



**Lewiston Compensation Review Committee
REGULAR MEETING AGENDA
April 24, 2025 - 4:00 PM
Lewiston City Hall – Back Conference Room – 1134 F Street
Lewiston, Idaho 83501**

Seating will be available on a first-come, first-served basis.

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- I. CALL TO ORDER**
 - II. PLEDGE OF ALLEGIANCE**
 - III. CITIZEN COMMENTS**
 - IV. INTRODUCTIONS**
 - V. ACTIVE AGENDA**
 - A. ELECTION OF OFFICERS: - Action Item**
 - B. APPROVAL OF MAY 9, 2023 MINUTES: - Action Item**
 - C. REVIEW COMMITTEE PURPOSE**
 - D. FACTORS FOR RECOMMENDATION: - Action Item**
 - E. ESTABLISH TIMELINE AND FUTURE MEETINGS: - Action Item**
 - VI. ADJOURNMENT**

The City of Lewiston is committed to providing access and reasonable accommodation in its services, programs, and activities and encourages qualified persons with disabilities to participate. If you anticipate needing any type of accommodation or have questions about the physical access provided at this meeting, please contact Nikki Province, ADA Coordinator, at least forty-eight (48) hours in advance of the meeting at 208-746-3671 x 6211.

City of Lewiston
Compensation Review Committee
May 9, 2023
City Hall, Back Conference Room

Committee Members Present: Chair Bob Blakey, Kevin Jardes, Emily Christianson, and Vice Chair Darlene Lambert. Matt Hoskings was present at 4:15.

Also present: Finance Director Aimee Gordon, and Accounting Specialist Claire Blewett

I. CALL TO ORDER

Chair Blakey called the meeting to order at 4:00p.

II. PLEDGE OF ALLEGIANCE

III. Chair Blakey moves to include some information on average salaries of Idaho Municipal Positions. Ms.Lambert Seconds. All in favor

A. Chair Blakey moved to make items 4-A, 4-B and 4-C items action items. Ms. Lambert seconds. All in favor.

IV. CITIZEN COMMENTS

No citizen comments.

Discussion followed regarding chart from Ms. Lambert on Idaho municipal salaries.

V. ACTIVE AGENDA

A. APPROVAL OF MAY 3, 2023 MINUTES

Remove Emily Christianson from the list of people present.

Chair Blakey moves to approve. Ms. Lambert seconds. All in favor of approving with correction.

B. City Council Compensation Recommendation

Ms. Lambert moves to keep council salary at the \$700/month. Motion fails due to a lack of second.

Mr. Jardes moves to raise council salary to \$9,240 annually, \$770 per month.

Chair Blakey seconds.

Discussion followed regarding Mr. Jardes' rationale for his motion. City Councilors put in many hours each week to prepare the council meetings and also for the other committees they sit on. It was noted in a prior meeting that a council wage increase would be voted against by the council president, but this does open up the conversation for a wage increase.

Chair Blakey added a friendly amendment to Mr. Jades' motion: Maintain the salary that Mr. Jades recommended but add that the council president would get \$1000/month. Vice Chair Lambert seconded the motion.

Discussion followed regarding duties of the Council President and what they thought the appropriate amount would be based on the level of responsibilities.

The committee voted on the motion to raise the council president's salary to \$1000. Motion failed 4 - 1.

The committee voted on Mr. Jades' original motion of \$770 for each councilor. Motion carries 3 - 2.

Recommendation to Council: \$770/month for council members.

Ms. Christianson moves to increase the compensation of the council president to \$850/month. Chair Blakey seconds.

Discussion followed regarding how the council president is chosen. Council President was appointed by the mayor and can be changed every two years. (The committee received incorrect information during the meeting, but the correct information was emailed to each committee member subsequent to the meeting).

The committee voted on Ms. Christianson's motion to raise the council president's salary to \$850/month. Motion carries 3 - 2.

Recommendation to Council: \$850/month for council president.

