

Regular Meeting
Tuesday, October 25, 2022
6:00 p.m.



Unalaska City Hall
Council Chambers
43 Raven Way

Council Members
Thomas D. Bell
Darin Nicholson
Daneen Looby

Council Members
Dennis M. Robinson
Alejandro R. Tungul
Shari Coleman

*To Provide a Sustainable Quality of Life
Through Excellent Stewardship of Government*

UNALASKA CITY COUNCIL

P. O. Box 610 • Unalaska, Alaska 99685
Tel (907) 581-1251 • Fax (907) 581-1417 • www.ci.unalaska.ak.us

Mayor: Vincent M. Tutiakoff Sr. **City Manager:** Chris Hladick
City Clerk: Marjie Veeder, mveeder@ci.unalaska.ak.us

COUNCIL MEETING ATTENDANCE

The community is encouraged to attend meetings of the City Council:

- In person at City Hall
- Online via ZOOM (link, meeting ID & password below)
- By telephone (toll and toll free numbers, meeting ID & password below)
- Listen on KUCB TV Channel 8 or Radio Station 89.7

PUBLIC COMMENT

The Mayor and City Council value and encourage community input at meetings of the City Council. There is a time limit of 3 minutes per person, per topic. Options for public comment:

- In person
- By telephone or ZOOM - notify the City Clerk if you'd like to provide comment using ZOOM features (chat message or raise your hand); or *9 by telephone to raise your hand; or you may notify the City Clerk during regular business hours in advance of the meeting
- Written comment is accepted up to one hour before the meeting begins by email, regular mail, fax or hand delivery to the City Clerk, and will be read during the meeting; include your name

ZOOM MEETING LINK: <https://us02web.zoom.us/j/85203975430>

Meeting ID: 852 0397 5430 / **Passcode:** 977526

TELEPHONE: Meeting ID: 852 0397 5430 / **Passcode:** 977526

Toll Free numbers: (833) 548-0276; or (833) 548-0282; or (877) 853-5247; or (888) 788-0099

Non Toll Free numbers: (253) 215-8782; or (346) 248-7799; or (669) 900-9128

AGENDA

1. **Call to order**
2. **Roll call**
3. **Pledge of Allegiance**
4. **Recognition of Visitors**
5. **Oath of Office:** Council Seats CC-A, Mayor (Tutiakoff), CC-C (Nicholson) and CC-D (Looby)
6. [Appointment of Vice Mayor](#)
7. **Mayoral Proclamation:** [November 1, 2022 as Extra Mile Day](#)
8. **Adoption of Agenda**

9. **Approve Minutes of Previous Meetings:** [October 11, 2022](#); and [October 13, 2022](#)
10. [City Manager Report](#)
11. **Community Input & Announcements** *Members of the public may provide information to council or make announcements of interest to the community. Three-minute time limit per person.*
12. **Public Comment on Agenda Items** *Time for members of the public to provide information to Council regarding items on the agenda. Members of the public may also speak when the issue comes up on the regular agenda by signing up with the City Clerk. Three-minute time limit per person.*
13. **Work Session** *Work sessions are for planning purposes, or studying and discussing issues before the Council.*
 - a. Discuss request from crab boat owners for relief from moorage fees at the Carl Moses Harbor
 - b. Discuss Ordinances 2022-19 and 2022-20, proposed wage increase and longevity bonus for unrepresented employees; increase of moving allowance and latitude to hire above midpoint to aid recruitment; and related budget amendment to fund wage increase and longevity bonus
14. **Consent Agenda** *Approval of non-controversial or routine items, accomplished without debate and with a single motion and vote. Council members may request an item be moved to the regular agenda for discussion purposes.*
 - a. [Resolution 2022-41](#): Supporting full funding for the State of Alaska Municipal Harbor Facility Grant Program in the Fiscal Year 2024 State Capital Budget in the amount of \$8,236,815
15. **Regular Agenda** *Persons wishing to speak on regular agenda items must sign up with the City Clerk. Three-minute time limit per person.*
 - a. [Ordinance 2022-19](#): 1st Reading, Amending Title 3, Personnel, to add a longevity bonus, make executives eligible for the longevity bonus, provide latitude to the City Manager to hire above the midpoint of the wage range, and to increase moving expenses available for new employees
 - b. [Ordinance 2022-20](#): 1st Reading, Creating Budget Amendment #3 to the Fiscal Year 2023 Budget to fund increases in wages, fringe benefits and associated State of Alaska PERS contributions for unrepresented employees
 - c. [Resolution 2022-42](#): In support of the exclusion of commercial fisheries management from the objectives in the potential establishment of the Heart of the Ocean Marine Sanctuary off the coast of St. Paul Island; and
 - i. Authorizing the Mayor to send Resolution 2022-42 to NOAA with [proposed letter](#)
 - d. Travel approval
 - i. [AML Annual Local Government Conference](#), Dec. 7-9, Anchorage
 - ii. [Federal Lobbying](#), December 12-14, Washington, DC
16. **Council Directives to City Manager**
17. **Community Input & Announcements** *Members of the public may provide information to council or make announcements of interest to the community. Three-minute time limit per person.*
18. **Adjournment**

MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: Marjie Veeder, City Clerk
Date: October 25, 2022
Re: Appointment of Vice Mayor

UCO 2.08.050 provides for the appointment of a Vice Mayor each year at the first meeting following certification of the regular municipal election. Council certified election results on October 11.

The Vice Mayor serves a term of one year.

The relevant code section states:

UCO § 2.08.050 VICE MAYOR AND MAYOR PRO TEM

- (A) The City Council, at the first meeting immediately following certification of a regular municipal election, shall appoint, from among its members, a Vice Mayor. The Vice Mayor shall serve for a term of one year.
- (B) Should the office of Mayor become vacant, or if the Mayor is temporarily absent or disabled, or is unable to act, the Vice Mayor shall fulfill the duties of the Mayor until the Mayor resumes his or her official duties or until a new Mayor is qualified under this chapter.
- (C) Should the office of Mayor and Vice Mayor become vacant, or if the existing Mayor and Vice Mayor are temporarily absent or disabled, or are unable to act, the City Council may appoint, from among its members, a Mayor pro tem, to serve until the Mayor or Vice Mayor resumes his or her official duties or until a new Mayor is qualified under this chapter.
- (D) A member of the City Council shall not receive additional compensation for serving as Vice Mayor or Mayor pro tem.

PROPOSED MOTION: I move to appoint _____ as Vice Mayor.



PROCLAMATION

Declaring November 1, 2022 *Extra Mile Day* in Unalaska

WHEREAS, Unalaska, Alaska, is a community which acknowledges that a special vibrancy exists within the entire community when its individual citizens collectively “go the extra mile” in personal effort, volunteerism and service; and

WHEREAS, Unalaska, Alaska, is a community which encourages its citizens to maximize their personal contributions to the community by giving of themselves wholeheartedly and with total effort, commitment and conviction to their individual ambitions, family, friends and community; and

WHEREAS, Unalaska, Alaska, is a community which chooses to shine a light on and celebrate individuals and organizations within its community who “go the extra mile” in order to make a difference and lift up fellow community members; and

WHEREAS, Unalaska, Alaska, acknowledges the mission of Extra Mile America to create more than 550 Extra Mile cities in America and is proud to support “Extra Mile Day” on November 1, 2022.

NOW THEREFORE, as the Mayor of Unalaska, Alaska, I do hereby proclaim November 1, 2022, to be Extra Mile Day. I urge each individual in the community to take time on this day to not only “go the extra mile” in his or her own life, but to also acknowledge all those who are inspirational in their efforts and commitment to make their organizations, families, community, country and world a better place.

SO PROCLAIMED on October 25, 2022.

Vincent M. Tutiakoff, Sr.
Mayor

Attest:

Marjie Veeder
City Clerk

Regular Meeting
Tuesday, October 11, 2022
6:00 p.m.



Unalaska City Hall
Council Chambers
43 Raven Way

Council Members
Thomas D. Bell
Darin Nicholson
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Mayor: Vincent M. Tutiakoff Sr. **City Manager:** Chris Hladick
City Clerk: Marjie Veeder, mveeder@ci.unalaska.ak.us

MINUTES

1. **Call to order.** Vice Mayor Robinson called the regular meeting of the Unalaska City Council to order on October 11, 2022, at 6:00 p.m.
2. **Roll call.** The City Clerk called the roll. Present in person were Robinson, Coleman, Looby & Bell; attending remotely were Tutiakoff, Nicholson and Tungul. Vice Mayor announced establishment of a quorum.

