



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

July 28, 2026 - 6:00 PM
CITY HALL COUNCIL CHAMBERS

MINUTES

1. Call to Order

MEMBERS PRESENT: Ron Wells, Robin Harrison, Susan Reddy, Ray West

OTHER COUNCIL MEMBERS: Mayor David B. Flanigan

STAFF PRESENT: City Administrator Traci Cox, City Clerk Miranda Deal, and IT Administrator Michael Keith

Chair Ron Wells called the meeting to order at 06:00 PM.

2. Old Business

1. Approval of July 14, 2026 Minutes

ACTION: Motion to accept/approve item 2.1. by Robin Harrison;
Motion passed with a 4:0

AYES: Ron Wells, Robin Harrison, Susan Reddy, Ray West

2. Review & Approval of the Claims Report

ACTION: Motion to accept/approve item 2.2. by Ray West;
Motion passed with a 4:0

AYES: Ron Wells, Robin Harrison, Susan Reddy, Ray West

3. Citizens Participation

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

4. New Business

1. Consider and discuss changes to Section 204 - Probationary Period of the Personnel Policy Manual

Ms. Cox reported that the changes to the probationary period cleaned up the language and made it a one year probationary period for all employees. It was split between 6 months and one year before. Making it more uniform will be easier to track and it gives the employer a better time period to see how someone will perform.

ACTION: Motion to approve and forward to council by Robin Harrison;
Motion passed with a 4:0
AYES: Ron Wells, Robin Harrison, Susan Reddy, Ray West

2. Consider and discuss employee health fair
Ms. Deal reported that every year the wellness committee asks for money to allow employees to have lab work done at the health fair. The amount is \$135 again for this year, that is enough money to cover the health assessment and the women's or men's profile testing. If employees wish to do other testing, they can use the money for other tests. Anything over the \$135 is the employees responsibility. Also this year, Anthem, the city's insurance carrier, is providing \$5,000 to use towards employee wellness. Ms. Cox recommended that the city use some of that money to pay for the A1C testing at the health fair if the employees would like to have that checked. Diabetes is one of the largest conditions that is claimed against the city's health insurance so this test can hopefully alert people who may be pre-diabetic or help those who are diabetic to see where their numbers are at.

ACTION: Motion to approve the \$135 per person for testing and use insurance funds to pay \$30 for a1c testing by Robin Harrison;
Motion passed with a 4:0
AYES: Ron Wells, Robin Harrison, Susan Reddy, Ray West

3. Staff Reports

5. Adjournment

ACTION: Motion to adjourn at 6:18 pm by Robin Harrison;
Motion passed with a 4:0
AYES: Ron Wells, Robin Harrison, Susan Reddy, Ray West