

**WEIRTON CITY COUNCIL
COUNCIL MEETING – SPECIAL
TUESDAY, JULY 30, 2019, 4:00 PM**

A Special meeting of the Common Council of the City of Weirton, Hancock and Brooke Counties, West Virginia was held on Tuesday, July 30, 2019, at 4:00 PM in the Council Chambers of the Weirton Municipal Building.

Attendance:

Mayor and Council Members

Harold E. Miller	Mayor
Tim Connell	Councilmember Ward 1
Mike Adams	Councilmember Ward 2
Fred S. Marsh	Councilmember Ward 3
George E. Ash, Sr.	Councilmember Ward 4
Flora Perrone	Councilmember Ward 5
Enzo Fracasso	Councilmember Ward 6
Terry Weigel	Councilmember Ward 7

City Officials

Rob Alexander	Police Chief
Vincent S. Gurrera, Esq.	City Attorney
Carlo Pilgrim	City Manager
DeeAnn Pulliam	City Clerk
Jerry Shumate	Fire Chief
Diana Smoljanovich	Interim City Manager/Finance Director

Weirton City Council Meeting – Special

Mayor Harold Miller, called the meeting to order.

DeeAnn Pulliam, City Clerk, conducted the roll call.

Councilman Tim Connell, recited the opening prayer.

Mayor Harold Miller, led everyone in the reciting of the Pledge of Allegiance.

1. A Resolution Establishing and Approving the Salary of the City Manager. (Councilman Connell, Councilman Adams, Councilwoman Perrone, Councilman Weigel)

A Motion to approve the resolution was made by Councilman Connell, and second by Councilman Weigel.

Councilman Fred Marsh, stated there were a few points he wanted to make before moving forward. First, he does not remember there being a discussion on the salary amount set in the current resolution. Second, the salary was not vetted through the Finance Committee as were the past City Managers' salaries. Third, we have always started the City Managers at the bottom of the ordinance scale. There were only two city managers, Valerie Means, and Joe DiBartolomeo, which had in-building experience and started above the bottom salary level. I feel that this should have been vetted through the Finance Committee and discussed with all of Council.

Mayor Harold Miller, communicated that he did mention to everyone the salary of \$80,000 and that no insurance was required due to Carlo having military coverage. He does have the experience, and that was the agreement the interviewing team decided on.

Councilman Fred Marsh, stated that to his knowledge, the information was conveyed during a discussion session where there was no consensus amongst everyone else to do it. If we are going to use the argument experience counts, I can turn this around by saying we hired a police officer from Jefferson County that has years of experience, but he still is starting at the bottom of the pay scale because he does not understand the state and the city.

Councilman Enzo Fracasso, remembered the discussion and it was communicated that a salary of \$80,000 was being requested. Like Fred, he agreed there was not a complete consensus from the entire Council to start the salary at \$80,000. We agreed to start the two city managers, Valerie Means, and Joe DiBartolomeo, higher because of their experience and they lived here. Joe was the City Attorney for ten years.

Mayor Harold Miller, Joe was never the City Manager.

Councilman Enzo Fracasso, no, but he had experience.

Councilwoman Perrone, asked if she could make a motion to go into executive session.

Councilman George Ash, stated it was not on the agenda and with a special council meeting, you cannot request something that is not on the agenda.

Councilman Enzo Fracasso, further stated he felt that all of Council should have been involved in setting the wage.

Councilwoman Flora Perrone, advised she was under the impression when they were calling the special session it was to discuss the salary, not to have the salary already fixed, and was surprised when the memo came with the salary already on it. There were no discussions on a salary amount she was part of and was taken aback to learn that generally city managers start at the lowest pay scale and work up after review of their performance. A salary for the city manager was mentioned during the executive session on July 8, but not something being considered at the time compared to the other matters being discussed.

Councilman Mike Adams, asked how long would it take if the salary was vetted through finance.

Diana Smoljanovich, Finance Director, stated it would go to the next finance committee meeting, which is at the beginning of August, then to Council the following Monday.

