

CITY OF UNALASKA
UNALASKA, ALASKA

RESOLUTION 2026-05

A RESOLUTION OF THE UNALASKA CITY COUNCIL AUTHORIZING THE MAYOR TO SIGN AN AGREEMENT BETWEEN THE CITY OF UNALASKA AND ABNER L. HOAGE, APPOINTING ABNER L. HOAGE TO SERVE AS INTERIM CITY MANAGER

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

WHEREAS, the City of Unalaska requires the services of an Interim City Manager; and

WHEREAS, the City Council desires to retain the services of Abner L. Hoage as its Interim City Manager upon the terms set forth in the attached agreement; and

WHEREAS, Abner L. Hoage desires to serve as Interim City Manager upon the terms set forth in the attached agreement.

NOW THEREFORE BE IT RESOLVED that the Unalaska City Council authorizes the Mayor to sign the attached agreement between the City of Unalaska and Abner L. Hoage appointing Abner L. Hoage to serve as Interim City Manager.

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council this 13th day of January, 2026.


Vincent M. Tutiakoff, Sr.
Mayor

ATTEST:


Estkairen P. Magdaong, CMC
City Clerk



MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: Marjie Veeder, Acting City Manager
Date: January 13, 2026
Re: Resolution 2026-05: Authorizing the Mayor to sign an agreement between the City of Unalaska and Abner L. Hoage, appointing Abner L. Hoage to serve as Interim City Manager

SUMMARY: Adoption of Resolution 2026-05 will authorize the Mayor to sign the proposed agreement with Mr. Hoage to serve as Interim City Manager.

PREVIOUS COUNCIL ACTION: At their meeting on December 30, 2025, council interviewed candidates for interim city manager and discussed the candidates in executive session. Another executive session was held on January 2, 2026 to discuss the candidates, and council directed the mayor to negotiate an agreement with Mr. Hoage. The result of those negotiations is reflected in the terms of the proposed agreement.

BACKGROUND & DISCUSSION: Council is empowered in the code of ordinances to appoint and remove the city manager. Due to resignation, the position of city manager is vacant. As noted in the prior paragraph, Council conducted interviews and directed the mayor to negotiate with Mr. Hoage. Mr. Hoage has agreed to the terms of the proposed agreement, as evidenced by his signature on the document.

ALTERNATIVES: Council may choose to adopt the resolution or not; or may amend the agreement as council deems appropriate, which may result in continued negotiations with Mr. Hoage.

FINANCIAL IMPLICATIONS: The city must pay Mr. Hoage the agreed wages, and will incur additional costs for housing, vehicle, laptop, cellular telephone and travel as set out in the agreement.

LEGAL: None.

STAFF RECOMMENDATION: None.

PROPOSED MOTION: I move to adopt Resolution 2026-05.

CITY MANAGER COMMENTS: I look forward to working with Mr. Hoage. Depending on flight availability, we anticipate Mr. Hoage beginning work on or about January 26th.

ATTACHMENTS: None.

AGREEMENT INTERIM CITY MANAGER

THIS AGREEMENT is between the CITY OF UNALASKA, a municipal corporation of the State of Alaska, acting through its City Council, and ABNER L. HOAGE, hereinafter referred to as "Interim City Manager" or "Employee".

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

WHEREAS, the City requires the services of an Interim City Manager; and

WHEREAS, the Unalaska City Council desires to retain the services of Abner L. Hoage as Interim City Manager upon the terms set forth herein; and

WHEREAS, Abner L. Hoage desires to serve as Interim City Manager of the City of Unalaska upon the terms set forth herein.

THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1) APPOINTMENT

- a) The Unalaska City Council appoints Abner L. Hoage as Interim City Manager of the City of Unalaska, subject to terms and conditions set forth herein. Employee is a temporary 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 including, but not limited to, aiding in the recruitment of a permanent City Manager and providing transitional assistance to the permanent City Manager for up to ten days after the permanent City Manager begins work in Unalaska.
- c) The parties understand and agree the position of Interim 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.

