager are working together to obtain the required information to provide to the council prior to the final budget approval to remain in compliance with city ordinance and state statute.

The Water and Electric Board is a Mayoral appointed Board and can be removed by a majority vote of council with approval of the Mayor. This removal was done in open session at an emergency meeting.

Following the removal of the Water and Electric Board, the Mayor, as the custodian of all city employees, has taken an oversight role with the current management structure of Water and Electric remaining in place.

There have been no new legal interpretations since the 2014 opinion. For this reason, the Water and Electric Board was legally removed and they have no authority to act on behalf of the city. The best interest of ALL City employees and the welfare of the citizens of Carthage have been and will remain the primary focus of the Mayor and Council.

From: Dan Rife <d.rife@carthagemo.gov>
Sent: Tuesday, June 20, 2023 12:22 PM
To: Chuck Bryant <cbryant@cwep.com>
Cc: Nate Dally <n.dally@carthagemo.gov>
Subject: follow-up on request for information

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Chuck,

The Council still needs the information for FY 2023-24 as discussed on 6-16-23. This can be a simple one page document, with the following:

- current salary for each position
- current salary plus 3% (cola)
- current salary plus potential merit range (merit range percentage base of history for the past three years for each position)
- total compensation range
- total number of employees

In addition, the City does not recognize the former board. There should be no board meetings until the new board can be appointed.

Thank you for your attention to this matter

Dan Rife, Mayor Carthage MO.

Chuck Bryant

From: Chuck Bryant
Sent: Tuesday, June 20, 2023 1:04 PM
To: Dan Rife
Cc: Nate Dally
Subject: RE: follow-up on request for information

Yes sir. We will work on putting the information in that format.
Thank you,

Chuck Bryant
General Manager



From: Dan Rife <d.rife@carthagemo.gov>
Sent: Tuesday, June 20, 2023 12:22 PM
To: Chuck Bryant <cbryant@cwep.com>
Cc: Nate Dally <n.dally@carthagemo.gov>
Subject: follow-up on request for information

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The Council still needs the information for FY 2023-24 as discussed on 6-16-23. This can be a simple one page document, with the following:

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- total compensation range
- total number of employees

In addition, the City does not recognize the former board. There should be no board meetings until the new board can be appointed.

Thank you for your attention to this matter

Dan Rife, Mayor Carthage MO.

Gotcha

I will have to you today.

I know our Tuesday plan got sidetracked, but when do you want to sit down with me to review potential board candidate's names and qualifications?

Thank you,

Chuck Bryant

General Manager



From: Dan Rife <d.rife@carthagemo.gov>

Sent: Wednesday, June 21, 2023 12:58 PM

To: Chuck Bryant <cbryant@cwep.com>

Subject: Re: follow-up on request for information

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I think the thought behind that was for each position, have they generally gotten the full merit amount, or a lower percentage of it. Not wanting to give away names, just an idea over the last two to three years of what might be expected of each position.

From: Chuck Bryant <cbryant@cwep.com>

Sent: Wednesday, June 21, 2023 12:02 PM

To: Dan Rife <d.rife@carthagemo.gov>

Cc: Nate Dally <n.dally@carthagemo.gov>

Subject: RE: follow-up on request for information

CAUTION: This email originated from outside of the organization. Verify all requests or information before clicking any links.

Dan,

We are putting together the information in the format you requested. Could you give me a little more information on what exactly you are looking for in your most recent request "historical merit range percentage" in the parentheses of the third bullet?

Thank you,

Chuck Bryant

General Manager



Chuck Bryant

From: Chuck Bryant
Sent: Thursday, June 22, 2023 1:45 PM
To: d.rife@carthagemo.gov
Subject: RE: follow-up on request for information
Attachments: City requested Compensation information.pdf; City requested Merit information.pdf

Dan,

I am attaching the information you have requested. We have taken all information and condensed it down as much as we can, but it is still more than the one page document you referred to in your email. Regarding the merit request, we've included information on that for each position but please know there are several employees who are no longer with us due to poor performance and evaluation, but are not on this list because they have resigned or been terminated. Those employees would not have received the full merit in the years listed, but there is no way to reflect that in this documentation so we did the best we could. What we believe we have now is a vast majority of employees who are well-trained, well-educated and consistently scoring high marks in an evaluation process. We can probably expect the majority of the employees eligible for this year's merit to receive between 2-3% merit, based on their evaluation scores and how their scores line up with the merit calculation.