Councilman Mike Adams, then whatever was decided on would be retroactive to his start date.

Diana Smoljanovich, Finance Director, yes, that is correct.

Councilman George Ash, presented and read into the record an amendment to the Resolution Establishing and Approving the Salary of the City Manager. (Copy attached hereto)

A Motion to accept the Amendment was made by Councilman Ash, and second by Councilman Marsh.

Councilman George Ash, stated his discussion on the issue is the same as some of the other councilmembers. All new employees have to start on a 90 day probationary period and at the minimum salary. What makes this position different? There are only two times this was different, Joe DiBartolomeo and Valerie Means. They received different consideration because they knew the City and lived in this area. I have no problem with 90 days from now we go into executive session and determine whether or not to increase the salary.

Mayor Harold Miller, the only exception is that in the past the Mayor has done the evaluations on the city manager, and then reported them to Council.

Councilman George Ash, stated that it was on tape when he brought up the topic of the Mayor evaluating the city manager and that the Mayor agreed all 7 Councilmembers should be involved. Since the city manager works for Council, then we should be doing the evaluations.

Carlo Pilgrim, City Manager, communicated he understood the problem and issue that has become before Council. What if we trade my health package, and bump the salary up by \$5,000. The reason I waived the health package was to give council and the town the benefit. A health package for a typical employee is \$7,000, plus. I was willing to forego the health package to take my salary from \$75,000 to \$80,000. You would benefit \$2,000.

Councilman George Ash, asked if it would be a family plan or an individual plan.

Diana Smoljanovich, Finance Director, advised that it would be an individual plan, which is \$7,200 a year.

Councilwoman Flora Perrone, stated her issue was not the number but the lack of discussion on the salary.

Mayor Harold Miller, communicated in the past, there was not an interviewing team that included three councilmembers. Traditionally, it was the City Manager, the Finance Director, and the Mayor who decided on a City Manager.

Councilwoman Flora Perrone, asked is that who would have made the decision on the salary.

Mayor Harold Miller, no, we should have brought it to the Finance Committee.

Councilwoman Flora Perrone, what are our choices again?

Vince Gurrera, City Attorney, advised you vote on the amendment. If the amendment passes, then it passes. If the amendment does not pass, then you vote on the original.

Councilman Mike Adams, asked Carlo if he was okay with \$75,000.

Carlo Pilgrim, City Manager, stated the \$75,000 was the amount we agreed to, but I purposely offered the insurance package about \$7,000, plus, to get a bump in salary to \$80,000.

Councilman Tim Connell, Carlo is saying he will forego the insurance for a bump in salary to \$80,000, but if the \$80,000 is not agreed upon, then we will pay his insurance. By agreeing to the \$80,000, we would be getting \$2,200 back.

Carlo Pilgrim, City Manager, I have been asked by several councilmen why I took this job. I purposely gave up a relocation fee and medical insurance to get the money I felt would accommodate my lifestyle and reason for being here, and that helps the City to move forward.

Councilman Enzo Fracasso, my problem is that the salary did not go through the proper channels. It should have gone through the Finance Committee then to Council.

Councilman Fred Marsh, I see two issues here, salary and insurance. If we would have had a contract, then we would not have had this issue. If the amendment passes, and we have to deal with his insurance, then it should come to finance, and a separate resolution will be made.

Councilman Tim Connell, if we accept the amendment, then his base salary is \$75,000, and a determination on how to handle the health benefits will need to be made. Or we reject the amendment and accept the original resolution with a salary of \$80,000.

Vince Gurrera, City Attorney, the original resolution does not mention health benefits at all.

Councilwoman Flora Perrone so that we could accept the original resolution, then he could state he wants the health benefits.

Vince Gurrera, City Attorney, you are right, it was not addressed.

Councilman George Ash, let us not forget that if we reject the amendment, Council will have no authority or oversight. If you accept the amendment, there is an oversight by this council. The original resolution does not include that.