C. Mayor Compensation Recommendation

Mr. Jades moves to increase the mayor's salary to \$84,000 (5% increase) with the additional recommendation it should be reevaluated if an administrator were to be hired.. Ms. Christianson seconds.

Discussion followed regarding how much work the mayor puts in, job qualifications, and time requirements. Discussed the 5% increase as a fairly standard annual cost of living adjustment and it follows the same level of inflation that employee salaries do.

Discussion regarding the addition of a city administrator for efficiency and continuity. The committee discussed hiring an intern for the administrator position to help them gain experience in local government. Discussion followed regarding how city administrators are usually paid more than the mayor in other cities. Discussed duties of a city administrator, if they would supervise the city directors, and what the job description would include.

The committee voted on Mr. Jardes' motion to raise the mayor's salary to \$84,000 annually. Motion carries 4 - 1..

Recommendation: Increase Mayor salary 5% to \$84,000 annually with the caveat that the salary should be reviewed if a city administrator is hired.

VI. Adjournment

Chair Blakey thanks the committee for serving. Chair Blakey moves to adjourn. Mr. Jardes seconds. Meeting adjourned at 4:50p.

ARTICLE II. MAYOR

Sec. 2-12. Compensation.

(a) *Compensation and benefits.* Compensation of the mayor shall be fixed in accordance with Idaho Code, Section [50-203](#). The mayor shall receive an annual salary of eighty thousand dollars (\$80,000.00), payable monthly. Additionally, the mayor shall receive, at his or her option, the same employee benefits as any full-time city employee, except for accrual of vacation and sick leave.

(b) *Compensation review committee.* The compensation review committee, established pursuant to article V of this chapter, shall make recommendations for adjustments, increases, or decreases to the mayor's compensation and benefits. The committee may consider all factors that it deems relevant to making such recommendations, including, but not limited to, salaries of mayors in other cities, market conditions, impact to the city's budget, recent or current compensation or benefit increases or decreases for city employees, and public expectations. The committee shall provide its recommendations to the city council by June 1st of each odd-numbered year. The city council shall not be required to follow the recommendations from the committee, but may consider the committee's feedback and recommendations. Such committee shall be subject to the Idaho Open Meetings Law. (Ord. No. 4720, § 2, 7-23-18; Ord. No. 4821, § 1, 7-12-21; Ord. No. 4842, § 2, 1-10-22; Ord. No. 4850, § 1, 6-27-22)

ARTICLE III. CITY COUNCIL

Sec. 2-22. Compensation.

(a) *Compensation.* City council compensation shall be fixed in accordance with Idaho Code, Section [50-203](#). City councilors shall receive as compensation seven hundred dollars (\$700.00) per month.

(b) *Compensation review committee.* The compensation review committee, established pursuant to article V of this chapter, shall make recommendations for adjustments, increases, or decreases to the compensation of city councilors. The committee may consider all factors that it deems relevant to making such recommendations, including, but not limited to, compensation provided to city councilors in other cities, market conditions, impact to the city's budget, recent or current compensation or benefit increases or decreases for city employees, and public expectations. The committee shall provide its recommendations to the city council by June 1st of each odd-numbered year. The city council shall not be required to follow the recommendations from the committee, but may consider the committee's feedback and recommendations. Such committee shall be subject to the Idaho Open Meetings Law. (Ord. No. 4720, § 2, 7-23-18; Ord. No. 4821, § 1, 7-12-21; Ord. No. 4842, § 2, 1-10-22; Ord. No. 4850, § 1, 6-27-22)

TITLE 50
MUNICIPAL CORPORATIONS
CHAPTER 2

GENERAL PROVISIONS - GOVERNMENT - TERRITORY

50-203. OFFICIALS - COMPENSATION. The officials of each city shall consist of a mayor and either four (4) or six (6) councilmen whose compensation shall be fixed by ordinance published at least seventy-five (75) days before any general city election, which ordinance shall be effective for all said officials commencing on January 1 following said election and continuing until changed pursuant to this section.