Robinson read the City's Mission Statement: To provide a sustainable quality of life through excellent stewardship of government.
3. **Recognition of Visitors.** Vice Mayor recognized IFHS Clinic Director Noel Rea; Dustan Dickerson from UNFA; and William and Patricia Clark in the audience.
4. **Pledge of Allegiance.** Robinson led the Pledge of Allegiance.
5. **Adoption of Agenda.** Coleman moved to adopt the agenda with second by Coleman. There being no objection, the Vice Mayor announced the agenda adopted.
6. **Approve Minutes of Previous Meetings.** Coleman moved to approve the proposed minutes of the council meeting held September 27, 2022, as presented, with second by Looby. There being no objection, the Vice Mayor announced the minutes approved.
7. **City Manager Report.** Written report included in the packet. Chris Hladick, Bil Homka and Tom Cohenour responded to questions from Council regarding the wind study report, RAVN, Captains Bay Road Project and dates for the DC Lobbying Trip in December.
8. **Community Input & Announcements.** Vice Mayor provided an opportunity for community input and announcements, which were provided, as follows:
 - a. Roger Blakeley made announcements for PCR events.
 - b. Thomas Roufos made announcement on behalf of the Unalaska Chapter of the Alaska State Firefighters Association.
 - c. Peggy McLaughlin offered thanks to the U.S. Coast Guard, and discussed valuable training opportunities with the Coast Guard for Ports Staff.

- d. Dustan Dickerson made an announcement regarding a favorable action by the North Pacific Fishery Management Council regarding access to cod quota for small boats and offered thanks to everyone involved.
 - e. Daneen Looby announced that the Senior Lunch Program has resumed at the senior center for seniors only, with hope to expand further in the future.
 - f. Bil Homka announced the community swim meet.
 - g. City Clerk gave a reminder that 2nd half property tax payments are due October 20, 2022.
 - h. Frank Kelty, the City's Fisheries Consultant, commented regarding recent crab season closures.
9. **Public Comment on Agenda Items.** Vice Mayor provided opportunity for public comment on agenda items; no comments offered.
10. **Public Hearing**
- a. Vice Mayor opened the public hearing on Ordinance 2022-16 Amending Section 2.20.075 of the Unalaska Code of Ordinances, removing the prohibition of Council Members Participating in Executive Session by telephone and adding participation in meetings by other electronic means. No public testimony offered. Public hearing closed.
 - b. Vice Mayor opened the public hearing on Ordinance 2022-17 Creating Budget Amendment #2 to the Fiscal Year 2023 Budget to (1) Increase wages, fringe benefits and associated State of Alaska PERS contributions for IUOE Local 302 union employees covering increased wage scales, longevity bonuses and education incentives for three Collective Bargaining Unit Agreements; (2) Recognizing local support revenue of \$10,834 from APIA in the general fund and increasing the PCR operating budget by \$10,834 for the senior exercise program; (3) Increasing Mayor and Council budget by \$75,000 to fully fund two community fireworks shows; (4) Appropriating an additional \$252,154 from the electric proprietary fund for the Generator Sets Rebuild Project; and (5) Appropriating an additional \$526,447 from the water proprietary fund for the Pyramid Water Treatment Plant Chlorine Upgrade Project. No public testimony offered. Public hearing closed.

11. Regular Agenda

a. Unfinished Business

- i. Ordinance 2022-16: Second Reading, Amending Section 2.20.075 of the Unalaska Code of Ordinances, removing the prohibition of Council Members Participating in Executive Session by telephone and adding participation in meetings by other electronic means

Coleman moved to adopt Ordinance 2022-16; second by Looby.

Acting City Manager Homka provided an overview.

Coleman moved to amend Ordinance 2022-16, so that the last sentence of paragraph (A) reads "If the Mayor chooses to participate via telephone or other electronic means, the Vice Mayor or an appointed Mayor pro tem shall preside in the Mayor's stead." Second by Looby.

Roll call vote on the amendment: all Council Members voted in the affirmative adopting the amendment.

Roll call vote on the main motion: all Council Members voted in the affirmative adopting Ordinance 2022-16.

- ii. Ordinance 2022-17: Second Reading, Creating Budget Amendment #2 to the Fiscal Year 2023 Budget to (1) Increase wages, fringe benefits and associated State of Alaska PERS contributions for IUOE Local 302 union employees covering increased wage scales, longevity bonuses and education incentives for three Collective Bargaining Unit Agreements; (2) Recognizing local support revenue of \$10,834 from APIA in the general fund and increasing the PCR operating budget by \$10,834 for the senior exercise program; (3) Increasing Mayor and Council budget by \$75,000 to fully fund two community fireworks shows; (4) Appropriating an additional \$252,154 from the electric proprietary fund for the Generator Sets Rebuild Project; and (5) Appropriating an additional \$526,447 from the water proprietary fund for the Pyramid Water Treatment Plant Chlorine Upgrade Project

Coleman moved to adopt Ordinance 2022-17; second by Bell.

Acting City Manager Homka provided an overview and DPU Director Steve Tompkins and City Engineer Bob Cummings responded to Council questions. Council discussion.

Bell moved to amend Ordinance 2022-17 to reduce funding by \$526,447 removing funding for the Pyramid Water Treatment Plant Chlorine Upgrade Project; second by Looby. Council discussion. Mr. Tompkins and Mr. Cummings responded to Council questions.

Roll call vote on the amendment: all Council Members voted in the negative. Amendment fails.

Roll call vote on the main motion: all Council Members voted in the affirmative adopting Ordinance 2022-17.

b. New Business

- i. Review New Liquor License Application, Amelia's Restaurant. No action.
- ii. Canvass Committee Report, October 4, 2022 General Election; and Certification of Election Results

Looby moved to certify the election results as presented; second by Coleman.

City Clerk provided an overview. No Council questions.

Roll call vote: all Council Members voted in the affirmative certifying the results of the October 4, 2022, general election as presented.

- iii. Ordinance 2022-18: Amending Sections of Title 17, Buildings and Construction, of the Unalaska Code of Ordinances, by Adopting Portions of the 2018 Edition of the Uniform Plumbing Code, the 2020 Edition of the National Electrical Code, and the 2021 Edition of the International Residential Code

Coleman moved to introduce Ordinance 2022-18 and schedule it for second reading and public hearing on October 25, 2022; second by Looby.

Acting City Manager provided an overview; City Engineer Cummings responded to Council questions.

Roll call vote: all Council Members voted in the affirmative, scheduling Ordinance 2022-18 for second reading and public hearing on October 25, 2022.

12. **Council Directives to City Manager.** None.
13. **Community Input & Announcements.** Vice Mayor provided a final opportunity for community input and announcements. William Carter of Ambiental Options provided community input regarding his company's contract with the City and an RFP for janitorial services.
14. **Adjournment.** Having completed all items on the agenda, Vice Mayor adjourned the meeting at 7:22 p.m.

These minutes were approved by the Unalaska City Council on October 25, 2022.

Marjie Veeder, CMC
City Clerk

DRAFT

Special Meeting
Thursday, October 13, 2022
6:00 p.m.



Unalaska City Hall
Council Chambers
43 Raven Way

Council Members
Thomas D. Bell
Darin Nicholson
Daneen Looby

Council Members
Dennis M. Robinson
Alejandro R. Tungul
Shari Coleman

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Mayor: Vincent M. Tutiakoff Sr. **City Manager:** Chris Hladick
City Clerk: Marjie Veeder, mveeder@ci.unalaska.ak.us

MINUTES

1. **Call to order.** Vice Mayor Robinson called the special meeting of the Unalaska City Council to order at 6:01 p.m.
2. **Roll call.** City Clerk called the roll. The Mayor, Vice Mayor and all council members were present, with Mr. Tutiakoff and Mr. Tungul attending via telephone conference call.
3. **Adoption of Agenda.** Coleman moved to adopt the agenda; second by Nicholson. There being no objection, the agenda was adopted.
4. **Executive Session.** Coleman moved to go into Executive Session to discuss with and provide direction to attorneys representing the City in pending litigation, the immediate public discussion of which may tend to adversely affect the legal positions of the City. Present in Executive Session will be the Mayor, Vice Mayor, all Council Members, attorneys Sam Severin and Dezi Robb, along with Acting City Manager Marjie Veeder, Assistant City Manager Bil Homka, HR Manager Amy Stanford and Risk Manager Debra Zueger. Second by Bell. There being no objection, Vice Mayor announced commencement of executive session at 6:03 p.m.
 - a. Recco v. City of Unalaska, et al
 - b. Sotelo v. City of Unalaska, et al

Council came out of Executive Session at 7:19 p.m.; no formal action taken.