I believe the rest of this information should be self-explanatory but as always, please reach out to me with any questions and my staff and I are happy to help.

Chuck Bryant

General Manager



From: Dan Rife <d.rife@carthagemo.gov>
Sent: Thursday, June 22, 2023 11:49 AM
To: Chuck Bryant <cbryant@cwep.com>
Subject: Re: follow-up on request for information

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Thank you.

I'm working on getting the list contacted right now.

From: Chuck Bryant <cbryant@cwep.com>
Sent: Thursday, June 22, 2023 7:41 AM
To: Dan Rife <d.rife@carthagemo.gov>
Subject: RE: follow-up on request for information

CAUTION: This email originated from outside of the organization. Verify all requests or information before clicking any links.

City, CW&EP working through spat that saw employees threatened, utility board removed

By Carthage News Online - June 24, 2023



CARTHAGE, Mo. — Carthage Mayor Dan Rife said he and the city council were working to find new people for the Carthage Water & Electric Board of Directors and obtain the information the council needs to finish its fiscal year 2023-2024 budget and get past the disputes of the past few weeks that have left the utility in turmoil and the public on [social media](#) incensed.

Rife said he was working with CW&EP General Manager Chuck Bryant to get the utility's salary information for the next fiscal year before the city's budget has to be given final approval at the Tuesday, June 27 meeting.

"I'm still in conversations with the General Manager and I'm confident that it will be done," Rife said. "The way their budgets are developed, there are no line items that can be identified as salaries, so it's difficult to determine what salaries are. That was the reason we requested the list of all positions and their salaries so it was right there and clearly, easily read and could be understood by council.

"The general manager and I have had conversations and been working to come up with a plan to get the list we need, and we've been back and forth about what do you need, will this work, and I think we're to that point where it's going to be there before this final reading of the budget."

Bryant confirmed that he and the mayor were working on getting the required information to the Council.

Threats among employees

Rife said the Carthage City Council took the unprecedented move to remove all six members of the CW&EP Board not just because of the missing salary information but "also the fact that employees were being threatened."

"We had threats from (CW&EP) employees to other city employees, some physical threats but mostly you better come down on the right side of this whole issue," Rife said. "This is not the kind of thing we want city employees to be going back and forth with. I think Water & Electric staff believed they were fighting for their jobs and their livelihood and I get that. But at the same time there are things that should just not happen, and I believe the management is responsible to make sure that's not going to happen. I've been told that he's going to put a stop to that from his employees and I have no reason to believe that's not the case."

General Manager Chuck Bryant said he was unaware of any accusations of anyone threatening anyone, "and I will not ever stand for that."

"I do not know what that means, I don't know how it's defined, I don't know if it's true, but our employees will not threaten anyone and have not threatened anyone and the fact that that accusation is flying is deeply disturbing to me," Bryant said. "Threatened is a dangerous word. Every day our employees work hand in hand with good employees of Carthage to make our community a better place to live. Any confrontation between departments is absolutely not tolerated. I expect my employees to handle themselves in a professional manner every day and I fully expect city employees to do the same. There would be no reason ever for one party or group to threaten another when we all have the common goal to make our community better."

Rife said the reported threats were the main topic of conversation during the two-and-a-half-hour, emergency closed session held by the City Council on June 15.

He said the Council did not talk about the CW&EP Board during that closed session, something that would have violated the Missouri Sunshine Law, according to Missouri Press Association Attorney Jean Maneke, because the utility board members are not city employees.

The 7-2 vote to remove the board came after the council came out of that closed meeting.