History:

[50-203, added 1967, ch. 429, sec. 33, p. 1249; am. 1976, ch. 45, sec. 8, p. 127; am. 2006, ch. 105, sec. 1, p. 288.]

City of Lewiston

Compensation Review Committee Bylaws

Article I. Name

The name of this advisory board or commission is the Compensation Review Committee, hereafter referred to as the Committee.

Article II. Membership

The Committee shall consist of five (5) or seven (7) voting members.

Article III. Officers

A. The officers of the Committee shall be a chairperson and vice-chairperson elected from among the Committee members at the first regularly scheduled meeting of the year of appointment of committee members, or at such other time as the Committee deems feasible.

B. Officers shall serve a term of one (1) year from the meeting at which they are elected and until their successors are duly elected.

C. The chairperson shall preside at all meetings of the Committee, authorize calls for any special meetings, appoint all committees, execute all documents authorized by the Committee, serve as an *ex officio* voting member of all committees, and generally perform all duties associated with that office.

D. The vice-chairperson, in the event of the absence or disability of the chairperson or of a vacancy in that office, shall assume and perform the duties and functions of the chairperson.

E. In the event of the absence of the chairperson and vice-chairperson, those Committee members present shall elect, by majority vote, a temporary chairperson for that meeting. Should the chairperson or vice-chairperson arrive, the temporary chairperson shall relinquish the chair upon the conclusion of the item of business then in consideration before the Committee.

Article IV. Meetings and Minutes

A. All Committee meetings shall be governed by the Idaho Open Meetings Law, I.C. §§ 74-201 *et seq.*; and all Committee records shall be subject to the Idaho Public Records Act, I.C. §§ 74-101 *et seq.*, and the City of Lewiston records retention schedule.

B. Regular meetings shall be held on an as-needed basis on the fourth Thursday of the month, but at least on the fourth Thursday of February, March and April in odd numbered calendar years, at 4:00 p.m. at Lewiston City Hall, 1134 F Street, Lewiston, Idaho, or at such other location or time as shall be designated in advance. If a day fixed for a regular meeting falls on a holiday recognized by the City of Lewiston, then such meeting shall be cancelled.

C. Special meetings may be called by a consensus of the Committee, the chairperson, or the staff liaison. If the time and place of a special meeting has not been determined at a regular meeting with all Committee members present, then a notice of the time and place of the special meeting shall be sent to all Committee members as soon as practicable.

D. Unless otherwise provided by law, a quorum for the transaction of business at any meeting shall consist of a majority of the currently appointed voting members of the Committee.

E. Meeting minutes of the Committee shall comply with Idaho Code Title 74, Chapter 2. Meeting minutes shall be maintained in accordance with the City of Lewiston records retention schedule.

Article V. Rules of Debate

A. *Recognition by chairperson and interruptions prohibited.* A Committee member desiring to speak at a meeting shall address the chairperson and, upon recognition by the chairperson, shall confine himself or herself to the question under debate. A Committee member, once recognized by the chairperson, shall not be interrupted when speaking.

B. *Call for the question.* A Committee member may call for the question upon being recognized by the chairperson. If the motion to call for the question is seconded, debate shall not be allowed, and the motion must be approved by two-thirds (2/3) of the Committee members present. If the motion is so approved, the Committee shall immediately vote on the underlying question without further debate.

Article VI. Committees

A. As authorized by the Committee, the chairperson may appoint committees of one (1) or more Committee members and/or members of the community at large, each for such specific purposes as the business of the Committee may require from time-to-time. A committee shall be considered to be discharged upon completion of the purpose for which it was appointed and after a final report is made to the Committee.

B. All committees shall make a progress report to the Committee at each Committee meeting.

C. No committee shall have other than advisory powers unless, by suitable action of the Committee, it is granted specific power to act.