5. **Adjournment.** Having completed all items on the agenda, Vice Mayor adjourned the meeting at 7:19 p.m.

These minutes were approved by the Unalaska City Council on October 25, 2022.

Marjie Veeder, CMC
City Clerk

Manager Report
Regular City Council Meeting
October 25, 2022
Interim Manager Chris Hladick

1. **DC Lobbying Trip:** We are scheduling the Washington DC trip for the week of December 12. The AML conference is the week before, December 7th through the 9th, at the Dena'ina Center, in Anchorage, so participants at this conference may very well be boarding a plane over the weekend for DC. The lobbying trip will be scheduled for 2.5 days flying out on Wednesday of that week.
2. **Building Code Ordinance:** There needs to be a delay of the second reading of the building code ordinance to Council's first meeting in November. State code requires us to have the codes of regulations cited in the ordinance available to the public for 15 days before adoption of the ordinance, and the city clerk must set out notice of this availability in the notice of public hearing of the ordinance.
3. **Travel:** I will be on island from October 29th through the first week of November.
4. **Assistant City Manager:** Bil Homka began his new position Monday October 17.
5. I returned to Anchorage late on Tuesday so I will pass this report on to Bil Homka to add additional topics for the report.
6. **Infrastructure Investment & Jobs Act:** The Planning Dept. is working with Ports to submit a grant application to the USDOT Infrastructure Investment & Jobs Act (IIJA) passed by Congress in 2021. Airport Terminal Program (ATP) makes multi-year funding available for planning, design, and construction for a new terminal. Application was submitted on the Monday October 25, 2022 application deadline. It will require a five percent (5%) match from local funds.
7. **Captains Bay Road:** The draft Captains Bay Road Corridor Plan is near completion. Staff plans to present it to City Council in November.
8. **Trident:** Discussions with the company about available infrastructure have been ongoing. Bil Homka is the point person for this project and has been coordinating questions/answers to the company representative.
9. **Tri-Lateral Meetings:** The tri-lateral group (City-OC-QTribe) met on Monday October 17 and discussed the DC trip scheduled for December.

CITY OF UNALASKA
UNALASKA, ALASKA

RESOLUTION 2022-41

A RESOLUTION OF THE UNALASKA CITY COUNCIL SUPPORTING FULL FUNDING FOR THE STATE OF ALASKA MUNICIPAL HARBOR FACILITY GRANT PROGRAM IN THE FISCAL YEAR 2024 STATE CAPITAL BUDGET IN THE AMOUNT OF \$8,236,815

WHEREAS, the majority of the public boat harbors in Alaska were constructed by the State during the 1960s and 1970s; and

WHEREAS, these harbor facilities represent critical transportation links and are the transportation hubs for waterfront commerce and economic development in Alaskan coastal communities; and

WHEREAS, the harbor facilities in Alaska are ports of refuge for ocean going vessels, and serve as essential transportation hubs to coastal Alaskan communities for supplies, trade in goods and services and connections to the world market for our exports and imports; and

WHEREAS, the State of Alaska over the past nearly 30 years has transferred ownership of most of these State-owned harbors, many of which were at or near the end of their service life at the time of transfer, to local municipalities; and

WHEREAS, the municipalities took over this important responsibility even though they knew that these same harbor facilities were in poor condition at the time of transfer due to the state's failure to keep up with deferred maintenance; and

WHEREAS, consequently, when local municipal harbormasters formulated their annual harbor facility budgets, they inherited a major financial burden that their local municipal governments could not afford; and

WHEREAS, in response to this financial burden, the Governor and the Alaska Legislature passed legislation in 2006, supported by the Alaska Association of Harbormasters and Port Administrators, to create the Municipal Harbor Facility Grant program (AS 29.60.800); and

WHEREAS, the Department of Transportation and Public Facilities utilizes a beneficial administrative process to review, score and rank applicants to the Municipal Harbor Facility Grant Program, since state funds may be limited; and

WHEREAS, for each harbor facility grant application, these municipalities have committed to invest 100% of the design and permitting costs and 50% of the construction cost; and

WHEREAS, the municipalities of the Sitka, Whittier, and Wrangell/Meyers Chuck have committed to contribute \$8,236,815 in local match funding for FY24 towards harbor projects of significant importance locally as required in the Harbor Facility Grant Program; and

WHEREAS, completion of these harbor facility projects is dependent on the 50% match from the State of Alaska's Municipal Harbor Facility Grant Program; and

WHEREAS, during the last fifteen years the Municipal Harbor Facility Grant Program has only been fully funded twice; and

WHEREAS, a survey done by the Alaska Municipal League of Alaska's ports and harbors found that from the respondents, the backlog of projects necessary to repair and replace former State-owned harbors has increased to at least \$500,000,000; and

WHEREAS, given that Alaska is a maritime state and that our harbors are foundational to both our way of life and the economy of this great State it is in the public's best interest to maintain this critical infrastructure by using State, Local and Federal funds to recapitalize the crucial harbor moorage infrastructure statewide.

NOW THEREFORE BE IT RESOLVED that Unalaska City Council urges full funding in the amount of \$8,236,815 by the Governor and the Alaska Legislature for the State of Alaska's Municipal Harbor Facility Grant Program in the Fiscal Year 2024 State Capital Budget in order to ensure enhanced safety and economic prosperity among Alaskan coastal communities.

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council on October 25, 2022.

Vincent M. Tutiakoff, Sr.
Mayor

ATTEST:

Marjie Veeder, CMC
City Clerk

MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: Peggy McLaughlin, Port Director
Through: Erin Reinders, City Manager
Date: October 25, 2022
Re: Resolution 2022-41: Supporting full funding for the State of Alaska Municipal Harbor Facility Grant Program in the Fiscal Year 2024 State Capital Budget in the amount of \$8,236,815

SUMMARY: This Resolution is a resolution of support. The Alaska Association of Harbormasters and Port Administrators is asking that its membership solicit support from their municipal councils and assemblies to accompany the AAHPA's request to the Alaska State Legislature to continue funding the Harbor Facilities Grant Program. This program is not only vital to provide necessary services to mariners, but also has a cascading benefit for the economy through construction services and revenue streams for municipalities through harbor facility enhancements. This resolution, if passed, will become part of the packet of support provided to the Alaska State Legislature.

PREVIOUS COUNCIL ACTION: A Resolution of Support for the Harbor Facilities Grant Program is requested annually from the Unalaska City Council. The last resolution passed was Resolution 2022-82 on December 28, 2021.

BACKGROUND: In 2006, the State of Alaska established the Harbor Facility Grant Program to help fund the maintenance and replacement of aging harbor facilities, with an emphasis on facilities that were turned over to municipalities by the State.

DISCUSSION: The Harbor Facility Grant Program was established to support municipalities with repair, maintenance and replacement of aging harbor facilities. The harbor facilities that take priority are the facilities that were previously owned by the State of Alaska, but were turned over to municipalities. However, all harbor facilities are eligible to apply to this program.

This grant program represents no less than a 100% match to the State's contribution or 50% of the project and the municipality must fund all design and permitting, as well as uplands development. This program has been instrumental to the economic development of the State by providing safe and secure mooring locations for mariners that navigate in and around some 33,000 miles of coastline.

Unalaska benefited from this program in 2015 through the State contribution of \$1,570,000 for the replacement of the Discovery Float at Robert Storrs Harbor. We intend to reapply for this grant program in the future for the replacement and upgrades to Robert Storrs A and B Floats.

This program has allowed communities to build revenue streams through the development of harbor facilities which, without the State's contribution, would have been abandoned or demolished.

By passing this resolution, the City of Unalaska will be supporting not only the Harbor Facility Grant Program, but all other coastal communities that provide mariners, maritime industries and the State of Alaska with vital services.

The Alaska Association of Harbormasters and Port Administrators stands unified in seeking ongoing funding from the State of Alaska through this program, and we are asking our local councils and assemblies to support the Association in its endeavors to receive funding for this necessary infrastructure.

ALTERNATIVES:

- 1) Council could fully support Resolution 2022-41; or
- 2) Council could choose to not support Resolution 2022-41 as written; or
- 3) Council could offer up another Resolution in lieu of the resolution prepared by the Alaska Association of Harbormasters and Port Administrators.

FINANCIAL IMPLICATIONS: This Resolution implies no financial obligation to the City of Unalaska.

LEGAL: Not applicable.

STAFF RECOMMENDATION: Staff recommends adopting Resolution 2022-41.

PROPOSED MOTION: This is a consent agenda item and will be included in the motion to adopt the consent agenda. If the item is moved to the regular agenda for discussion, the proposed motion is: I move to adopt Resolution 2022-41.