Council members Brandi Ensor, Chris Taylor, Trudy Blankenship, David Armstrong, Ed Hardesty, Mark Elliff, and Tiffany Cossey voted in favor of removing the board and council members Terri Heckmaster and Alan Snow voted against.

The CW&EP Board Members removed by the council said in a [written release](#) earlier this week "on advice of legal counsel" they believe that the council's decision to remove all of them all at once is unlawful, and they believe they are still the CW&EP Board.

The city followed with another [release](#) doubling down on the removal. "... the Water and Electric Board was legally removed and they have no authority to act on behalf of the city. The best interest of ALL City employees and the welfare of the citizens of Carthage have been and will remain the primary focus of the Mayor and Council," the release said.

In a telephone call late Thursday, one of those Board Members, Danny Lambeth, said he didn't have enough information about what Rife said on Thursday to comment about it.

Following the ordinance

Rife said for years the CW&EP Board and staff had called local and area public utilities to get their salary structure and verify that utility employees were being paid a fair salary compared to utilities in the area close to Carthage.

But at some point the utility board stopped doing that and relied on salary surveys provided by the American Public Power Association and the American Waterworks Association.

"The city ordinances delegate to the Board the authority to establish the compensation of employees and officials subject to standards that must be just and fair for the type and amount of work done and compatible with, but not in excess of, compensation for similar work in similar communities," Rife said. "The CWEP Board and management followed this process for many years as verified by speaking to employees that were involved in the process of surveying similar utilities in the area to ascertain wages. It was discovered that this practice stopped in the last few years."

Rife said the surveys by those professional organizations are only surveys and cover a wide geographic area.

"Not all utilities reply to this survey which can skew the results," Rife said. "All other city departments must comply with salaries determined by a salary study with defined pay ranges that were adopted by Ordinance. Water and Electric must have specified guidelines as well. A salary study creates a pay structure that is just and fair for all employees."

Salaries for city employees, including CW&EP, are public information and are viewable at <https://govsalaries.com/state/MO?employer=Carthage>.

Bryant said he is working with Rife to get the information the Council needs, but he decried the politicization of the utility board.

"The political process does not work with a utility operation for this reason," Bryant said. "Our goal is to provide low rates, reliable service and safe service. That means the safety of my employees is paramount. We ought not to ever be a political hot potato for anyone. My job is to make sure the people doing a very dangerous job every minute of every day, go home to their families every night. That is my goal and it will be for the rest of my career."

10/23/23, 4:18 PM

City, CW&EP working through spat that saw employees threatened, utility board removed - Carthage News Online



Carthage, Missouri - The Maple Leaf City

June 30 · 🌐

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For immediate release:

**JOINT PRESS RELEASE
OF
CITY OF CARTHAGE AND CWEP BOARD**

At the suggestion of the Mayor, representatives of the City and the CWEP Board have met. As a result the parties have resolved their differences. There were some miscommunications which obviously got out of hand. The motion to remove is to be reconsidered and the present Board will continue to serve out their present terms. There will be an open meeting where the issue will be addressed. In the meantime, the present CWEP Board will continue to function and perform its duties. To be clear, both sides thought they were acting properly, but it is now clear that there was no violation of any ordinance by anyone.

COUNCIL BILL NO. 24-48

ORDINANCE NO. _____

**AN ORDINANCE TO AMEND SECTION 2-122 OF CHAPTER 2, ARTICLE III,
DIVISION 2
OF THE CODE OF THE CITY OF CARTHAGE, MISSOURI**

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CARTHAGE,
JASPER COUNTY, MISSOURI as follows:**

Chapter 2, Article III, Division 2 of the Code of the City of Carthage, Missouri is hereby amended by modifying Section 2-122 as follows:

Sec. 2-122. – Council hearing.

