

City of Carthage, Missouri
PERSONNEL APPEALS BOARD

July 31, 2025 - 6:00 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

The Carthage Personnel Appeals Board met on the above date in Council Chambers at 6:00 p.m.

The following Personnel Appeals Board members were present: Goff, Bennett, Kester, and Catron. Board Chairman Goff gave a brief opening statement outlining the purpose and scope of the hearing (attached).

Mayor Flanigan presented information along with an excerpt from the City Charter, Section 4.11, *"May Appoint What Officers,"* highlighting the authority of the Mayor and City Council to appoint and "remove from office any Department Head" (attached).

Ms. Almandinger presented her information, including a review of her work history under three different Mayors and two City Administrators. She also provided her interpretation of various policies, rules and regulations she believed were applicable to her situation.

Each side presented brief rebuttals and closing statements.

Board members asked clarifying questions of each side.

The public hearing was closed at 6:57 p.m., after which the Board convened to review the evidence, deliberate, and reach a conclusion. By unanimous vote, the Board upheld the decision of the City to terminate Abi Almandinger and approved a letter announcing the Board's decision to be presented to Abi Almandinger. (attached).

ABI ALMANDINGER HEARING – OPENING STATEMENT

We will now open the hearing on July 31, 2025, in the matter of Abi Almandinger, pursuant to Section 6.8 of the Carthage City Charter. On June 27, 2025, Ms. Almandinger requested a hearing before this Board under that section, following her termination from employment with the City of Carthage on June 24, 2025.

This is an informal hearing and will not follow strict rules of evidence. The purpose of today's hearing is to provide both parties—the City of Carthage and Ms. Almandinger—an opportunity to be heard and to present evidence in support of their respective positions, and for the board to determine whether the City followed proper procedures in the termination of Ms. Almandinger.

The burden of proof lies with the City of Carthage, which will present its evidence first. Following the City's presentation, Ms. Almandinger will have the opportunity to present any information she wishes the Board to consider. This is her opportunity to be heard prior to a final decision being made by this Board, which will be based solely on the information presented today.

This is a public hearing. Any discussion of other employees during an open session is prohibited. All discussion and evidence must be limited to the reasons listed as the cause of termination. The role of this Board is to determine whether the City followed the appropriate procedures that resulted in Ms. Almandinger's termination.

Upon conclusion of the hearing, the Board will take the matter under advisement and issue a written decision.

At this time, we will begin with the City's presentation of evidence.

Section 4.11. May Appoint What Officers.

The Mayor, with the consent and approval of a majority of the members elected to the City Council, shall have power to appoint such officers as he may be authorized by ordinance. The Mayor may, with the consent of a majority of the members elected to the City council, remove from office any Department Head, not otherwise considered in this Charter. Any such appointive officer may be so removed from office by a two-thirds vote of all the members elected to the council, independently of the Mayor's approval or recommendation. The provisions in this section shall also apply to the Municipal Judge and the City Attorney.



The City of Carthage

America's Maple Leaf City

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

07/31/2025

Re: Personnel Board Decision – Employment Termination

Dear Abi Almandinger,

Following your personnel appeals hearing held on July 31, 2025, and in accordance with Section 6.8 of the Carthage City Charter, the Personnel Board has completed its review of the matter.

After careful consideration of the information and testimony presented by both you and the City, the Personnel Board has determined to uphold the City's decision to terminate your employment. This decision is final and concludes the appeal process under the provisions of the Charter.

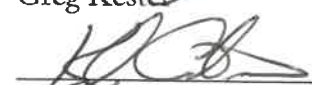
We recognize that this was a serious and difficult matter, and we appreciate your participation in the process. Should you have any further questions regarding this decision, you may direct them to the Human Resources Department.

Sincerely,
Carthage Personnel Board


George Goff


Van Bennett


Greg Kester


Kyle Catron