CITY MANAGER'S COMMENTS: I recommend approving this resolution as a show of support for the many necessary harbor improvement projects around the State, including those in Unalaska.

CITY OF UNALASKA
UNALASKA, ALASKA

ORDINANCE 2022-19

AN ORDINANCE OF THE UNALASKA CITY COUNCIL AMENDING TITLE 3, PERSONNEL, TO ADD A LONGEVITY BONUS, MAKE EXECUTIVES ELIGIBLE FOR THE LONGEVITY BONUS, PROVIDE LATITUDE TO THE CITY MANAGER TO HIRE ABOVE THE MIDPOINT OF THE WAGE RANGE, AND TO INCREASE MOVING EXPENSES AVAILABLE TO NEW EMPLOYEES

BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF UNALASKA, as follows:

Section 1: Classification. This Ordinance is a Code Ordinance.

Section 2: Chapter 3.60 Miscellaneous Provisions, is hereby amended by adding a new section, 3.60.140 Longevity Bonus, as follows:

§ 3.60.140 LONGEVITY BONUS.

- (A) Regular full-time employees, who are not represented by a labor union, shall be paid a Longevity Bonus, as follows:
- (1) On the employee's three (3) year employment anniversary: \$2,000.
 - (2) On the employee's five (5) year employment anniversary: \$4,000.
 - (3) On the employee's ten (10) year employment anniversary: \$10,000.
 - (4) On the employee's eleven (11) year employment anniversary and each subsequent employment anniversary thereafter: \$2,000.
- (B) Part-time employees who are eligible for benefits shall be paid a partial Longevity Bonus calculated as a percentage of the bonus paid to an employee in the full-time equivalent of their position. For example, a part-time employee working twenty hours per week is eligible for a \$1,000 Longevity Bonus on the employee's three (3) year employment anniversary; an employee working thirty hours per week would be eligible for \$1,500 upon their three (3) year employment anniversary.
- (C) Current employees, who are employed by the City on the effective date of this ordinance and who are between the anniversary years set out in paragraph (A) above, shall receive the longevity bonus commensurate with the anniversary which they have most recently surpassed. For example, an employee who has reached their four (4) year anniversary will receive the three (3) year longevity bonus; and an employee who has surpassed their ten (10) year employment anniversary will receive the ten (10) year longevity bonus and then \$2,000 each subsequent employment anniversary thereafter.
- (D) The employment anniversary date shall be determined by the employee's current employment period with the City. Former periods of employment with the City may not be added to determine the number of years of service.

- (E) The Longevity Bonus is contingent upon satisfactory job performance and may be denied or delayed at the City Manager's discretion based on disciplinary actions or other considerations at the time of the proposed bonus.

Section 3: Chapter 3.56 Executives, Section 3.56.030 Compensation, paragraph (C), is hereby amended to read as follows [New language is underlined; and deleted language is ~~overstruck~~.]:

§ 3.56.030 COMPENSATION.

- (C) With the exception of a hiring bonus, cost of living adjustments, merit increases, and travel allowance and the longevity bonus authorized by City Council, bonuses and special merit awards are not available to executive employees.

Section 4: Chapter 3.40 Pay, Section 3.40.050 Basis of Pay Rates, paragraph (A) Hiring Wage Range, is hereby deleted and replaced, as follows:

Existing Paragraph (A) to be deleted

~~(A) *Hiring wage rate.* An appointment to any position can be made from the minimum to the midpoint of the wage range based on the applicant's experience and ability over and above the qualification requirements specified for the class, prior creditable city service, or on a critical shortage of applicants. Advancement to the maximum wage rate within a pay range shall be by successive merit increases. Approval by the City Manager shall be made in writing prior to appointment. In no instance shall appointment be made above midpoint of the wage range, except at the Department Director level.~~

New Paragraph (A)

(A) *Hiring wage rate.*

- (1) Appointment to any position can be made from the minimum to the midpoint of the wage range based on the applicant's experience and ability over and above the qualification requirements specified for the class, prior creditable city service, or on a critical shortage of applicants.
- (2) Appointment above the midpoint of the wage range is allowed at the Department Director level. Below the Department Director level, appointment above the midpoint of the wage range is at the sole discretion of the City Manager, with justification provided in writing.
- (3) Written approval of the hiring wage rate shall be made by the City Manager before appointment.
- (4) Advancement to the maximum wage rate within a pay range shall be by successive merit increases.

Section 5: Chapter 3.60 Miscellaneous Provisions, Section 3.60.060 Moving Expenses for New Employees, is hereby amended to read as follows [New language is underlined; and deleted language is ~~overstruck~~.]:

§ 3.60.060 MOVING EXPENSES FOR NEW EMPLOYEES.

- (A) Whenever, in the opinion of the City Manager, it is necessary to recruit qualified employees from outside the city, the employee will receive a lump sum payment not to exceed ~~\$5,000~~ \$10,000, less applicable withholdings, to assist with moving related expenses, plus airfare for the employee and dependents residing with the employee, as defined by the Internal Revenue Service. The moving expense payment amount shall be determined by the hiring Department Director and the Human Resources Manager.
- (B) If the employee voluntarily leaves the employment of the city before completing 12 continuous months of employment, the employee will be required to repay the city for ~~all~~ moving expenses, prorated for the number of months employed. The repayment of ~~the~~ moving expenses may be waived by the City Manager. The City Manager may require a written repayment agreement prior to paying any moving expenses.
- (C) The city shall be responsible for return transportation of an employee only as required by applicable state law.

Section 6: Effective Date. This ordinance is effective upon adoption.

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council on November __, 2022.

Vincent M. Tutiakoff, Sr.
Mayor

ATTEST:

Marjie Veeder, CMC
City Clerk

MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: Chris Hladick, City Manager
Date: October 25, 2022
Re: Ordinance 2022-19: Amending Title 3, Personnel, to add a longevity bonus, make executives eligible for the longevity bonus, provide latitude to the City Manager to hire above the midpoint of the wage range, and to increase moving expenses available to new employees

SUMMARY: This ordinance amends a few provisions of Title 3, Personnel, in order to (1) add a longevity bonus for unrepresented employees, including department directors; (2) to increase moving expenses available to new employees; and (3) to provide the city manager latitude to hire new employees above the midpoint of the range. A companion budget amendment, Ordinance 2022-20, is also being presented this evening to fund the longevity bonus and provide a 10% wage increase for unrepresented employees. Staff recommends approval.

PREVIOUS COUNCIL ACTION: The most recent amendments to Title 3 were:

- Ordinance 2021-18, adopted December 14, 2021, amended 3.44.06 to add Juneteenth National Independence Day as an annual floating city holiday beginning calendar year 2022 and making minor descriptive edits
- Ordinance 2020-01, adopted March 10, 2020, amended chapters 3.44.020, and 3.44.030 (C) and (D), clarifying overtime approval requirements and specifying employees receiving overtime compensation for working on holidays
- Ordinance 2019-10, adopted September 10, 2019, is the most significant amendment to Title 3 in recent years, and amended chapters 3.04, 3.08, 3.12, 3.16, 3.20, 3.24, 3.28, 3.32, 3.36, 3.40, 3.44, 3.48, 3.52, 3.56, and 3.60 and adopted a new chapter 3.22.

BACKGROUND: Earlier this year Council approved collective bargaining agreements with three units of IUOE Local 302. Changes to wages and benefits for our unrepresented Title 3 employees have, in the past, followed the IUOE 302 CBAs. The longevity bonus is proposed for unrepresented employees because of a similar benefit provided to PSEA and IUOE 302 employees. Also proposed is a 10% wage increase, which is funded in the accompanying budget amendment, Ordinance 2022-20.

Increasing moving expense and allowing the hiring wage to be above midpoint are proposed to assist with recruitment of new employees. In addition, the ability to hire above midpoint will offset not adjusting the wage scale at this time. There are many positions that have proved challenging to fill, and it is increasingly difficult to attract people to move to Unalaska for City jobs when there are no candidates available locally.

A comprehensive rewrite and reorganization of Title 3 is in process, but these changes are needed immediately.

DISCUSSION:

**SECTION 2
3.60.140 LONGEVITY BONUS**

This section of the ordinance adds a longevity bonus for all unrepresented city employees: \$2,000 on the 3rd anniversary; \$4,000 on the 5th anniversary; \$10,000 on the 10th anniversary; and \$2,000 annually on each subsequent employment anniversary. Part-time employees will be provided a longevity bonus based on the full-time equivalent of their position. Current employees who are between anniversary years will be paid the bonus consistent with the anniversary they most recently achieved. Employees who have had multiple periods of employment with the city will not be allowed to add those years together for calculation of the longevity bonus. Their most recent appointment period will be used to determine eligibility for the bonus. The longevity bonus is to reward non-represented employees for their years of service at important milestone years. This will also bring parity with the PSEA and IUOE 302 CBAs.