D. All committee meetings shall be governed by the Idaho Open Meetings Law, I.C. §§ 74-201 *et seq.*; and all committee records shall be subject to the Idaho Public Records Act, I.C. §§ 74-101 *et seq.*, and the City of Lewiston records retention schedule.

Article VII. General

A. *Voting.* An affirmative vote of the majority of all Committee members present at the time shall be necessary to approve any action before the Committee. A motion shall fail if votes upon such motion are tied. The chairperson may vote upon and may move or second a proposal before the Committee. Unless otherwise provided by law, every Committee member present when a question is put forth shall vote for or against the same. Unless excused from voting, if a Committee member refuses or fails to vote, and the result of such refusal or failure creates a tie, that Committee member's vote shall be counted as an "aye." If a Committee member is excused from voting, that member may be counted for purposes of determining a quorum, but shall not be counted toward the minimum number of votes required to pass or reject a motion.

B. *Conflicts of interest.* Committee members shall adhere to the applicable provisions in Idaho Code regarding conflicts of interest.

C. *Conflicts.* In the event of a conflict between a provision in these Bylaws, the Lewiston City Code, and/or Idaho Code, the order of priority shall be Idaho Code, the Lewiston City Code, and these Bylaws.

D. *Amendments.* The Committee may amend the number of voting members (Article II); when officers will be elected and the duties of additional officers, if applicable (Article III); and the date, time, and location of regular meetings (Article IV) upon majority vote of the full Committee; approval from the City Council shall not be required to amend such provisions. However, the remaining provisions of these Bylaws shall not be amended by the Committee without prior approval from the City Council.

These Bylaws were adopted by the Committee on April 21, 2023. These Bylaws shall replace and supersede any previously-adopted Bylaws of the Committee.

City of Lewiston
Compensation Review Committee
April 21, 2023
City Hall, Back Conference Room

Committee Members Present: Bob Blakey, Kevin Jardes, Emily Christianson, Matt Hoskings, and Darlene Lambert.

Also present: Finance Director Aimee Gordon , and Accounting Specialist Claire Blewett.

I. CALL TO ORDER

Meeting called to order at 3:59pm.

II. PLEDGE OF ALLEGIANCE

III. CITIZEN COMMENTS

IV. INTRODUCTIONS

Committee members went around the table, introducing themselves.

V. ELECTION OF OFFICERS

Discussion regarding how to elect officers.

Bob Blakey would like to nominate himself as Chairman. Matt Hoskings moves to appoint Bob Blakey as Chair. Emily Christianson seconds the motion. No discussion. All in favor. Motion carries.

Darlene Lambert would like to nominate herself as Vice Chair. Matt Hoskings moves to appoint Darlene Lambert as Vice Chairman. Chair Blakey seconds the motion. No discussion. All in favor. Motion carries.

VI. ADOPTION OF BYLAWS

Discussion regarding timeline for future year's meetings. Bylaws are drafted how the committee should operate in the future.

Chair Blakey led a discussion regarding healthy debate within the committee and how to navigate through it..

Vice Chair Lambert moves to accept bylaws as presented. Kevin Jardes seconds. No discussion. All in favor. Motion carries.

VII. REVIEW COMMITTEE PURPOSE

Director Gordon discussed Lewiston City Code and the reason for this committee. The Compensation Review Committee was formed to allow an outside body to review compensation for City Council and the mayor. Discussion followed regarding the committee's recommendation to council and possible outcomes.

Discussion regarding past and present Council salaries, the change in government, how the mayor's pay was set, and who was on City Council when the mayor's salary was determined.

VIII. FACTORS FOR RECOMMENDATION

Discussion regarding open meeting laws and quorums. It is best for committee members to have discussions during the meetings where they are open to the public, and avoid discussing topics in email strings. Discussed live streaming the committee's meetings for transparency and determined that no one is opposed to live streaming.