Carlo Pilgrim, City Manager, does the Charter not include that oversight.

Councilman George Ash, it does, but for some reason, some people think they do not have to look at the Charter and do whatever they want to do.

Councilwoman Flora Perrone, you are saying the authority is already in the Charter.

Councilman George Ash, yes, but the amended resolution enforces the authority.

Councilman Terry Weigel, to be clear, the Charter does give Council the authority, and recent legislation determines it only takes a simple majority to exercise the authority.

Councilman George Ash, Mr. Pilgrim, stated earlier that he originally accepted \$75,000. I knew nothing about the salary of \$75,000. Unless deals are being made on the side, that I do not know.

Mayor Harold Miller, no side deals are being made. It was a matter of conversation. And since he was not taking the insurance, we thought the offer should be bumped up.

Councilman Mike Adams, asked if the 90-day probationary period was in the charter?

Councilman George Ash, no it is in the personnel policies.

Vince Gurrera, City Attorney, there are some oversight procedures in the Charter. However, the Charter does not address the 90-day probationary period. This resolution mandates a 90-day probationary period.

A Roll Call Vote Was Requested to Approve the Amendment to the Resolution

Roll Call to Approve the Amendment to the Resolution:

Councilman Ash	<u>Yes</u>
Councilman Weigel	<u>No</u>
Councilman Marsh	<u>Yes</u>
Councilman Adams	<u>Yes</u>
Councilman Fracasso	<u>Yes</u>
Councilwoman Perrone	<u>Yes</u>
Councilman Connell	<u>Yes</u>

Motion Passed 6/1

A Motion to amend the resolution was made by Councilman Ash, and second by Councilman Marsh.

Councilman Weigel Voted No

Motion Passed 6/1

A Motion to accept the resolution as amended was made by Councilman Ash, and second by Councilman Marsh.

Councilman Weigel Voted No

Motion Passed 6/1

Mayor Harold Miller, called for a motion to adjourn the meeting.

A Motion to adjourn the meeting was made by Councilman Ash, and second by Councilman Marsh.

Motion Passed 7/0

Councilman Tim Connell, recited the closing prayer.

**AMENDMENT TO THE
RESOLUTION ESTABLISHING AND APPROVING THE SALARY
TO THE CITY MANAGER POSITION**

WHEREAS, on the third sentence of the resolution establishing and approving the salary to the city manager position dated 30 July 2019 states that it was agreed upon that Carlo Pilgrim would receive a starting annual salary of eighty thousand dollars (\$80,000.00) to perform his duties as City Manager, and;

WHEREAS, on the NOW, THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF WEIRTON, BROOKE AND HANCOCK COUNTIES, WEST VIRGINIA, that the City Manager, Carlo Pilgrim's starting annual salary is established and approved in the amount of eighty thousand dollars and zero cents (\$80,000.00)

NOW LET IT BE KNOWN THAT some members of council have **NEVER AGREED OR EVEN HAD DISCUSSION** on the salary range of the City Manager except when during a taped conversation of an executive session on 1 July 2019 when the Mayor of the City of Weirton stated that if appointed, Carlo Pilgrim would accept seventy thousand (\$70,000.00) even though his resume stated he needed to begin with eighty-five thousand dollars (\$85,000.00).

NOW THEREFORE, BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF WEIRTON, BROOKE AND HANCOCK COUNTIES, WEST VIRGINIA, that the City Manager position is no less than nor more than any other position within the City of Weirton and effective 11 July 2019 the city manager position of the City of Weirton beginning salary will be the minimum established by the Common Council of the City of Weirton which is **Seventy-five (\$75000.00) dollars** and the city manager will have a ninety (90) day probation period wherein the Common Council shall evaluate the city managers performance and determine if a step increase is warranted, and; the common council shall then evaluate the city manager annually thereafter for performance increases. No step increase shall be granted without the approval of council.

DATE: 30 July 2019

MAYOR _____

ATTEST:

City Clerk

Sponsored by: George E. Ash, Sr. Council, Ward IV