

AMENDMENT #1

CITY MANAGER EMPLOYMENT AGREEMENT

THIS AMENDMENT TO THE CITY MANAGER EMPLOYMENT AGREEMENT (Amendment #1), is made and entered into as of this _____ day of _____, 2025, by and between the City of Valdez, Alaska, a municipal corporation, as the Employer, hereinafter called the "City," and John Parsons Douglas, hereinafter called "Employee."

WHEREAS, Employer employed Employee as City Manager as written in City Manager Employment Agreement dated October 3, 2023.

SECTION 1. Section 3. of the employment agreement is hereby amended to read as follows:

Section 3. Salary/Leave/Vehicle Allowance

A. Employee's salary shall be ~~One Hundred Sixty Thousand (\$160,000)~~ **\$175,988.21** per year, subject to annual review and adjustments set by the City Council. Employee's salary will be adjusted annually hereinafter by the same amount or percentage for cost of living or other adjustments as authorized for all other management employees of the City.

SECTION 2. All other terms and conditions as written in the original employment agreement remain in effect.

CITY OF VALDEZ, ALASKA

Dennis Fleming, Mayor

DATE: _____

ATTEST:

Sheri L. Pierce, MMC, City Clerk

DATE: _____

EMPLOYEE

John Parsons Douglas, City Manager

DATE: _____

Approved as to form:

Jake Staser, City Attorney

DATE: _____