- (a) In all cases where an order of suspension and written charges of misconduct have been filed with the city clerk by the mayor, or where such charges have been made by the council or any member thereof, the council shall set a day certain for the hearing of such charges and for the officer to appear and enter a defense. The council shall cause to be served upon the accused officer a written notice of the exact time and place where such charges will be heard. The notice, as provided herein, shall in all cases be served upon the accused officer not less than five (5) days before the day of the hearing. The council shall adopt rules of procedure for the conduct of the hearing.
- (b) Upon the day set by the council for the hearing of the charges, the mayor and the council shall meet at the time and place decided upon and shall forthwith proceed to hear all the evidence for and against the accused officer, adjourning the hearings from day to day if necessary. If the mayor is the person accused, the president pro tem of the council shall preside at the hearings.
- (c) At the conclusion of the evidence and arguments pro and con the council shall proceed to vote, by ayes and nays, voting upon each charge separately, if more than one (1) has been made. If the charges were made by the mayor and a majority of all the members elected to the council find the accused guilty of the charges as made, or any of them, he/she shall be removed from office. If a majority of the members elected to the council find the accused not guilty of the charges as made, he/she shall stand reinstated in office, and shall receive all compensation which he/she may have lost as the result of any suspension.
- (d) Notwithstanding subsection (c), if the charges were made by the council or a member thereof, the accused shall be removed from office only if he/she is found guilty by a two-thirds vote of all the members elected to the council.
- (e) In all cases the proceedings of the council shall be spread upon the journal of the council.

PASSED AND APPROVED THIS _____ DAY OF _____ 2024.

Dan Rife, Mayor
City of Carthage

Attest: _____
Miranda Deal, City Clerk

Sponsored by: Tiffany Cossey

COUNCIL BILL NO. 24-50

ORDINANCE NO. _____

An Ordinance authorizing the Mayor to enter into a contract with DPI Printing & Signs for the installation of a new electronic messaging board at Memorial Hall in the amount of \$32,256.00, in the City of Carthage, Missouri.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF CARTHAGE, JASPER COUNTY, MISSOURI as follows:

SECTION I: The Mayor of the City of Carthage is hereby authorized to enter into a contract with DPI Printing & Signs for the installation of a new electronic messaging board at Memorial Hall in the amount of \$32,256.00, in the City of Carthage, a copy of which agreement is attached hereto and incorporated herein as if set out in full.

SECTION II: This ordinance shall take effect and be in force from and after its passage and approval.

PASSED AND APPROVED THIS _____ DAY OF _____, 2024.

Dan Rife, Mayor

ATTEST:

Miranda Deal, City Clerk

Sponsored by: Public Services Committee

Mayor's Appointments

September 2024

Care Leave Committee

2 Year Term – 7 Members – Meets on Call

NAME	PHONE	ADDRESS	APPOINTED	EXPIRES
Julie Tilley	237-7010	Public Works/623 E 7 th	12/10/2013	Dec 2025
Morgan Housh	237-7100	Fire Dept/401 W Chestnut	12/19/2019	Dec 2025
Bill Smith	237-7010	Public Works/ 623 E 7 th	8/9/2022	Aug 2026
Chad Dininger	237-7200	Police Dept/310 W 4 th	8/9/2022	Aug 2026
Tyler Markham	237-7030	PK/Golf 2000 Webster Dr	6/27/2023	Aug 2026

Civil War Museum

3 Year Term – 7 Members – Meets on Call

NAME	PHONE	ADDRESS	APPOINTED	EXPIRES
Gary Keene	825-2390	4658 S Plum Road	9/24/2024	Dec 2026

Zoning Board of Adjustments

5 Year Term – 5 Members – Meets on Call, City Hall

NAME	PHONE	ADDRESS	APPOINTED	EXPIRES
H.J. Johnson	674-1498	517 N Garrison	9/24/2024	Dec 2028

Carthage Tree Board

3 Year Term – 5 Members – Meets on Call

NAME	PHONE	ADDRESS	APPOINTED	EXPIRES
Bryan Stringer	359-8005	1427 S Grand	9/24/2024	June 2027

RESOLUTION NO. 2054

A RESOLUTION APPROVING THE RECOMMENDATION OF THE McCUNE-BROOKS REGIONAL HOSPITAL TRUST FOR THE DISTRIBUTION OF FUNDS FROM THE RESTRICTED TRUST FUND TO THE JASPER COUNTY YOUTH FAIR.

