

CITY OF DILLINGHAM, ALASKA

RESOLUTION NO. 2026-20

A RESOLUTION OF THE DILLINGHAM CITY COUNCIL WAIVING SECTION 3.95 OF THE CITY'S PERSONNEL REGULATIONS TO AUTHORIZE DISPATCH SUPERVISOR STEPHANIE KOUTCHAK TO SUPERVISE DISPATCHER DAMON KOUTCHAK

WHEREAS, Section 3.95 of the City's Personnel Regulations prohibits employees from holding a position over which a member of his/her family exercises direct supervisory control; and

WHEREAS, Section 3.95 also allows the City Manager to recommend a waiver of the nepotism restriction if the appointment is in the best interest of the City; and

WHEREAS, the City of Dillingham has experienced ongoing recruitment and retention challenges within the dispatch division, resulting in limited staffing availability; and

WHEREAS, Damon Koutchak is qualified to serve as a Dispatcher for the City of Dillingham and his employment would support continuity of emergency communication services; and

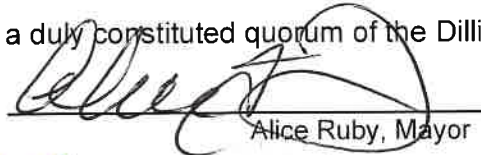
WHEREAS, measures will be implemented to limit direct supervisory conflicts, including oversight by the Chief of Police or designee, and adherence to established personnel policies; and

WHEREAS, the City Manager recommends that the City Council approve a waiver of the nepotism restrictions as it is in the best interest of the City to maintain adequate staffing and operational effectiveness within the dispatch division.

NOW, THEREFORE, BE IT RESOLVED BY THE DILLINGHAM CITY COUNCIL:

1. Finds it is in the best interest of the City for Damon Koutchak to be employed as a Dispatcher for the City of Dillingham.
2. Section 3.95, Nepotism, of the Personnel Regulations, is waived to allow Stephanie Koutchak, Dispatch Supervisor, to supervise Damon Koutchak, Dispatcher, subject to administrative oversight and safeguards established by the City Manager.

PASSED and ADOPTED by a duly constituted quorum of the Dillingham City Council on June 18th, 2026.


Alice Ruby, Mayor

ATTEST:


Abigail Flynn, City Clerk

[SEAL]