**SECTION 3
3.56.030 COMPENSATION**

This section makes executives (department directors) eligible for the longevity bonus, as are all other unrepresented employees.

**SECTION 4
3.40.050(A) HIRING WAGE RANGE**

This section of the ordinance amends and reorganizes the paragraph related to the hiring wage range. The pay range matrix is not changing at this time and the ability to hire above midpoint for non-executive, non-represented employees will allow us to be competitive in the marketplace with our starting salaries.

**SECTION 5
3.60.060(A) MOVING EXPENSES FOR NEW EMPLOYEES**

Paragraph (A) increases the moving expense from a cap of \$5,000, to \$10,000, and states that the HR Manager and the hiring Department Director determine the amount of the moving expense based upon the candidate's needs. This increase is required to meet the increases in shipping, mailing and other variables related to the movement of household goods and vehicles to Unalaska.

Paragraph (B) requires repayment of moving expenses should the employee voluntarily leave employment before a year. The amendment prorates the repayment based on the number of months of employment. Proration provides a fair and more standard method of moving expense repayment.

ALTERNATIVES: Council may choose to adopt the ordinance as presented, or to make amendments before adoption. Council may also choose not to proceed with this amendment to code, in which case unrepresented employees will continue unequal pay and benefits as compared to their represented coworkers.

FINANCIAL IMPLICATIONS: The financial implications for the longevity bonus are covered in the accompanying budget amendment. There is no a way to accurately project increased moving

expenses for FY23 at this time. We don't know how many employees may be hired from off-island, or the amount of a particular employee's moving expense need. If the additional moving expenses cannot be absorbed within a departmental operating budget, a future budget amendment may be necessary.

LEGAL: This ordinance has been reviewed and edited by the City Attorney.

STAFF RECOMMENDATION: Staff recommends approval.

PROPOSED MOTION: I move to introduce Ordinance 2022-19 and schedule it for public hearing and second reading at Council's first meeting in November.

CITY MANAGER COMMENTS: I recommend approval. These changes mimic what has been done in other city contracts, so it's only fair to include these in Title 3.

ATTACHMENTS: None.

CITY OF UNALASKA
UNALASKA, ALASKA

ORDINANCE 2022-20

AN ORDINANCE OF THE UNALASKA CITY COUNCIL CREATING BUDGET AMENDMENT #3 TO THE FISCAL YEAR 2023 BUDGET TO FUND INCREASES IN WAGES, FRINGE BENEFITS AND ASSOCIATED STATE OF ALASKA PERS CONTRIBUTIONS FOR UNREPRESENTED EMPLOYEES

BE IT ENACTED BY THE UNALASKA CITY COUNCIL

- Section 1. Classification: This is a non-code ordinance.
 Section 2. Effective Date: This ordinance becomes effective upon adoption.
 Section 3. Content: The City of Unalaska FY23 Budget is amended as follows:

- A. That the following sums of money are hereby accepted and the following sums of money are hereby authorized for expenditure.
 B. The following are the changes by account line item.

Amendment #3 to Ordinance 2022-10

	Current	Requested	Revised
I. OPERATING BUDGETS			
A. General Fund			
Sources			
General Fund - Appropriated Fund Balance	\$ 7,181,980	\$ 412,644	\$ 7,594,624
PERS Non-Employer Contribution	792,779	18,314	811,093
	<u>\$ 7,974,759</u>	<u>\$ 430,958</u>	<u>\$ 8,405,717</u>
Uses			
City Administration	\$ 2,025,857	\$ 61,236	\$ 2,087,093
Clerks	578,234	65,483	643,717
Finance/IS	2,255,617	27,743	2,283,360
Planning	801,467	38,151	839,618
Public Safety	6,430,198	69,038	6,499,236
Public Works	6,596,103	42,774	6,638,877
Parks, Culture & Recreation	3,899,059	126,533	4,025,592
	<u>\$ 22,586,535</u>	<u>\$ 430,958</u>	<u>\$ 23,017,493</u>
B. Proprietary Funds			
Sources			
Electric Fund - Budgeted use of unrestricted net assets	\$ 4,384,695	\$ 20,119	\$ 4,404,814
Electric Fund - PERS Non-Employer Contribution	167,884	863	168,747
Water Fund - Budgeted use of unrestricted net assets	2,267,550	18,508	2,286,058
Water Fund - PERs Non-Employer Contribution	74,829	810	75,639
Wastewater Fund - Budgeted use of unrestricted net assets	1,438,947	16,090	1,455,037
Wastewater Fund - PERS Non-Employer Contribution	67,506	724	68,230
Solid Waste Fund - Budgeted use of unrestricted net assets	1,531,506	14,808	1,546,314
Solid Waste Fund - PERS Non-Employer Contribution	67,092	681	67,773
Ports Fund - Budgeted use of unrestricted net assets	4,282,637	66,844	4,349,481
Ports Fund - PERS Non-Employer Contribution	101,692	2,837	104,529
Airport Fund - Budgeted use of unrestricted net assets	329,217	9,584	338,801
Airport Fund - PERS Non-Employer Contribution	12,400	374	12,774
Housing Fund - Budgeted use of unrestricted net assets	337,282	5,972	343,254
Housing Fund - PERS Non-Employer Contribution	10,047	234	10,281
	<u>\$ 15,073,284</u>	<u>\$ 158,448</u>	<u>\$ 15,231,732</u>

Uses	<u>Current</u>	<u>Requested</u>	<u>Revised</u>
Electric Fund - Utility Administration Expenses	5,868,123	20,982	5,889,105
Water Fund - Utility Administration Expenses	1,870,677	19,318	1,889,995
Wastewater Fund - Utility Administration Expenses	1,958,143	16,814	1,974,957
Solid Waste Fund - Utility Administration Expenses	1,673,007	15,489	1,688,496
Ports Fund - Harbor Office Expenses	7,024,257	62,821	7,087,078
Ports Fund - CEM Small Boat Harbor Expenses	960,269	6,860	967,129
Airport Fund - Admin/Operating Expenses	678,188	9,958	688,146
Housing Fund - Admin/Operating Expenses	403,530	6,206	409,736
	<u>\$ 20,436,194</u>	<u>\$ 158,448</u>	<u>\$ 20,594,642</u>

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council on November ____, 2022.

 Vincent M. Tutiakoff, Sr.
 Mayor

ATTEST:

 Marjie Veeder, CMC
 City Clerk

- 1) General Fund - Operating Budget
Add \$430,958 for Title 3 Wages & Benefits
- 2) Proprietary Funds - Operating Budgets
Add \$158,448 for Title 3 Wages & Benefits

	<u>Org</u>	<u>Object</u>	<u>Current</u>	<u>Requested</u>	<u>Revised</u>
1) General Fund - Operating Budget					
Sources:					
Appropriated Fund Balance	01010049	49900	7,181,980	412,644	7,594,623
PERS Non-Employer Contributions	01010041	42355	792,779	18,314	811,094
Uses:					
City Manager's Office					
Salaries and Wages	01020251	51100	170,068	7,939	178,007
FICA & Medicare Emplr Match	01020251	52200	11,818	607	12,425
PERS Employer Contribution	01020251	52300	49,347	1,788	51,135
Administration					
Salaries and Wages	01020351	51100	421,225	40,487	461,712
FICA & Medicare Emplr Match	01020351	52200	32,097	3,107	35,204
PERS Employer Contribution	01020351	52300	121,252	7,308	128,560
Clerks					
Salaries and Wages	01020551	51100	262,512	50,017	312,529
FICA & Medicare Emplr Match	01020551	52200	21,161	3,416	24,577
PERS Employer Contribution	01020551	52300	76,964	12,050	89,014
Finance					
Salaries and Wages	01020651	51100	643,174	6,443	649,617
FICA & Medicare Emplr Match	01020651	52200	50,633	494	51,127
PERS Employer Contribution	01020651	52300	187,619	1,340	188,959
Information Systems					
Salaries and Wages	01020751	51100	238,472	15,911	254,383
FICA & Medicare Emplr Match	01020751	52200	18,653	1,083	19,736
PERS Employer Contribution	01020751	52300	65,545	2,472	68,017
Planning					
Salaries and Wages	01020851	51100	393,616	30,268	423,884
FICA & Medicare Emplr Match	01020851	52200	31,435	1,178	32,613
PERS Employer Contribution	01020851	52300	112,646	6,705	119,351
DPS Administration					
Salaries and Wages	01021051	51100	470,211	55,694	525,905
FICA & Medicare Emplr Match	01021051	52200	36,831	2,597	39,428
PERS Employer Contribution	01021051	52300	134,505	10,747	145,252
DPW Administration					
Salaries and Wages	01022051	51100	362,418	33,514	395,932
FICA & Medicare Emplr Match	01022051	52200	28,037	2,181	30,218
PERS Employer Contribution	01022051	52300	105,555	7,079	112,634
PCR Administration					
Salaries and Wages	01023151	51100	138,009	17,601	155,610
FICA & Medicare Emplr Match	01023151	52200	10,557	813	11,370
PERS Employer Contribution	01023151	52300	40,952	4,096	45,048