WHEREAS, the City of Carthage established the McCune-Brooks Regional Hospital Trust (Trustee) in December 2011 for the benefit of the citizens of Carthage, as an irrevocable common law trust under Missouri law; and

WHEREAS, the City approved the sale of the Hospital Property, including all property described as the "Leased Property" and the "Assumed Assets" under the Lease, to Mercy-Carthage for the Purchase Price; and

WHEREAS, the remaining amounts paid by Mercy-Carthage pursuant to the Asset Purchase Agreement were deposited in the McCune-Brooks Regional Hospital Trust; and

WHEREAS, the Grantors of the Trust have agreed that as part of the Lease Agreement all net lease proceeds received by Grantor shall be held, administered, and distributed upon the recommendations of the Trustee, subject to the approval of the City Council; and

WHEREAS, the Trustee may at any time make recommendations for distribution of the principal, and net income, subject to the approval of the City Council, for only the following purposes:

- a) to or for the benefit of the welfare and healthcare related purposes of the citizens of the greater Carthage. Missouri metropolitan area;
- b) to reconstitute and provide funds to operate the Hospital, if needed, upon termination of the Lease Agreement;
- c) to pay any liabilities and obligations of McCune-Brooks under the Lease Agreement;
- d) to enforce the terms of the Lease Agreement, including hiring consultants and attorneys;
- e) to pay the costs necessary for McCune-Brooks to continue its affairs during the term of the Lease Agreement and to wind up its affairs during the Lease Term, including the cost of attorneys, auditors and accountants; and

WHEREAS, the Trustee has recommended the distribution of funds pursuant to section a) above, for grant awards to the following recipient:

Jasper County Youth Fair	\$3,600
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NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CARTHAGE, JASPER COUNTY, MISSOURI, THE MAYOR CONCURRING HEREIN, AS FOLLOWS:

That the City Council of the City of Carthage, Missouri does hereby approve the recommendation of the Trustee for the distribution of funds pursuant to section a) above, and the attached application.

PASSED AND APPROVED THIS _____ DAY OF _____, 2024.

Dan Rife, Mayor

ATTEST:

Miranda Deal, City Clerk

Application Date: June 13, 2024

MCCUNE BROOKS REGIONAL HOSPITAL TRUST
Data Sheet for Organizations
Requesting Grants

PLEASE NOTE: The McCune Brooks Regional Hospital Trust will review the data supplied herein making its determination as to whether or not it will recommend to the Carthage City Council that a grant be made to your organization. However, by reviewing your request and the information supplied herein, the Trust is in no way making any commitment to grant funds to your organization pursuant to this or any other request. Further, the Trust may, at its option, request additional information and such requests by the Trust should not be considered a commitment by the Trust to make any grant to your organization. The Carthage City Council must ultimately approve the Trust's recommendation for funding before any grant of funds can be made.

1. Legal name of your organization: Jasper County Youth Fair, Inc.
2. Is your organization an organization qualified as a 501(c)(3) tax-exempt organization by the IRS or qualified in any other manner by the IRS as a tax-exempt entity? YES X NO
 - a. If your organization has qualified as a tax-exempt organization, please attach a copy of the IRS qualifying letter or such other documentation you are relying upon to establish your organization's tax-exempt status.
3. Please provide your organization's taxpayer identification number: 20-2833959
4. Please write a brief statement of the purpose of your organization. If you need additional space, you may write on the back of this form or attach a separate statement to this form.
The purpose of JCYF is to provide various means of education while promoting and improving
agriculture, horticulture, domestic science and art, and the rearing of better livestock to promote
greater involvement among youth and adults in our community.

