



**Lewiston Compensation Review Committee  
REGULAR MEETING AGENDA  
April 30, 2025 - 1:30 PM  
Lewiston City Hall – Back Conference Room – 1134 F Street  
Lewiston, Idaho 83501**

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

- 
- I. **CALL TO ORDER**
  - II. **PLEDGE OF ALLEGIANCE**
  - III. **CITIZEN COMMENTS**
  - IV. **ACTIVE AGENDA**
    - A. **APPROVAL OF APRIL 24, 2025 MINUTES:** - Action Item
    - B. **RECOMMENDATION ON COUNCIL & MAYOR SALARY:** - Action Item
  - V. **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  
Regular Meeting Agenda  
April 24, 2025 - 4:00pm  
Lewiston City Hall - Back Conference Room - 1134 F St

Committee Members present: Bob Blakey, Sue Brown, Fred Fickenworth, Hannah Liedkie via Zoom. Absent: Sunshine Siebert.

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

- I. CALL TO ORDER  
Mr. Blakey called the meeting to order at 4:06pm
- II. PLEDGE OF ALLEGIANCE
- III. CITIZEN COMMENTS  
None
- IV. INTRODUCTIONS
- V. ACTIVE AGENDA
  - A. ELECTION OF OFFICERS  
Mr. Fickenworth nominates Mr. Blakey to be chair of the committee. Ms. Liedkie seconds. All in favor. Motion carries.
  - B. APPROVAL OF MAY 9, 2023 MINUTES  
Ms. Liedkie moves to approve the minutes as presented. Mr. Fickenworth seconds. All in favor. Motions carries.
  - C. REVIEW COMMITTEE PURPOSE  
Chair Blakey presented the purpose of the commission due to his seat on that last commission in 2023. He outlined the process and mentioned that he feels that we can be more efficient and hold fewer meetings. He is sure that the commission can form a recommendation in less than three meetings.  
  
Ms. Liedkie stated that she would prefer to have another meeting where real conversation can happen as she is attending via Zoom. She fully supports our current mayor and wants the compensation to be more commensurate with the salaries of the directors that the mayor supervises.  
  
The commission discussed the strategy of attracting good candidates to run for mayor and paying them what they're worth. Discussed including a

recommendation to adjust the pay in 2027 (the next time the commission meets) if a new mayor is in office and is performing at a different level.

The commission discussed how the council is compensated and the tools they are given to do the job (ipads, etc).

The commission discussed giving the mayor the same pay increase that city staff receive each year and also discussed recommending a larger salary that could be split with an administrator if one were hired. Director Gordon advised that she believed they could make a recommendation that could include a different structure than what is current and if Council wanted to accept that recommendation, it would be Council's responsibility to update the city code should they adopt that option. There could also be a clause that outlines how the mayor would be paid with and without a city administrator.

#### D. FACTORS FOR RECOMMENDATION

The commission made a request of Director Gordon to update the Position & Salary Information worksheet provided to the Commission of other City Officials of comparable cities within Idaho. The commission also requested to see the compensation for city directors. Director Gordon will provide them with the nonrep pay scale.

#### E. ESTABLISH TIMELINE AND FUTURE MEETINGS

Next meetings:

Wednesday, April 30th at 1:30p

Thursday, May 1st at 4:00p

Monday, May 5th at 3:30p if needed.

Finance Director Gordon and Accounting Supervisor Blewett will make sure the agendas are created and posted. Special meetings require a 24 hour notice prior to the meeting.

#### VI. ADJOURNMENT

Ms. Brown will be officially appointed to this commission at the April 28th council meeting.

Chair Blakey moves to adjourn the meeting. Mr. Fickenworth seconds. Meeting adjourned 4:53p.