Chair Blakey suggested a round table conversation about what drew each person to sit on this committee. Most of the members have not been on a committee before and are hoping to gain experience and offer their own unique perspective. Discussion regarding what the duties of a Mayor look like from city to city. Vice Chair Lambert requested Mayor Johnson attend a meeting and give a brief presentation. Director Gordon will find a time that works with the mayor and committee.

Discussion followed regarding the uniqueness of the City of Lewiston, in that Lewiston doesn't have many different governing bodies for water districts, libraries, sewer districts, etc. Discussed the job of the Lewiston Mayor versus the job of a mayor with a smaller staff due to fewer City-governed services. Discussion regarding City Administrators and what work they perform under the Mayor.

Discussion regarding union versus nonunion employees. Discussed City and Union pay scales, and COLA increases for union and nonunion employees.

Director Gordon gave each committee member a packet with demographic information for other Idaho cities. Committee members requested more information on cities of similar size. Discussed how some of these cities are structured, how the mayor is compensated, if there is a city administrator, and how many people the mayor oversees.

IX. ESTABLISH TIMELINE AND FUTURE MEETINGS

The committee will present to council on May 22, which gives this committee about 30 days to formalize a recommendation. Any information the committee

would like Council to review prior to the May 22nd meeting would need to be submitted to the city clerk by May 12th to be included in the agenda packet. Discussion regarding meeting more than once a week to form a solid recommendation.

Chair Blakey moves to schedule the next meeting for Wednesday, April 26th at 4pm. Vice Chair Lambert seconds. All in favor. Motion carries.

X. ADJOURNMENT

Matt Hoskings moves to adjourn the meeting. Vice Chair Lambert seconds. Meeting adjourned at 4:58pm.

City of Lewiston
Compensation Review Committee
April 26, 2023
City Hall, Back Conference Room

Committee Members Present: Bob Blakey, Kevin Jardes, Emily Christianson, and Darlene Lambert. Matt Hoskings was absent.

Also present: Mayor Dan Johnson, Finance Director Aimee Gordon, and Accounting Specialist Claire Blewett

I. CALL TO ORDER

Chair Blakey called the meeting to order at 4:00p.

II. PLEDGE OF ALLEGIANCE

III. CITIZEN COMMENTS

No citizen comments.

IV. PRESENTATIONS

a. Presentation by Mayor Dan Johnson

The mayor thanked the committee for serving. Discussed his background with the state and committees of this nature, along with changes that came with the change in our government. Discussed efficient and faithful discharge of duties, roles and authority of City Council and the mayor. Duties are outlined in city code and ordinances for each body.

Discussed daily activities and duties. Average day starts around 6am so he can work at his desk on emails, letters, lawsuits, and performance evaluations. Meets with community/political figures to lobby for the city. Meets with staff on issues, works out in the field with staff. Recruits for open positions (ex: new fire chief). He hasn't had much chance to be the mayor he'd like to be - ribbon cuttings, speaking at schools, handing out awards, etc. Day usually ends no earlier than 5pm.

Discussed the role of a City Administrator and how continuity is maintained from one mayor to the next. Discussed if the mayor would hire an administrator and what the scope of work would be.

Discussed if the salary was adequate for the work performed. Mayor Johnson works to be a good steward of public dollars both with his salary and the city's budget.

Discussed retention of current staff. Discussed preventing wage compression, and using ideas from staff evaluations to make changes and improve job satisfaction.

Discussed the citizen's responsibility to do their research and vote accordingly.

Discussed his own work performance and how he would grade himself.

Discussed the role of this committee. Be bold and purposeful in your recommendation to the council.

- b. Committee Member Questions and Answers
This was done in conjunction with the presentation from Mayor Johnson.
- c. Presentation by Director Aimee Gordon (staff)
This was determined to be the same as Agenda Item 5B.