5. How much money is your organization requesting from the McCune Brooks Regional Hospital Trust?
\$3,600
6. When does your organization anticipate the need for funds it is requesting?
August 1, 2024
7. Please write a brief statement as to the purpose for which these funds are being requested. If you need additional space, you may write on the back or attach a statement to this form.
We are requesting funding to match the memorial contribution from the recent passing of
Gary Wampler. The project we have chosen is to put guttering and gutter guard on the
north side of the new livestock barn at Carthage Municipal Park. With the new addition,
the amount of rainwater coming off the roof is eroding the dirt work and will compromise
the concrete pad. Guttering is also needed on the south side of the livestock barn if funding
allows.

8. If the McCune Brooks Regional Hospital Trust consents to recommend a grant to your organization of the funds requested for the purpose you have set forth in your response to Item 7 above, it will be because the trustee has determined that the purpose forwarded by the grant is for the general welfare and healthcare benefit of the citizens of Carthage, Missouri, and healthcare related purposes of the greater Carthage, Missouri, metropolitan area. Please write a brief statement as to how this requested grant to your organization will meet these purposes. If you need additional space, you may write on the back or attach a statement to this form.

JCYF is compassionate about our 4-H and FFA community and their well-being. Working with animals improves mental health. It reduces anxiety, promotes physical activity, and fosters a sense of togetherness. It lessens the time spent playing video games and wasting time on social media. It promotes verbal communication and following instructions. It teaches children to care about our community.

9. What are the sources of funds your organization relies upon to achieve its goals? You need not list individual donors by name. Also, please provide a balance sheet and income statement for your organization.

JCYF relies on donations to fund our program. The balance sheet is attached.

10. Please list the name, address, Email address & phone # of the presiding officer of your organization.

Pres.-Shawn Pryer, 8442 Apple Rd, Sarcoxie, shawnpryer@hotmail.com 417-825-0598

V Pres.- Rob Pope, 13741 N 4th St, Jasper, popeshoghouse@yahoo.com 417-838-6076

2nd V Pres. -Zack Mason, 9531 CR 118, Carthage, zmason@racebros.com 417388-2735

Treas.- Bradley Moll, 19014 Old Trail Rd, Jasper, bsmrz9@gmail.com 417-850-9929

Sec.- Roxanne Willard, 8660 Fir Rd, Reeds, roxanne.willard@leggett.com 417-793-2857

11. Please list the names, addresses, and phone numbers of four (4) officers or members of your organization, other than your presiding officer, who will be available to the Trust, or Trust's appointee, for the purpose of interviews about the organization and for the purpose of being a source of information about your organization.

1. Secretary - Roxanne Willard

8660 Fir Rd, Reeds, MO 64859

417-793-2857

2. Chris Cloud - board member

7825 CL 173

Carthage MO 64836

417-793-0535

3. Janie Garner - Missouri Extension Center

923 Poplar

Carthage MO 64836

417-388-3020

4. Ryan Seela - board member

19147 CR 50

Jasper, MO 64755

417-388-3436

12. Please identify an individual for follow up contact to review effectiveness of the grant.

Roxanne Willard

Completed Affidavit must be included with application for consideration!

501(c) (3) VERIFICATION AFFIDAVIT

The undersigned, a duly appointed officer of Jasper County Youth Fair, Inc.,
(hereinafter referred to as the "Organization") hereby certifies that, as of the date shown below, the Organization is operating as an exempt organization as described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, that said Organization has provided to the McCune Brooks Regional Hospital Trust a copy of its letter from the Internal Revenue Service informing the Organization of the determination of its exempt status, and that the Organization has not in the past year lost or relinquished its exemption status for any reason.

Dated this 13 day of June, 2024.

Jasper County Youth Fair, Inc.

(Name of Organization)

BY:

Roxanne Willard

Signature

Roxanne Willard, Secretary

Typed Name and Title

Submit this completed application to:

**McCune Brooks Regional Hospital Trust
c/o Schmidt Associates
1105 Industrial Drive
Carthage, MO. 64836**

Requests will be reviewed at the next scheduled meeting of the Trustees.

