Presented By:
Asst. City Manager
Action Taken:
Yes _____
No _____
Abstain _____

CITY OF NOME, ALASKA
RESOLUTION NO. R-26-02-03

A RESOLUTION SUPPORTING A PERMANENT ADJUSTMENT TO THE JOB CLASSIFICATION PAY SCALES FOR COMMUNICATIONS OFFICER I, II, AND III POSITIONS WITHIN THE NOME POLICE DEPARTMENT

WHEREAS, it is the desire of the City of Nome to provide fair wages to employees with technical skills and training as well as to retain those employees that currently have these skills, and

WHEREAS, the Nome Police Department did a wage Comparison with page ranges 11, 12 and 13 and compared them with other jobs within the community; and

WHEREAS, the City of Nome currently classifies Communications Officer I in Pay Range 11c at $27.83, Communications Officer II in Pay Range 12B at $28.89, and Communications Officer III in Pay Range 13A at $29.99; and

WHEREAS, these positions reflect a higher level of complexity, skills, responsibility, confidentiality and critical public-safety functions compared with other equal pay jobs within our community; and

WHEREAS, Communications Officers are required to perform highly technical and demanding duties, including but not limited to:

- Providing emergency medical instructions;
- Determining caller location and nature of emergency;
- Prioritizing incidents and dispatching appropriate units;
- Managing emergency and non-emergency calls for police, fire, EMS, and after-hours city services;
- Monitoring multiple radio frequencies;
- Accessing and safeguarding sensitive information;
- Operating state and federal criminal justice databases;
- Maintaining detailed records and meeting certification requirements; and

WHEREAS, the FY26 budget authorizes seven Communications Officers positions, yet only four are currently filled, with one employee scheduled for maternity leave and uncertain to return; and

WHEREAS, the City of Nome has been unable to recruit any Communications Officers since August 2024, creating a critical recruitment and retention challenge that directly impacts public safety; and

WHEREAS, with short staffing numbers not all shifts can be covered by the Communications Officers staff and must be covered by Sworn Police Officers and the Police Admin Assistant resulting in loss of productivity from their normal duties; and

WHEREAS, the proposed adjustment would increase each Communications Officers starting pay by approximately $4.46 to $4.80 per hour;

NOW, THEREFORE, BE IT RESOLVED that the Nome Common Council supports and approves a permanent adjustment of two pay ranges upward for Communications Officer I moving to a starting pay range of 13C at $32.29, CO II moving to 14B at $33.52, and CO III moving to 15A at $34.79 which updates classifications within the Nome Police Department.

APPROVED and **SIGNED** this 23rd day of February 2026.

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KENNETH HUGHES III, Mayor

ATTEST:

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Dan Grimmer, City Clerk