V. ACTIVE AGENDA

- a. Approval of April 21, 2023 Minutes
Chair Blakey moves to accept the minutes as presented. Vice Chair Lambert seconds. All in favor. Motion carries.
- b. Response to Questions Asked at the Last Meeting
Director Gordon worked with the City Clerk who found updated information through the AIC's website. Director Gordon provided the information requested on population and number of employees and presented it to the committee. Vice Chair Lambert requested information on the median household income in each of these cities.
- c. Review of Committee Purpose
Chair Blakey would like to have a full committee before moving to recommend a salary. Discussion regarding the level of work performed by Mayor Johnson. Discussed other cities and their structures and compensation under those structures. The committee discussed the size of Lewiston in regards to revenue and employees to consider what a business owner or CEO would make, but still taking into consideration the City is a government entity. Committee members shared their thoughts on the current Mayor's salary and whether they felt it should increase, decrease or remain the same. The group discussed compensation of city council members.
- d. Factors for Future Recommendations
The committee would like to invite a member of Council to a meeting and felt it should be the Council President Liedkie. The committee requested that Ms. Gordon invite Council President Liedkie.

e. Set Next Meeting Date

1. After review of schedules, the committee decided to have their next meeting on May 3rd at 5 pm and another meeting on May 9th at 4pm. Aimee will request a Zoom link for Emily who will be absent May 3rd.

VI. ADJOURNMENT

Chair Blakey moves to adjourn. Emily Christensen seconded. Meeting adjourned at 5:38pm.

City of Lewiston
Compensation Review Committee
May 3, 2023
City Hall, Back Conference Room

Committee Members Present: Bob Blakey, Kevin Jardes, Darlene Lambert, and Matt Hoskings. Emily Christianson was absent.

Also present: Council President Hannah Liedkie, and Finance Director Aimee Gordon.

I. CALL TO ORDER

Chair Blakey called the meeting to order at 5:00pm.

II. PLEDGE OF ALLEGIANCE

III. CITIZEN COMMENTS

Ada Eldridge, Lewiston, ID, provided public comment by email, which Chair Blakey read to the committee.

Linda Boyle, Clarkston, WA, provided comment as a former employee and advocated for pay increases for City Council Members.

IV. PRESENTATIONS

a. Presentation by Council President Liedkie

Councilor Liedkie discussed the direction of City Council and provided her thoughts as a member of that Council. Councilor Liedkie acknowledged that all Council members have been doing their work. She serves on Council while working a full time job. She was unaware that this position came with a stipend.

Discussed her previous position on the Planning and Zoning Committee. The packets for Planning and Zoning and the work put into sitting on that commission were extensive, and commented that this commission should receive compensation.

She agrees with comments made by Ms. Eldridge in public comment regarding the time she puts into her position as Council President in comparison to other Council members as there are added responsibilities when the mayor is out of town. Discussed how much time and effort the other councilors also put into their roles. Councilor Liedkie discussed her reasons for being on council and her philosophy on how to spend public dollars. Spoke on the dedication of the Mayor in his role and the benefits of having a Strong Mayor. The City has Department Directors who serve as leaders for their departments and in partnership with the Mayor lead the City.

Discussed how much time is spent in her role as Council President during meeting and non-meeting weeks. She dedicates up to 30 hours per week, depending.

Discussed other committees Council members sit on, despite not being required.

Council President Liedkie would not support a pay increase for Council. Discussed the reward she gets as Councilor is not a financial one, but rather seeing the positive impact she's made. Discussed lessening the burden on tax payers.

Discussion on districts and if that would change time and dedication to the position. For Council President Liedkie it would not as she would respond to all inquiries and comments. She would not restrict her availability to only those who would be within her district.

b. Committee Member Questions and Answers

This was done in conjunction with the presentation from Council President Liedkie.

c. Presentation by Director Aimee Gordon (staff)

Ms Gordon provided an update to what has been added to the document, which includes the median household income as requested at the last meeting. The compensation for the City Manager and Deputy City Manager for Twin Falls had to be requested by public records request and has now been added to the report

V. ACTIVE AGENDA

a. Approval of April 26, 2023 Minutes

Chair Blakey moves to accept the minutes as presented. Kevin Jades seconds. All in favor. Motion carries.

b. Review of Committee Purpose

Chair Blakey showed appreciation to Council President Liedkie for her time. As much as the committee would like to hear from all members, the time is just not available. Two public comments received felt Council was underpaid.