Rec Programs	Org	Object	Current	Requested	Revised
Salaries and Wages	01023251	51100	433,237	19,085	452,322
FICA & Medicare Emplr Match	01023251	52200	36,386	1,459	37,845
PERS Employer Contribution	01023251	52300	121,535	2,736	124,271

Community Center	Org	Object	Current	Requested	Revised
Salaries and Wages	01023351	51100	481,977	17,168	499,145
FICA & Medicare Emplr Match	01023351	52200	37,482	1,313	38,795
PERS Employer Contribution	01023351	52300	102,490	2,158	104,648

Library	Org	Object	Current	Requested	Revised
Salaries and Wages	01023451	51100	388,181	13,928	402,109
FICA & Medicare Emplr Match	01023451	52200	31,112	1,065	32,177
PERS Employer Contribution	01023451	52300	94,598	2,989	97,587

Aquatics Center	Org	Object	Current	Requested	Revised
Salaries and Wages	01023551	51100	264,834	33,057	297,891
FICA & Medicare Emplr Match	01023551	52200	20,641	2,537	23,178
PERS Employer Contribution	01023551	52300	57,225	6,528	63,753

2) **Electric Fund - Operating Budget**

Sources:	Org	Object	Current	Requested	Revised
Budgeted use of unrestricted net assets	50015049	49910	4,384,695	20,119	4,404,814
PERS Non-Employer Contributions	50015041	42355	167,884	863	168,747

Uses:	Org	Object	Current	Requested	Revised
Electric - Utility Administration					
Salaries and Wages	50024051	51100	482,997	16,604	499,601
FICA & Medicare Emplr Match	50024051	52200	37,078	1,174	38,252
PERS Employer Contribution	50024051	52300	139,450	3,204	142,654

Water Fund - Operating Budget

Sources:	Org	Object	Current	Requested	Revised
Budgeted use of unrestricted net assets	51015549	49910	2,267,550	18,508	2,286,058
PERS Non-Employer Contributions	51015541	42355	74,829	810	75,639

Uses:	Org	Object	Current	Requested	Revised
Water - Utility Administration					
Salaries and Wages	51024051	51100	291,952	15,237	307,189
FICA & Medicare Emplr Match	51024051	52200	22,353	1,074	23,427
PERS Employer Contribution	51024051	52300	83,947	3,007	86,954

Wastewater Fund - Operating Budget

Sources:	Org	Object	Current	Requested	Revised
Budgeted use of unrestricted net assets	52016049	49910	1,438,947	16,090	1,455,037
PERS Non-Employer Contributions	52016041	42355	67,506	724	68,230

Uses:	Org	Object	Current	Requested	Revised
Wastewater - Utility Administration					
Salaries and Wages	52024051	51100	243,581	13,201	256,782
FICA & Medicare Emplr Match	52024051	52200	18,579	925	19,504
PERS Employer Contribution	52024051	52300	70,079	2,688	72,767

Solid Waste Fund - Operating Budget

Sources:	Org	Object	Current	Requested	Revised
Budgeted use of unrestricted net assets	53016549	49910	1,531,506	14,808	1,546,314
PERS Non-Employer Contributions	53016541	42355	67,092	681	67,773

Uses:

Solid Waste - Utility Administration

Salaries and Wages	53024051	51100	193,990	12,120	206,110
FICA & Medicare Emplr Match	53024051	52200	14,766	842	15,608
PERS Employer Contribution	53024051	52300	55,831	2,527	58,358

Ports and Harbors Fund - Operating Budget

Sources:					
Budgeted use of unrestricted net assets	54017049	49910	4,282,637	66,844	4,349,481
PERS Non-Employer Contributions	54017041	42355	101,692	2,837	104,529

Uses:

Harbor Office

Salaries and Wages	54025051	51100	660,843	50,633	711,476
FICA & Medicare Emplr Match	54025051	52200	50,871	2,669	53,540
PERS Employer Contribution	54025051	52300	188,505	9,519	198,024

CEM Small Boat Harbor

Salaries and Wages	54025451	51100	142,247	5,567	147,814
FICA & Medicare Emplr Match	54025451	52200	11,890	278	12,168
PERS Employer Contribution	54025451	52300	43,220	1,015	44,235

Airport Fund - Operating Budget

Sources:					
Budgeted use of unrestricted net assets	55017549	49910	329,217	9,584	338,801
PERS Non-Employer Contributions	55017541	42355	12,400	374	12,774

Uses:

Airport Admin/Operations

Salaries and Wages	55025651	51100	69,869	8,170	78,039
FICA & Medicare Emplr Match	55025651	52200	5,282	401	5,683
PERS Employer Contribution	55025651	52300	19,997	1,387	21,384

Housing Fund - Operating Budget

Sources:					
Budgeted use of unrestricted net assets	56018049	49910	337,282	5,972	343,254
PERS Non-Employer Contributions	56018041	42355	10,047	234	10,281

Uses:

Housing Admin & Operating

Salaries and Wages	56025851	51100	50,057	4,959	55,016
FICA & Medicare Emplr Match	56025851	52200	3,858	379	4,237
PERS Employer Contribution	56025851	52300	14,256	868	15,124

MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: Clay Darnell, Interim Finance Director
Through: Chris Hladick, Interim City Manager
Date: October 25, 2022
Re: Ordinance 2022-20: Creating Budget Amendment #3 to the Fiscal Year 2023 Budget to fund increases in wages, fringe benefits and associated State of Alaska PERS contributions for unrepresented employees

SUMMARY: This budget amendment funds a 10% wage increase and the addition of a longevity bonus for unrepresented Title 3 employees. The total cost to the City for this implementation is \$589,406. The cost to each department is itemized on the spreadsheets attached to the Budget Amendment.

PREVIOUS COUNCIL ACTION: Council annually adopts the City's operating budget, which includes funding for wages, merit increases and the employee benefit package.

In 2013, the City commissioned a comprehensive Compensation and Benefits Analysis, the result of which was an update of the classification and pay range matrix, and Council amended Title 3 by Ordinance 2013-16 on December 17, 2013.

In 2019, Council adopted Ordinances 2019-10, updating provisions of Title 3, which included a 4.5% cost of living adjustment to the pay range matrix. An accompanying ordinance (2019-11) was also adopted to fund increased pay and benefits (along with funding for IUOE 302 CBA changes). These ordinances were adopted on September 10, 2019.

BACKGROUND: Title 3 compliments the CBAs for most employees, but Title 3 is the only governing document for unrepresented employees.

Unalaska Municipal Code Section 3.40.020 states that the City Manager shall periodically, but not less often than every four years, review the pay plan and make a report to City Council with a recommendation regarding the necessary changes to keep the pay plan current. The pay range matrix was last updated in 2019.

City staff performed an internal review of the current Title 3 compensation and benefit levels for unrepresented employees, particularly in light of the recent IUOE 302 CBAs. The City Manager proposes a 10% wage increase for current employees, the addition of a longevity bonus, as well as commissioning a comprehensive compensation and benefits analysis in order to advise of any changes needed to the pay range matrix.

DISCUSSION: The cost of \$589,406 fully implements the 10% wage increase and the longevity bonus for unrepresented employees for FY23. The longevity bonus is covered in the Title 3 ordinance change (Ordinance 2022-19). These changes are effective July 1, 2022.

ALTERNATIVES: Council could choose to amend, or not to fund the salary and benefit increases.

FINANCIAL IMPLICATIONS: The cost to the City is \$589,406. The cost to each department is itemized on the attached Budget Amendment Spreadsheet.

LEGAL: Staff consulted the City Attorney during the development of the accompanying changes to Title 3. There was no legal consultation regarding the budget amendment.

STAFF RECOMMENDATION: Staff recommends approval.

