

CITY OF UNALASKA  
UNALASKA, ALASKA

RESOLUTION 2025-37

A RESOLUTION OF THE UNALASKA CITY COUNCIL AUTHORIZING THE MAYOR TO SIGN AN EMPLOYMENT AGREEMENT BETWEEN THE CITY OF UNALASKA AND WILLIAM M. HOMKA, TO SERVE AS CITY MANAGER OF THE CITY OF UNALASKA

WHEREAS, Unalaska Code of Ordinances § 2.24.010 empowers the City Council to appoint the City Manager; and

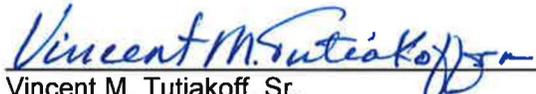
WHEREAS, the City requires the services of a City Manager; and

WHEREAS, the Unalaska City Council desires to retain the services of William M. Homka as City Manager upon the terms set forth in the Employment Agreement attached hereto; and

WHEREAS, William M. Homka desires to serve as City Manager of the City of Unalaska upon the terms set forth in the attached Employment Agreement.

NOW THEREFORE BE IT RESOLVED that the Unalaska City Council authorizes the Mayor to sign the Employment Agreement between the City of Unalaska and William M. Homka to serve as City Manager of the City of Unalaska, with an effective date of May 16, 2025.

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council on May 27, 2025.

  
\_\_\_\_\_  
Vincent M. Tutiakoff, Sr.  
Mayor

ATTEST:

  
\_\_\_\_\_  
Estkaren P. Magdaong, CMC  
City Clerk



## EMPLOYMENT AGREEMENT

### CITY MANAGER

THIS AGREEMENT is between the City of Unalaska, Alaska, a municipal corporation of the State of Alaska, acting through its City Council, hereinafter referred to as “City” or “Employer” and William M. Homka, hereinafter referred to as “City Manager” or “Employee”.

WHEREAS, the Unalaska City Code empowers the City Council to appoint and remove the City Manager; and

WHEREAS, the City needs the services of a City Manager; and

WHEREAS, the City Council desires to retain William M. Homka as its City Manager upon the terms set forth herein; and

WHEREAS, William M. Homka desires to serve as City Manager of the City of Unalaska upon the terms set forth herein.

THEREFORE, THE PARTIES AGREE AS FOLLOWS:

#### Section 1 - Appointment

A. The City Council of the City of Unalaska, Alaska appoints William M. Homka as City Manager of the City of Unalaska, subject to terms and conditions set forth herein. Employee is an at-will Employee who serves at the pleasure of the City Council.

B. Employee shall perform all duties and functions assigned to the Employee by law or ordinance and such other duties and functions as the City Council shall from time to time prescribe.

C. The parties understand and agree the position of City Manager is an executive position which routinely involves work in excess of eight (8) hours per day and forty (40) hours per week and is intended to be exempt from the overtime compensation provisions of the Fair Labor Standards Act (“FLSA”).

#### Section 2 - Hours of Accessibility

The City Manager shall make himself available and be present in the City’s offices or other city facilities during normal business hours, Monday through Friday of each week, excluding holidays. The City Manager shall be accessible to the Mayor, City Council Members and City Department Heads via telephone on a 24-hour basis, seven days per week. The Mayor and City Manager, if necessary, may mutually agree to some flexibility in this schedule to accommodate the needs of both the City Manager and the City.

#### Section 3 - Term

A. This agreement shall commence May 16, 2025, and shall remain in effect until May 15, 2028. At least ninety (90) days prior to the termination of the Agreement, both Employer and Employee shall declare their intentions as to whether to extend this Agreement for an additional term, as provided in paragraph D of this Section.

B. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of the City Council to terminate the services of Employee at any time, subject only to the provisions set forth in Section 13, paragraph A, of this Agreement.

C. Nothing in this Agreement shall prevent, limit or otherwise interfere with the right of Employee to resign at any time, subject only to the provisions set forth in Section 13, paragraph B, of this Agreement.

D. This Agreement may be extended upon the same terms and conditions for no more than two additional one-year terms.

#### Section 4 - Salary

A. In consideration of the services to be rendered by the City Manager, the City shall pay the City Manager for services rendered hereunder an annual base salary of \$220,000, payable in installments at the same time as other employees of the City are paid. Employee's pay shall be increased by an annual cost of living adjustment consistent with that provided to all city employees who are governed by Title 3, provided that all employees receive such adjustment.

B. In addition to the compensation in subsection 4(A):

1. Employee will receive compensation for holidays recognized in Section 3.44.060 of the Unalaska City Code.
2. Employee will be afforded the same travel and per diem privileges as provided to all city Employees and elected officials when conducting business outside of the City of Unalaska.
3. Employee will be afforded the same travel benefit as provided to all city employees as set forth in Section 3.60.120 of the Unalaska City Code.
4. Employee shall be covered by the City's Worker Compensation and General Liability insurance as it applies to the City Manager position's roles and duties.