Vice Chair Lambert provided calculations she has performed: \$38.76/hr for the Mayor based on 40 hrs/week. \$320,000 to taxpayers for his full term. \$8.14/hr for Council members; \$55,000 approx for all council members per year to taxpayers; \$16,000 per each term. Ms. Lambert provided other careers that receive comparable compensation.

Ms. Lambert did an anonymous survey. 41% elected officials should be based on minimum wage in their City; the next highest response felt it should be based comparable to compensation to disabled veterans. Overall 50% felt elected official pay should be based on minimum wage of government. She provided the hierarchy of the City of Post Falls, which she felt was very similar to Lewiston whose Mayor makes approximately \$25,000, however, they do have a city administrator.

Mr. Hosking provided comments as an owner of two businesses regarding hourly compensation and comment was made about Washington minimum wage drives hourly rates paid in Lewiston. Discussion was had on why Lewiston median income was \$60,000.

Chairperson Blakey said he would be looking for members to make motions and recommendations at the next meeting to arrive at a recommendation.

Chair Blakey provided his thoughts that he feels the Mayor compensation should remain the same. He would support an increase for Council as they are the lowest paid Council in comparison to other Cities within Idaho.

Ms. Lambert will reserve her thoughts for the next meeting.

Mr. Hosking is considering something similar to what Chair Blakey mentioned.

Mr. Jarde is considering minimal increases to both.

c. Factors for Future Recommendations

This was done in conjunction with the Review of Committee Purpose

d. Set Next Meeting Date

Tuesday, May 9th at 4pm.

VI. ADJOURNMENT

Chair Blakey moves to adjourn. Kevin Jarde seconded. Meeting adjourned at 6:10 pm.



Compensation Review Committee
Recommendation to Council

Recommendation for Council Salary

The Compensation Review Committee recommends that the Council salary be increased by 10% annually for a total of \$9,240, or \$770 per month. This increase would bring Lewiston City Council closer to what other councilors in Idaho make and it would help compensate the councilors for the work they put in and the time dedicated to reading materials and preparing for meetings. They serve on other commissions and committees and attend meetings outside the regular Council meetings.

Recommendation for Council President Salary

The Compensation Review Committee recommends that the Council President salary be increased to \$10,200 annually or \$850 per month. The duties of the Council President are more than a councilor as they shall exercise the office of the mayor during absences of the mayor.

Recommendation for Mayor Salary

The Compensation Review Committee recommends that the Mayor's salary be increased by 5% to \$84,000 annually with an additional recommendation, that the Mayor's salary be reviewed again if a City Administrator or Supervisor is hired. The Mayor works a full forty hour work week and if an administrator or supervisor is hired, they could take on some of the work load. The mayor is a very hands-on leader and is putting a lot of time and effort with community members, city departments, and state legislature to ensure that Lewiston prospers.