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: MAR 28 2006

JASPER COUNTY YOUTH FAIR INC
2408 GRAND AVE 220
CARTHAGE, MO 64836

Employer Identification Number:
20-2833959
DLN:
17053342015035
Contact Person: SALLY B DAVENPORT ID# 31050
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
509(a)(2)
Form 990 Required:
Yes
Effective Date of Exemption:
July 21, 1983
Contribution Deductibility:
Yes

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Information for Exempt Organizations Under Section 501(c)(3) for some helpful information about your responsibilities as an exempt organization.

If you distribute funds to other organizations, your records must show whether they are exempt under section 501(c)(3). In cases where the recipient organization is not exempt under section 501(c)(3), you must have evidence the funds will be used for section 501(c)(3) purposes.

If you distribute funds to individuals, you should keep case histories showing the recipient's name and address; the purpose of the award; the manner of selection; and the relationship of the recipient to any of your officers, directors, trustees, members, or major contributors.

Letter 947 (DO/CG)

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	30,980	1	49,005
	2 Savings and temporary cash investments	173,873	2	34,202
	3 Pledges and grants receivable, net	0	3	0
	4 Accounts receivable, net	0	4	0
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	5	0
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)	0	6	0
	7 Notes and loans receivable, net	0	7	0
	8 Inventories for sale or use	0	8	0
	9 Prepaid expenses and deferred charges	0	9	0
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b	10c	
	11 Investments—publicly traded securities	0	11	0
	12 Investments—other securities. See Part IV, line 11	0	12	0
	13 Investments—program-related. See Part IV, line 11	0	13	0
	14 Intangible assets	0	14	0
	15 Other assets. See Part IV, line 11	0	15	0
16 Total assets. Add lines 1 through 15 (must equal line 33)	204,853	16	83,207	
Liabilities	17 Accounts payable and accrued expenses	0	17	0
	18 Grants payable	0	18	0
	19 Deferred revenue	0	19	0
	20 Tax-exempt bond liabilities	0	20	0
	21 Escrow or custodial account liability. Complete Part IV of Schedule D	0	21	0
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons	0	22	0
	23 Secured mortgages and notes payable to unrelated third parties	0	23	0
	24 Unsecured notes and loans payable to unrelated third parties	0	24	0
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17–24). Complete Part X of Schedule D	0	25	
	26 Total liabilities. Add lines 17 through 25	0	26	0
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	204,853	27	83,207
	28 Net assets with donor restrictions	0	28	0
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	204,853	32	83,207
33 Total liabilities and net assets/fund balances	204,853	33	83,207	

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	52,277	50,655	20,515	177,677	32,386	333,510
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf	0	0	0	0	0	0
3 The value of services or facilities furnished by a governmental unit to the organization without charge	0	0	0	0	0	0
4 Total. Add lines 1 through 3	52,277	50,655	20,515	177,677	32,386	333,510
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						0
6 Public support. Subtract line 5 from line 4						333,510

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7 Amounts from line 4	52,277	50,655	20,515	177,677	32,386	333,510
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	43	55	22	0	1,079	1,199
9 Net income from unrelated business activities, whether or not the business is regularly carried on	0	0	0	0	0	0
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	0	0	0	0	0	0
11 Total support. Add lines 7 through 10						334,709
12 Gross receipts from related activities, etc. (see instructions)				12		0
13 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	99.64 %
15 Public support percentage from 2022 Schedule A, Part II, line 14	15	99.96 %
16a 33 1/3% support test—2023. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☒		
b 33 1/3% support test—2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ☐		
17a 10%-facts-and-circumstances test—2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐		
b 10%-facts-and-circumstances test—2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization ☐		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ☐		

RESOLUTION NO. 2055

A RESOLUTION APPROVING THE DECLARATION AS SURPLUS TO THE CITY'S NEEDS AND AUTHORIZING THE DISPOSITION OF A STORAGE SHED BUILDING AT THE SADDLE CLUB ARENA LOCATED IN MUNICIPAL PARK