#### Section 5 - Professional Development

Employer recognizes that the duties of Employee require a certain amount of travel by Employee including travel to conferences of AML, SWAMC, APA and ICMA. Payment for such travel and entertainment shall be made by Employer upon presentation of actual and reasonable expenses, excluding alcohol.

#### Section 6 - Dues and Subscriptions

Employer agrees to pay the following dues and expenses on behalf of Employee:

A. Membership dues for the Alaska Municipal Manager's Association, American Planning Association and International City Manager's Association.

B. Actual and reasonable expenses for Employee to attend the Alaska Municipal Manager's Association Conference, ICMA annual conference, SW AMC annual conference, Alaska Municipal League Local Government Conference, and other conferences mutually agreed to in writing by both parties.

#### Section 7 - Vehicle

Employer agrees to provide Employee with the exclusive use of a vehicle at all times during employment with the City. Employer shall provide insurance, repair, and maintenance of said vehicle.

#### Section 8 - Personal Leave

Employee shall accrue personal leave at the rate of thirty-two (32) hours per month.

### Section 9 - Retirement System

Employee may participate in the State of Alaska Public Employees' Retirement System and may participate in other employee contribution programs offered by the City of Unalaska.

### Section 10 - Medical Benefits

Employee and Employee's spouse and children under the age of 26 shall be entitled to medical benefits as specified in Section 3.48.020 of the Unalaska City Code.

### Section 11 - Evaluations

At or near the effective date of this Agreement and at or near each anniversary date thereafter, Employee and the Council shall establish goals for the upcoming year. These goals will be reviewed in the annual evaluation. Employee shall be given an annual evaluation sixty (60) days before each anniversary date of this Agreement.

### Section 12 - Moving Expenses

Upon termination of this Agreement without cause under Section 13(A), or the City declaring its intention of non-renewal of this Agreement under Section 3(A), Employer shall pay directly to the shipping company, the Employee's reasonable and actual expenses of moving personal belongings from Unalaska, not to exceed Ten Thousand Dollars (\$10,000), plus one-way air fare and associated fees for Employee and family to any point in the United States of America.

### Section 13 - Termination of Agreement

A. The City Council may terminate the Employee at any time, for any reason or for no reason, by delivering to the Employee written notice of termination. Said notice is not required to specify reasons for termination. In the event Employee is terminated by Employer before expiration of the aforesaid term of employment and during such time that Employee is willing and able to perform the duties of City Manager, Employer agrees to pay Employee a lump sum cash payment equal to twelve (12) weeks aggregate salary plus accrued and unused personal leave as of the date of termination in lieu of any and all other damages or monies that Employee might claim. Provided, however, that in the event Employee is terminated because of any illegal act involving personal gain to Employee, then Employer shall have no obligation to pay the aggregate severance sum designated in this paragraph.

B. In the event Employee voluntarily resigns his position with Employer before expiration of the aforesaid term of employment, then Employee shall give Employer three (3) months' notice in advance and Employer agrees to pay Employee any accrued and unused personal leave. Provided that such notice is given, there will be no breach of this Agreement by reason of said resignation, and Employee shall not be responsible for any damages hereunder.

C. Prior to any termination for cause, Employee shall be entitled to a hearing before the Council, at which he may be represented by counsel, present evidence and witnesses, and cross-examine witnesses. If terminated for cause, the City shall not be responsible for paying to Employee the balance of the Employee's accrued annual leave to the date of termination.

### Section 14 - Title 3 Provisions Superseded

This is an individual employment agreement as that term is used in Section 3.60.090 of the Unalaska City Code and supersedes provisions of Title 3 not specifically referenced and incorporated into this agreement.

Section 15 - Indemnification

City shall defend and save harmless Employee from and against losses, damages, liabilities, expenses, claims and demands arising out of any act or omission of Employee while acting within the scope of Employee's duties under this agreement.

Section 16 - Entire Agreement

The text of this Agreement constitutes the entire agreement between the parties. Any representations, statements, promises or understandings not contained herein shall be of no continued force, effect or validity.

Section 17 - Severability

The invalidity in whole or in part of any provision hereof shall not affect the validity of any other provision hereof and this Agreement shall remain in full force except as to such invalid provision.

PASSED, ADOPTED AND APPROVED by the Mayor and City Council of the City of Unalaska, Alaska on May 27, 2025.

CITY OF UNALASKA

EMPLOYEE

By: Vincent M. Tutiakoff  
Vincent M. Tutiakoff  
Mayor

By: William M. Homka  
William M. Homka

ATTEST

By: Estkarlen P. Magdaong  
Estkarlen P. Magdaong  
City Clerk