PROPOSED MOTION: I move to introduce Ordinance 2022-20, and schedule it for public hearing and second reading at Council's first meeting in November.

CITY MANAGER COMMENTS: I recommend approval of the increase to be fair across the board. However, the city needs to do a compensation study in the near future to address internal concerns and external forces effecting hiring and retention.

ATTACHMENTS: None.

CITY OF UNALASKA
UNALASKA, ALASKA

RESOLUTION 2022-42

A RESOLUTION OF THE UNALASKA CITY COUNCIL TO THE NATIONAL OCEANIC & ATMOSPHERIC ADMINISTRATION IN SUPPORT OF THE EXCLUDING COMMERCIAL FISHERIES MANAGEMENT FROM THE OBJECTIVES IN THE POTENTIAL ESTABLISHMENT OF THE HEART OF THE OCEAN MARINE SANCTUARY OFF THE COAST OF ST. PAUL ISLAND IN THE BERING SEA

WHEREAS, the City of Unalaska, location of the International Port of Dutch Harbor, has for 25 years been the nation's number one commercial fishing port in terms of volume of the catch (700-800 million pounds landed annually), and the number two port in terms of value of landings during the same period (\$200 million ex-vessel value range annually); and

WHEREAS the Bering Sea Pollock fishery is the nation's largest fishery, with annual harvests of more than 3 billion pounds, and is the nation's most valued fishery, with annual ex-vessel value of over \$400 million, and a first wholesale value of \$1.2 billion; and

WHEREAS, commercial fishing is the only industry in Unalaska and the onshore and offshore fisheries are of critical importance to Unalaska's harvesters, processors and support sector businesses, which supply the revenue and employment that is the economic engine for the entire community; and

WHEREAS, without knowing the proposed location or the number of square miles that could be included in the proposed marine sanctuary, it is very troubling and of great concern for Unalaska and the commercial fishing industry we depend upon for our economic livelihood; and

WHEREAS, Unalaska is a remote Island community, population 4,200, located in the middle of the Aleutian Islands, 800 miles west of Anchorage and not connected to the road system; all travel off Island by is by air or sea; and

WHEREAS, it is of critical importance to Unalaska and to other fishery dependent communities in the Bering Sea region that establishment of a marine sanctuary be fully vetted by the rules and procedures under the Magnuson Stevens Act (MSA); and

WHEREAS, the MSA based management process allows stakeholder input through hearings and deliberations by the North Pacific Fishery Management Council, which works in concert with the State of Alaska, with guidance and expertise from National Marine Fisheries Service; and

WHEREAS, the City of Unalaska requests NOAA's support in excluding commercial fisheries management from the outlined objectives of any marine sanctuary management plan should it advance to a proposed or final designation.

NOW THEREFORE BE IT RESOLVED that the Unalaska City Council does not support the formation of the Heart of the Ocean Marine Sanctuary off the coast of St. Paul Island unless it excludes commercial fisheries management from the outlined objectives of any marine sanctuary management plan.

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council on October 25, 2022.

Vincent M. Tutiakoff, Sr.
Mayor

ATTEST:

Marjie Veeder, CMC
City Clerk

CITY OF UNALASKA
43 Raven Way - P.O. Box 610
Unalaska, Alaska 99685
Tel (907) 581-1251 FAX (907) 581-1417



October 25, 2022

The Honorable Rick W. Spinrad, Administrator
National Oceanic and Atmospheric Administration (NOAA)
Undersecretary for Oceans & Atmosphere
1401 Constitution Ave N.W.
Washington, DC 20230

Dear Undersecretary Spinrad:

The Unalaska City Council is writing to express our great concern and trepidation as NOAA considers the establishment of the Heart of the Ocean Marine Sanctuary off the coast of St. Paul Island in the Bering Sea.

The City of Unalaska, location of the International Port of Dutch Harbor, has for 25 years been the nation's number one commercial fishing port in terms of volume of the catch (700-800 million pounds landed annually), and the number two port in terms of value of landings during the same period (\$200 million ex-vessel value range annually).

The Eastern Bering Sea Pollock fishery is the nation's largest fishery, with annual harvests of more than 3 billion pounds, and is the nation's most valued fishery, with annual ex-vessel value of over \$400 million, and a first wholesale value of \$1.2 billion.

This critically important fishery is of the utmost importance to Bering Sea fishery dependent communities, the State of Alaska and the Nation. Without knowing the proposed location or the number of square miles that could be included in the proposed sanctuary, it is very troubling and of great concern for Unalaska. Both the onshore and offshore commercial fisheries are of critical importance to Unalaska harvesters and processors, and are the economic engine for the entire community.

The fisheries of the Bering Sea not only support the harvesters and processors located in the community, but also the at-sea processors that use Unalaska as their base of support for shipping millions of pounds of finished product through the International Port of Dutch Harbor, which is one of the busiest shipping ports in the Alaska.

Unalaska has a whole host of support sector businesses that depend on the commercial fishing industry for their livelihood. This includes marine repair and supply facilities, fuel suppliers, shipping companies, grocery stores, restaurants, school teachers, longshoreman, and City and State employees. Commercial fishing is the only industry in Unalaska and is of critical importance to Unalaska's harvesters, processors and support sector businesses, which supply the revenue and employment that is the economic engine for the entire community.

The success of this thriving community is due to the sustainably managed fisheries of the Bering Sea. We believe in the fishery management process that is in place, and do not want it changed. It is of critical

October 25, 2022
The Honorable Rick Spinrad
Undersecretary for Oceans & Atmosphere
NOAA
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importance to Unalaska and to other fishery dependent communities in the Bering Sea region that establishment of a marine sanctuary be fully vetted by the rules and procedures under the Magnuson-Stevens Act (MSA) which is a transparent and science-based process that allows stakeholder input through hearings and deliberations through the North Pacific Fishery Management Council (NPFMC). The NPFMC is regarded as one of the nation's best fishery management councils and works in concert with the State of Alaska, with guidance and expert review from National Marine Fisheries Service. We realize that other activities and elements fall under the purview of the National Ocean Service, but request your support in excluding commercial fisheries management from the outlined objectives of any marine sanctuary management plan, should it advance to a proposed or final designation.

In closing, the City of Unalaska requests your support in excluding commercial fisheries management from the outlined objectives of any marine sanctuary management plan. The City of Unalaska also aligns our comments with those you have received from the Qawalangin Tribe of Unalaska, which will be properly consulted in the sanctuary development process, and the Ounalashka Corporation, the Native Village Corporation for Unalaska.

Thank you for consideration of our comments on this extremely critical issue.

Sincerely,

CITY OF UNALASKA

Vincent M. Tutiakoff, Sr.
Mayor

cc: Senator Lisa Murkowski
Senator Dan Sullivan
Congressman Mary Peltola
Governor Mike Donleavy
Ms. Janet Coit, Assistant Administrator, National Marine Fisheries Service
Ms. Nicole LeBoeuf, Assistant Administrator, National Ocean Service
Mr. Jon Kurland, Regional Administrator, NOAA Fisheries Alaska Region
Mr. Simon Kinneen, Chair, North Pacific Fishery Management Council
Mr. David Witherell, Executive Director, North Pacific Fishery Management Council
Unalaska City Manager, Chris Hladick
Unalaska City Council Members

MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: Michelle Price, Administrative Coordinator
Through: Chris Hladick, Interim City Manager
Date: October 25, 2022
Re: Alaska Municipal League Winter Legislative Conference

The AML 72nd Annual Local Government Conference will be held at the Dena'ina Center in Anchorage. The agenda is attached, and summarized here:

November 30	Newly Elected Official Training via Zoom
December 5	Newly Elected Official Training in person
December 5-6	Alaska Conference of Mayors Affiliate Organization Meetings <i>(Municipal Managers, Clerks, Attorneys, Assessors)</i>
December 7-9	AML Annual Government Conference Sessions

The event brings together more than 400 local municipal officials, including mayors, borough assembly and city council members, municipal managers, administrators, attorneys and other appointed officials and municipal staff. Many state and federal officials attend, alongside Alaska's business leaders and community organizations.

Estimated travel costs for one traveler are \$3,262 each, which will vary depending on the number of days attending:

Air Fare	\$	1,198.00
Lodging in Anchorage	\$	1,014.00
Registration	\$	300.00
Per Diem	\$	750.00
TOTAL	\$	3,262.00

The mayor and council travel budget has sufficient funds to cover this expenditure.

Council's Travel Policy states:

- no more than three Council Members may travel to the same meeting or conference;
- travel be conducted in the most direct and economic manner possible to accomplish City business;
- Council will discuss the travel, identify the Council Members to travel, and approve the travel by motion at least twenty-one days before the trip.