WHEREAS, City Department Heads exercise direct supervision over inventories of supplies, and the sale, trade, or disposition of surplus supplies and equipment belonging to the City; and

WHEREAS, the Purchasing Officer, is responsible with Council approval for the disposition or *sale* of salvage, obsolete, or surplus materials, to prevent deterioration and value loss of no longer used materials, and to reduce storage costs; and

WHEREAS, the Parks and Recreation Director has discussed, and the Public Service Committee recommends, declaring the storage shed as obsolete and surplus to the City's needs for consideration by the full City Council of declaring such items as surplus and obsolete.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CARTHAGE, JASPER COUNTY, MISSOURI, THE MAYOR CONCURRING HEREIN, AS FOLLOWS:

That the aforesaid storage shed building located at the Saddle Club Area is determined and declared to be obsolete and surplus to the City's needs and is hereby authorized for disposition via disposal or auction.

PASSED AND APPROVED THIS _____ DAY OF _____, 2024

Dan Rife, Mayor

ATTEST:

Miranda Deal, City Clerk

Public Services Committee

MCCUNE BROOKS REGIONAL HOSPITAL

FINANCIAL STATEMENTS

JULY 31, 2024 AND 2023





ACCOUNTANT'S DISCLAIMER REPORT

To Management
McCune Brooks Regional Hospital
3125 Dr. Russell Smith Way
Carthage, MO 64836

The accompanying financial statements of McCune Brooks Regional Hospital as of and for the year-to-date ending July 31, 2024 and 2023 omit substantially all disclosures. The financial statements were not subjected to an audit, review, or compilation engagement by us and we do not express an opinion, a conclusion, nor provide any assurance on them.

Schmidt Associates, LLC

May 16, 2024



America Counts on CPAs

McCune Brooks Regional Hospital
Statements of Financial Position
July 31, 2024

Assets

	<u>2024</u>	<u>2023</u>
Assets		
Cash in bank- New trust disbursement	\$ 11,072.66	\$ 14,989.89
New Trust investment	15,051,246.37	14,625,789.65
Escrow account	<u>2,439,860.25</u>	<u>5,207,372.78</u>
Total Assets	<u>\$ 17,502,179.28</u>	<u>\$ 19,848,152.32</u>

Liabilities and Net Position

Liabilities

Accounts payable	\$ 2,883,261.68	\$ 5,882,372.78
Total Liabilities	<u>2,883,261.68</u>	<u>5,882,372.78</u>

Net Position

Operational capital- Fund balance	13,913,779.30	14,011,506.10
Restricted- non expendable	322,626.00	322,626.00
Retained earnings	<u>382,512.30</u>	<u>(368,352.56)</u>
Total Net Position	<u>14,618,917.60</u>	<u>13,965,779.54</u>
Total Liabilities and Stockholders' Equity	<u>\$ 17,502,179.28</u>	<u>\$ 19,848,152.32</u>

Substantially all disclosures ordinarily included in Accrual basis financial statements
are omitted, and no assurance is provided on these financial statements.

McCune Brooks Regional Hospital

Statements of Activities

	1 Quarter Ended July 31, 2024	1 Quarter Ended July 31, 2023
Income		
Interest and dividend income- bond/escrow	25,984.78	51,895.82
Interest and dividend income-Trust	116,860.76	90,923.89
Interest income	13.33	16.07
Other income- from other trusts	477.09	0.00
Gain (Loss) realized and unrealized	247,427.21	(77,642.56)
Total Income	<u>390,763.17</u>	<u>65,193.22</u>
Operating Expenses		
Bank charges	5,187.87	3,649.96
Grants	0.00	426,895.82
Legal and professional fees	3,063.00	3,000.00
Total Operating Expenses	<u>8,250.87</u>	<u>433,545.78</u>
Net Income (Loss)	<u>\$ 382,512.30</u>	<u>\$ (368,352.56)</u>

Substantially all disclosures ordinarily included in Accrual basis financial statements
are omitted, and no assurance is provided on these financial statements.