

## Manager's Report

October 11, 2022

From: Chris Hladick, Interim City Manager

1. **City Manager Applications/Search:** We have received one application so far and we are beginning the vetting process. The individual's last city manager experience was Cordova ending in 2019. We need to have a discussion about increasing the wage to offer \$170K to \$180K depending on experience. We are simply not getting applicants. Also I would like to explore hiring a firm to perform the search. I think the City needs a person with capital project experience and fairly extensive utility experience.
2. **Public Utilities Director:** Steve Tompkins is the new utilities director for the City of Unalaska. I look forward to working with him in his new capacity.
3. **Assistant City Manager:** I have conducted interviews of two internal candidates and need to make a decision, which should be the first part of next week.
4. **Title III wage increases:** I will be bringing the necessary documents forward on October 25<sup>th</sup> to recommend to the council a 10% increase to Title III wages, adding a longevity bonus plus and adjusting the moving allowance. I am also proposing that we hire a consultant to perform a compensation study. We need to benchmark our positions and have accurate data for council decision making. A new wage scale is warranted which takes into consideration what represented employees have received but also we need comparisons to other similar jobs with the same job duties not just the title. We should start this process with a workshop in the near future.
5. **Title III Rewrite/Update (personnel):** This is an update to the Municipal Code. We are refining the review process and attempting to get it done ASAP. This will be an ordinance change before the council as soon as it's ready.
6. **Christmas Party:** A City Employee Christmas Party is being planned for December 3<sup>rd</sup>, 2022.
7. **Assessment of City Services:** I have been working with the Directors on updating the city assessments, what has been missing is a workshop with the council to discuss each department in detail and offer an opportunity for dialogue on the issues facing the departments and possible solutions. There are some fairly significant issues that should be discussed. The CMMP should flow out of the city assessments. It is a powerful tool if used properly.
8. **CMMP:** There will be a thorough internal review of the CMMP prior to the initiation of this coming year's process.
9. **Federal and State capital project priorities:** We need to set these priorities in the near future. I have typically done this by developing a list and having a discussion with our lobbyists on what is in the realm of the possible. I am reviewing last year's resolution on this

topic and will be making recommendations on an approach. Typically it is not a laundry list approach.

10. **Carl Moses Boat Harbor:** Just received a letter from the Corps of Engineers regarding repair of the floats. The Corps responsibility is ongoing, as one of the floats' anchoring system continues to fail (chains to anchors on the first float, on the bridge side of harbor). They are waiting for congressional funding. I can't tell you how many years this has been in play but it started when the project was completed. Technically we are not accepting the floats until this is fixed.
11. **Trident Seafoods:** We continue to assist Trident with project costs in Captains Bay. We understand a final decision on whether to move forward or not will be made in November.
12. **Aleutian Airways:** They will begin scheduled service in mid-November at a one-way cost of \$650 and one free bag.
13. **Fish Tax:** The City has received \$4.7 million in fish tax revenue from the State of Alaska, which was budgeted was \$4.5 million.