2) HOURS OF ACCESSIBILITY. The parties acknowledge that the position of Interim City Manager requires substantial accessibility and flexibility. Accordingly:

- a) The Interim City Manager shall be available and present in the City of Unalaska's city offices or other city facilities during normal business hours Monday through Friday of each week, excluding holidays. The Interim 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 Interim City Manager may mutually agree to reasonable flexibility in this schedule to accommodate the needs of both the City and the Interim City Manager.

- b) The parties further acknowledge that the Interim City Manager has existing commitments outside of Unalaska in mid to late February 2026 and will be absent from the City for approximately one week, during which time the Interim City Manager will be available to work remotely.
 - c) The Interim City Manager does not accrue personal leave under this Agreement. In lieu of leave accrual, the Mayor and Interim City Manager may mutually agree to short-term absences or schedule adjustments as necessary to accommodate unforeseen personal matters, provided such arrangements do not materially interfere with City operations. During any mutually agreed-upon short-term absence in which the Interim City Manager remains available for remote work, the Interim City Manager shall remain in paid status.
- 3) TERM. This agreement shall commence on or about January 21, 2026 and shall terminate on June 20, 2026 or at such time as a permanent city manager has been on the job in Unalaska for ten days, whichever comes first, unless earlier terminated in accordance with this Agreement.
- 4) CONSIDERATION
- a) In consideration of the services to be rendered by the Interim City Manager, the City shall pay the Interim City Manager Four Thousand Three Hundred Eighty Four and 62/100 Dollars (\$4,384.62) per week. This salary shall be paid with the City's regular semi-monthly payroll.
 - b) In addition to the compensation in subsection (a) above:
 - i) Employee will receive compensation for holidays recognized and outlined in the City of Unalaska Personnel Policy contained in Unalaska Code of Ordinances Title 3, with the exception of floating holidays. Employee is not entitled to floating holidays.
 - ii) City shall provide two round-trip airplane tickets to Unalaska from Employee's location, for use by Employee and spouse, and hotel accommodations if necessitated by airline schedules.
 - iii) Employee will receive the same travel and per diem privileges as provided to all city employees when conducting City business outside of Unalaska.
 - iv) Employee shall not be entitled to personal leave, health insurance or retirement benefits.
 - v) Employee will be covered under the City's liability and worker compensation insurance.
- 5) HOUSING / VEHICLE / TELEPHONE / LAPTOP
- a) The City of Unalaska shall provide Employee with housing, including utilities, when on-site in Unalaska, at no cost to Employee.
 - b) Employee will be provided with a vehicle for business and reasonable personal use in Unalaska.
 - c) Employee will be issued a cellular telephone and laptop computer which are to be used for the conduct of city business.

6) 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 shall not be required to specify any reasons for the termination.
- b) Prior to any termination for cause, Employee shall be entitled to a hearing before the Council, at which Employee may be represented by counsel, present and cross-examine witnesses.
- c) Employee may terminate this Agreement at any time by delivering to the City Clerk a ten (10) day notice of intent to terminate.

7) COMPLIANCE WITH LAW. The Interim City Manager shall comply with the provisions of applicable Alaska State Law, the Unalaska Code of Ordinances, formal actions of the City Council, and any other applicable laws.

8) 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.

9) 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 of validity.

10) 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.

11) CITY COUNCIL APPROVAL. This Agreement was approved and adopted by the Unalaska City Council on January 13, 2026.

CITY OF UNALASKA

By: 
Vincent M. Tutiakoff, Sr.
Mayor

INTERIM CITY MANAGER / EMPLOYEE

Abner Hoage
Digitally signed by Abner Hoage
Date: 2026.01.06 11:24:06 -07'00'
Abner L. Hoage

ATTEST:


Estkaflen P. Magdaong, CMC
City Clerk

