

**Mayor**  
Alice Ruby

**Acting Manager**  
Jack Savo Jr.



**Dillingham City Council**  
Bertram Luckhurst  
Michael Bennett  
Steven Carriere  
Curt Armstrong  
Kaleb Westfall  
Kevin McCambly

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## MEMORANDUM TO COUNCIL

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**To:** Mayor and City Council Members  
**From:** Abigail Flynn, City Clerk's Department  
**Through:** Jack Savo Jr, Acting City Manager  
**Date:** October 2, 2025  
**Re:** Resolution 2025-39

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**SUMMARY:** Requesting that the City Council set the stipend rate for election workers for the annual regular municipal election held on the first Tuesday of October every year and also for any Special Municipal Elections for the City of Dillingham.

**PREVIOUS COUNCIL ACTION:** There has been no recent resolution where the council has decided renumeration for election workers. Dillingham Municipal Code (DMC) 3.10.050(B) provides that salaries for election judges and clerks shall be set by the City Council.

**BACKGROUND:** The financial records going back for the past five years show election workers were paid a \$210 stipend but a resolution to set the amount has not been found.

**DISCUSSION:** Our City Code says that the salaries of election judges and clerks are set by the council. At the time that the code was written, the requirement for a translator may not have existed but it is a requirement now and has been for some time. I propose that the translator or translators are paid the same as other election workers and that all election clerks, judges, translators and the Chair are fairly compensated for their time. Election day is a very long day, and it is already hard to recruit people for this event. Fairly paying civic-minded community members to do this work will help in recruitment efforts.

**ALTERNATIVES:** The council has the opportunity to set the stipend rate at what it has been paid for the past several years (\$210 per person for election day and any extra time spent in training or in counting ballots and attending the canvassing committee meeting) or choose an alternative renumeration that is more generous and includes a per diem for meals or a set amount for completing pre-election training.

**FINANCIAL IMPLICATIONS:** As an example, The financial impact. \$210 times three Judges and Three Clerks and one translator comes to \$1,470. More election workers than 7 would be useful so that they can trade out and work shorter shifts so this cost estimate is just an example. To date, there is still \$3,803 in the election budget that is unspent. There will be additional costs to feed the election workers incurred on election day. This financial commitment will remain a yearly commitment until a future resolution passed by the council changes the stipend.

**LEGAL:** No legal questions or concerns are anticipated.

**STAFF RECOMMENDATION:** Staff recommends adoption of Resolution 2 0 2 5 -39 or

an amendment to the resolution offering more generous remuneration.

**PROPOSED MOTION:**

I move to adopt **Resolution No. 2025-39**, *Requesting that the City Council set the stipend rate for election workers.*

Or if there is a motion to amend and adopt:

I move to adopt **Resolution No. 2025-39**, *Requesting that the City Council set the stipend rate for election workers*, as amended [insert specific amendment]

**ATTACHMENTS:** None