Respectfully,

Bob Blakey, Committee Chairperson

POSITION AND SALARY INFORMATION

CITY	MAYOR	MAYOR'S HOURS	CITY ADMINISTRATOR	COUNCIL	Median Household Income
<p>Pocatello 208.234.6215</p> <p>Employees: 507</p> <p>Population: 54,810 (2011) 56,320 (2022 AIC)</p>	<p>\$86,056.88 – 1.1.20 Plus health insurance</p>	Full-time	<p>Anne Nichols, Administrative Services Director – Salary \$57,179 - \$80,100 with benefits – same as all city employees</p> <p>Fire and EMS services are the same as Lewiston.</p>	<p>\$13,148.89 – 1.1.20 Plus health insurance</p>	<p>\$51,293.00 (– 2020 Decennial Census)</p>
<p>Caldwell 208.455.4656</p> <p>Employees: 282</p> <p>Population 46,905 (2011) 59,996 (2022 AIC)</p>	<p>\$93,219 – 1.1.20 No benefits mentioned</p>	Full-time	<p>None – Mayor signs as CEO – does it with help of directors and clerk</p> <p>Has a Fire Dept but does not provide EMS Services</p>	<p>\$9,526.66 – 1.1.20 No benefits mentioned</p>	<p>\$59,795.00 (– 2021 American Community Survey 5-yr est.)</p>
<p>Coeur d'Alene 208.769.2367</p> <p>Employees: 350</p> <p>Population 44,962 (2011) 54,628 (2022 AIC)</p>	<p>\$32,400 – 1.1.18 Plus benefits</p>	Part-time	<p>Troy Tymesen, City Administrator – Salary \$118,747 - \$167,044 with benefits – same as all city employees</p> <p>Fire and EMS services are the same as Lewiston.</p>	<p>\$12,000 – 1.18.18 Plus benefits</p>	<p>\$59,699.00 (– 2021 American Community Survey 5-yr est.)</p>

CITY	MAYOR	MAYOR'S HOURS	CITY ADMINISTRATOR	COUNCIL	Median Household Income
Twin Falls 208.735.7312 Employees: 313 Population: 44,564 (2011) 51,807 (2022 AIC)	\$16,920 – 3.30.21 No benefits CITY MANAGER FORM OF GOVERNMENT	Part-time	Travis Rothweiler, City Manager – Salary \$225,999 Gretchen Scott, Deputy City Manager - \$168,521 Has a Fire Department but Separate EMS Services (Magic Valley Paramedics)	\$13,920 – no benefits	\$53,936.00 (– 2021 American Community Survey 5-yr est.)
Lewiston Employees: 306 Population: 32,119 (2011) 34,203 (2022 AIC)	\$80,000 – 1.01.22 Benefits Optional	Full-time	None	\$8,400 – 1.1.20 No benefits mentioned	\$60,581.00 (– 2021 American Community Survey 5-yr est.)
Post Falls 208.773.3511 Employees: 173 Population: 28,104 (2011) 38,485 (2022 AIC)	\$24,678 – 1.1.20 Plus benefits	Part-time	Shelley Enderud, City Administrator – Salary \$118,484 - \$154,545 with benefits – same as all city employees Separate Fire/EMS District and Library Network	\$10,282 – 1.1.20 Plus benefits	\$65,592.00 (– 2021 American Community Survey 5-yr est.)

CITY	MAYOR	MAYOR'S HOURS	CITY ADMINISTRATOR	COUNCIL	Median Household Income
<p>Rexburg 208.359.3020</p> <p>Employees: 130</p> <p>Population: 25,705 (2011) 39,409 (2022 AIC)</p>	<p>\$79,192 – 4.17.09 Plus benefits</p>	<p>Full-time</p>	<p>None – does it with help of directors and clerk</p> <p>Separate Fire/EMS District and Library District – Madison County Fire</p>	<p>\$9,226 – 4.17.09 Plus benefits</p>	<p>\$44,034.00 (– 2021 American Community Survey 5-yr est.)</p>
<p>Eagle 208.939.6813</p> <p>Employees: 85</p> <p>Population: 20,347 (2011) 30,346 (2022 AIC)</p>	<p>\$76,320 – 1.1.20 No benefits mentioned</p>	<p>Full-time</p>	<p>None – does it with help of directors and clerk</p> <p>Separate Fire District, Sewer District, Cemetery District, EMS Services, Highway District (Ada County)</p> <p>Eagle Police contracts with Ada County Sheriff's Office for enhanced law enforcement services</p>	<p>\$12,720 – 1.1.20 No benefits mentioned</p>	<p>\$99,814.00 (– 2021 American Community Survey 5-yr est.)</p>