

SEPTEMBER 24, 2020

The Clarksburg City Council met in CONFERENCE (Work) SESSION on Thursday, September 24, 2020 at 5:30 PM at the Clarksburg Municipal Building – Council Chambers, 222 West Main Street, Clarksburg, West Virginia, with Mayor Kennedy presiding.

COUNCIL MEMBERS PRESENT:

Frank Ferrari
Marshall Goff
Lillie Junkins
Gary Keith
Vice Mayor Jimmy Marino
Mayor Ryan Kennedy

ALSO PRESENT:

Harry Faulk, City Manager
Annette Wright, City Clerk

COUNCIL MEMBER(S) ABSENT:

Jim Malfregeot (*excused*)

With attendance taken upon arrival by the City Clerk, Council proceeded with the following agenda:

- **Cable Franchise Agreement** – City Attorney Richard Marsh was present to discuss this matter stating that the current non-exclusive agreement is set to expire October 2022. Mr. Marsh stated that City could explore other providers by submitting RFP's to the Public Service Commission. Mr. Marsh added that the City could ask that a public hearing be held on the renewal of the contract with Spectrum, etc. and noted the fee paid to the City by Spectrum which is 5% of the annual gross revenues. Councilmember Ferrari stated that upon renewing, we should look into possibly expanding those complimentary services offered to the City. Also, Councilmember Ferrari referenced the street excavating permit that must be obtained by the various utility/service companies that should also be required by the cable company, as well. Mayor Kennedy noted that the cable company also provides internet services and remarked that this may be an area that can be expanded upon as well when considering a renewal. Mr. Marsh stated that only certain things could be required; however, the ideas could be presented. Councilmember Keith stated that he would like to see us work with City Net more. In closing, Mr. Marsh informed that he would obtain some RFP's that have been filed with the Public Service Commission.
- **Pay increase for the ranks of Sergeant and Lieutenant in the Police Department** – Mr. Faulk apprised that Chief Kiddy put together salary comparisons of Clarksburg, Bridgeport, Fairmont, Morgantown and the Harrison County Sheriff's Department and provided a summary thereof to Council. Chief Kiddy stated that our officers work very hard and respond quickly and are deserving of the proposed \$5,000 increase for Lieutenants and proposed \$3,000 increase for Sergeants to retain our outstanding officers. Also, Chief Kiddy pointed out the large volume of calls that Clarksburg answers compared to the other referenced departments. Councilmember Goff expressed his support of this recommendation stating that the facts and figures presented support the same. Further, Councilmember Goff commented on the loss to the City when an experienced officer leaves for other employment or another department. Chief Kiddy noted the negative impact to the pension plan when officers leave before retirement age and withdraw their respective contributions. Vice Mayor Marino stated that public safety and the lack of leadership were concerns when he ran for office and that under Chief Kiddy and Deputy Chief Hartley, leadership has been addressed. Another issue of getting the department staffed is/has been addressed and he believed that these recommended pay increases would help with the retention of the upper rank of officers. Vice Mayor Marino added that he believed it was justifiable to grant such pay increases to these police department ranks without including other departments, even though he does not recall such being done when he was the Personnel Director, citing a need therefor and circumstances warranting the same. Councilmember Junkins concurred that such recommendation was based on fact and need and that she believed it was important that Council implement the salary increases in said ranks in the police department. In addition, Vice Mayor Marino commented that average years of service for said ranks in the fire department versus the police department are almost doubled. Councilmember Keith commented that he watched great police officers leave and retaining these officers is one of the reasons he ran for council. Councilmember Keith added that he would like to see another

\$1,000 added to the recommended sergeant salary. Mayor Kennedy echoed that said recommendation is based on needs to retain those in said ranks. Councilmember Ferrari expressed his support of the Chief's proposal.

- **Personnel Manual** – Mr. Faulk stated that several new sections has been added and noted that he provided each council member with a notebook bound copy of the document with changes from the current handbook noted in red. Vice Mayor Marino remarked that he saw abuse to the handbook policy from those at the top and that he wanted the City Manager to be held accountable. Council had the opportunity to ask questions and offer input.

Meeting concluded.

E. Ryan Kennedy, Mayor

Approved: October 1, 2020

Annette Wright, City Clerk