Alaska Municipal League 72nd Annual Local Government Conference

Wednesday, November 30 - VIRTUAL

9:00am Newly Elected Officials Training via Zoom

- **Roles and Responsibilities of Municipal Officials**
- **Parliamentary Procedure**

Noon Break for lunch

1:00pm Newly Elected Officials Training via Zoom

- **Ethics and Conflict of Interest**
- **Open Meetings Act**
- **Quasi-Judicial Role and Ex Parte Contact**

4:30pm Adjourn

Monday, December 5

Affiliate Sessions

- AMMA – Managers
- AAMC – Clerks
- AMAA – Attorneys
- AAAO – Assessors

Ballroom E/F
Ballroom C/D
Ballroom B
Kahtnu 1

Newly Elected Officials and ACoM

Ballroom A

8:30am Welcome and Introductions

9:00am **Reviewing the Fundamentals of Elected Office**

- **Introduction to Title 29 or Title 29 for Experts**
- **Local Taxation**

Noon Lunch

1:00pm **Reviewing the Fundamentals of Elected Office**

- **Budgets and Government Accounting**
- **Lobbying Effectively**

3:00pm **Q&A and Discussion**

4:30pm Adjourn

5:30pm **ACoM – President’s Legislative Reception**
First-time Attendees, Newly Elected Officials, Mayors + Legislators

Tuesday, December 6

Affiliate Sessions

- AMMA – Managers Ballroom E/F
- AAMC – Clerks Ballroom C/D
- AMAA – Attorneys Ballroom B
- AAAO – Assessors Kahtnu 1
- ARSSTC Annual Meeting Kahtnu 2

Alaska Conference of Mayors

Ballroom A

8:00am Breakfast

9:00am **Outcome of State Elections and Planning for 33rd Legislature**

10:30am **Infrastructure Report Card – Maximizing the Benefit to Alaska Communities**

Noon Lunch

1:00pm **Approaching the Constitutional Convention**
Pending results of the general election and vote on this question. Focus on discussion will be on next steps if yes vote, or to identify ways to address some of the arguments and concerns if a no vote.

2:00pm **State Fiscal Analysis and Policy Discussion**

3:00pm **ACoM Annual Business Meeting**
ACoM President - Mayor **Bryce Ward**, Fairbanks North Star Borough

- Guidelines
- Potential Policy Statements
- Election of Officers

4:30pm Adjourn

5:00pm **Alaska Municipal Health Trust Annual Meeting**
Attended by current plan participants for annual business meeting of Trustees; open to everyone. Light appetizers provided.

6:00pm **Alaska Municipal Clerks - Annual Banquet**

Wednesday, December 7

7:00 am Registration open

7:30 am **Breakfast**

8:00 am **Opening Session**

- **Welcome**
- Land Acknowledgement
- Pledge of Allegiance
- **Members of the Congressional Delegation**

- **Sen. Lisa Murkowski**, U.S. Senate (*invited*)
- **Sen. Dan Sullivan**, U.S. Senate (*invited*)
- **Rep. Mary Peltola**, U.S. House (*invited*)

9:00 am	State of the State	
10:00 am	Break	
10:15 am	Getting Ready for the 33rd Legislature	
	<ul style="list-style-type: none"> ● Governor-Elect – invitation extended to winner of general election ● Meet your Legislature – invitations extended to legislators-elect 	
11:45 am	Lunch and Keynote Speaker	
1:15 pm	Break	Foyer
1:30 pm	Concurrent Sessions	
	<ul style="list-style-type: none"> ● Broadband Planning and Implementation ● Managing Bingo or Gaming Revenues ● Local Government Strategic Planning ● Public Safety Resources ● Best Practices – Budgets 	
2:45 pm	Networking Break	Exhibit Hall
3:00 pm	Concurrent Sessions	
	<ul style="list-style-type: none"> ● Grid Resilience, PCE, and Bulk Fuel Costs ● Conflict with Conversation ● Managing Effectively through Community Growth ● Working within Alaska’s Comprehensive Economic Development Strategy ● Best Practices – Financial Reports 	
4:15 pm	Exhibitor Showcase	
4:30 pm	Committee Meetings	
	<i>The AML Legislative and Resolutions Committee will conduct this formal meeting to develop and approve the final position statement and resolutions for the Annual Business Meeting.</i>	
	<ul style="list-style-type: none"> ● Legislative Committee ● Resolutions Committee 	
5:30 pm	Nominating Committee	
	<i>The AML Nominating Committee will conduct this formal meeting to develop and approve the final candidate slate for the AML board of directors.</i>	
6:00 pm	Community Block Party and Silent Auction	

7:30 pm Adjourn Day One

Thursday, December 8

7:30 am Registration

7:30 am **Breakfast and AML-JIA Business Meeting**

8:30 am Announcements

ARDORs Annual Meeting *(by invitation only)*

8:45 am Concurrent Sessions

- **Tackling the Affordable Housing Crisis**
- **Transportation Funding Opportunities Resource Hub**
- **Increasing Predictability for School Districts**
- **“Workshield” for Human Resource Management**
- **Best Practices - Meetings**

10:15 am Networking Break

10:30 am Concurrent Sessions

- **Grant Qualifiers and Equitable Infrastructure Development**
- **Land Use Policy and Economic Development**
- **Municipal and Tribal Collaboration**
- **Short Term Rentals - Demo**
- **Best Practices – Utility Rate Setting**

11:45 am Break

12:00 pm **Annual Awards Luncheon**

- Elected Official of the Year
- Municipal Employee of the Year
- Vic Fischer Lifetime Service Award
- Emerging Municipal Leader Award
- Municipal Innovation Awards

1:00 pm **AML Membership Announcements**

- **Legislative Position Committee** – update to members on 2022 Position Statement
- **Resolution Committee** – update to members on 2022 resolutions submitted
- **Nominating Committee** – update to members on the slate of AML Board candidates
- **Board Candidates** – candidate one-minute intros

1:30 pm Concurrent Sessions – Regional Infrastructure Planning

Attendees will divide into five rooms by district:

- *District 1 – Southeast, and Anchorage*
- *District 2 and 9 – Prince William Sound, Kodiak, Bristol Bay, and the Aleutians*
- *District 3 and 4 – Kenai and the Mat Su*

- District 5 and 6 – Interior and North
- District 7 and 8 – West and Yukon

The first planning session will be led in collaboration with the Office of Broadband, Rasmuson Foundation, and DHS&EM to focus on:

- **Broadband Deployment**
- **Digital Equity**
- **Cybersecurity**

2:45 pm Ice Cream Social and Exhibitor Drawing

3:15 pm Concurrent Sessions – Regional Planning
Attendees will remain with their region and the second session will be led in collaboration with the Alaska Energy Authority and DOT&PF to focus on:

- **Energy, EV, and Grid Resilience**
- **Community Transportation**

4:30 pm Afternoon Break and Sidebar Conversations

- **Coastal Caucus**
- **Cities of Opportunity**

6:00 pm **Trivia Night**

8:00 pm Adjourn Day Two

Friday, December 9

7:30 am Breakfast

8:00 am **AMLIP Annual Meeting**
Jointly with the Alaska Government Finance Officers Association
Investment Outlook - Key Bank

- Alaska Permanent Capital Management
- AMLIP Board Elections

9:00 am **Alaska Municipal League Annual Business Meeting Elections**

Vote for new board members and officers;

Members take actions on:

- Policy Statement
- Resolutions

Election Results

11:30 am **Adjourn Annual Conference**

Noon **AML Board of Directors – onboarding and meeting**

MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: Michelle Price, Administrative Coordinator
Through: Chris Hladick, Interim City Manager
Date: October 25, 2022
Re: Washington DC Lobbying Trip

The meetings for the federal lobbying trip to Washington, DC are scheduled for December 12 - 14, 2022.

To accommodate cost savings, it is suggested that the same persons who attend the AML Meeting are the same travelers who go to Washington DC. Departure from Anchorage can be on Saturday, December 9 for the Lobbying trip, returning on Thursday, December 15.

Estimated travel costs per person from Anchorage are:

Round Trip ANC - DC	\$ 1,146.93
Lodging In DC	\$ 835.00
Lodging in ANC Return	\$ 169.00
Ground transportation	\$ 250.00
Per Diem	\$ 520.00
TOTAL	\$2,920.93

The mayor and council travel budget has sufficient funds to cover this expenditure.

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- travel be conducted in the most direct and economic manner possible to accomplish City business;
- Council will discuss the travel, identify the Council Members to travel, and approve the travel by motion at least twenty-one days before the trip.