# 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><b>\$95,867 – 6.30.24</b> Plus health insurance</p>	Full-time	<p>Anne Nichols, Chief of Staff – Salary <b>\$96,970</b> with benefits – same as all city employees</p> <p>Fire and EMS services are the same as Lewiston.</p>	<p><b>\$14,647.96 – 6.30.24</b> 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><b>\$97,552– 6.30.24</b> 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><b>\$11,731 – 6.30.24</b> 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><b>\$38,400 – 6.30.24</b> Plus benefits</p>	Part-time	<p>Troy Tymesen, City Administrator – Salary <b>\$188,781 - 6.30.24</b> with benefits – same as all city employees</p> <p>Fire and EMS services are the same as Lewiston.</p>	<p><b>\$15,000 – 6.30.24</b> 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
<p>Twin Falls 208.735.7312</p> <p>Employees: 313</p> <p>Population: 44,564 (2011) 51,807 (2022 AIC)</p>	<p><b>\$18,612 – 6.30.24</b> No benefits</p> <p><b>CITY MANAGER FORM OF GOVERNMENT w/ 2 Deputy City Managers</b></p>	Part-time	<p>Travis Rothweiler, City Manager – Salary <b>\$226,000</b></p> <p>Gretchen Scott, Deputy City Manager - <b>\$166,920</b></p> <p>Mitch Humble, Deputy City Manager - <b>\$175,261</b></p> <p>Has a Fire Department but Separate EMS Services (Magic Valley Paramedics)</p>	<b>\$15,312</b> – no benefits	\$53,936.00 (– 2021 American Community Survey 5-yr est.)
<p>Lewiston</p> <p>Employees: 306</p> <p>Population: 32,119 (2011) 34,203 (2022 AIC)</p>	<b>\$84,000 – 1.01.24</b> Benefits Optional	Full-time	None	<b>\$8,400 – 1.1.24</b> No benefits mentioned	\$60,581.00 (– 2021 American Community Survey 5-yr est.)
<p>Post Falls 208.773.3511</p> <p>Employees: 173</p> <p>Population: 28,104 (2011) 38,485 (2022 AIC)</p>	<b>\$32,082 – 6.30.24</b> Plus benefits	Part-time	<p>Shelley Enderud, City Administrator – Salary <b>\$193,749 – 6.30.24</b> with benefits – same as all city employees</p> <p>Separate Fire/EMS District and Library Network</p>	<b>\$12,339 – 6.30.24</b> 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>\$94,243 – 6.30.24 Plus benefits</p>	<p>Full-time – they have part-time listed on the transparency portal but I think this must be an error</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>\$10,980 – 6.30.24 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>\$92,795 – 6.30.24 No benefits mentioned</p>	<p>Full-time</p>	<p>None – does it with help of directors and clerk</p> <p>Director of Long Range Planning &amp; Projects \$118,622 – Executive Office</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>\$16,225 – 6.30.24 No benefits mentioned</p>	<p>\$99,814.00 (– 2021 American Community Survey 5-yr est.)</p>

**CITY OF LEWISTON NON-REPRESENTED SALARY SCHEDULE**

**FISCAL YEAR 2025 w/ 2.5% COLA**

Grade Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>Q</b>	<b>Fire Chief</b>		<b>Police Chief</b>		<b>Public Works Director</b>		<b>City Attorney</b>			
<b>Annual</b>	\$104,777.19	\$109,230.22	\$113,872.50	\$118,712.08	\$123,757.35	\$129,017.04	\$134,500.26	\$140,216.52	\$146,175.72	\$152,388.19
<b>Biweekly</b>	\$4,029.89	\$4,201.16	\$4,379.71	\$4,565.85	\$4,759.90	\$4,962.19	\$5,173.09	\$5,392.94	\$5,622.14	\$5,861.08
<b>Hourly</b>	\$50.37	\$52.51	\$54.75	\$57.07	\$59.50	\$62.03	\$64.66	\$67.41	\$70.28	\$73.26
<b>P</b>	<b>HR Director</b>		<b>Parks &amp; Rec Director</b>		<b>Deputy Fire Chief</b>		<b>CD Director</b>		<b>Finance Director</b>	
	<b>IS Director</b>									
<b>Annual</b>	\$95,254.07	\$99,302.37	\$103,522.72	\$107,922.43	\$112,509.14	\$117,290.78	\$122,275.63	\$127,472.35	\$132,889.92	\$138,537.75
<b>Biweekly</b>	\$3,663.62	\$3,819.32	\$3,981.64	\$4,150.86	\$4,327.27	\$4,511.18	\$4,702.91	\$4,902.78	\$5,111.15	\$5,328.37
<b>Hourly</b>	\$45.80	\$47.74	\$49.77	\$51.89	\$54.09	\$56.39	\$58.79	\$61.28	\$63.89	\$66.60
<b>O</b>	<b>Division Chief</b>		<b>City Engineer</b>		<b>Captain</b>					
<b>Annual</b>	\$86,600.85	\$90,281.39	\$94,118.35	\$98,118.38	\$102,288.41	\$106,635.67	\$111,167.68	\$115,892.31	\$120,817.73	\$125,952.49
<b>Biweekly</b>	\$3,330.80	\$3,472.36	\$3,619.94	\$3,773.78	\$3,934.17	\$4,101.37	\$4,275.68	\$4,457.40	\$4,646.84	\$4,844.33
<b>Hourly</b>	\$41.64	\$43.40	\$45.25	\$47.17	\$49.18	\$51.27	\$53.45	\$55.72	\$58.09	\$60.55
<b>N</b>	<b>Library Director</b>		<b>Assistant City Attorney</b>		<b>Communications Manager</b>		<b>Devel. Review Supervisor</b>		<b>Utility Systems Manager</b>	
	<b>Engineer Project Superv.</b>									
<b>Annual</b>	\$78,725.97	\$82,071.82	\$85,559.87	\$89,196.17	\$92,987.00	\$96,938.95	\$101,058.86	\$105,353.86	\$109,831.40	\$114,499.23
<b>Biweekly</b>	\$3,027.92	\$3,156.61	\$3,290.76	\$3,430.62	\$3,576.42	\$3,728.42	\$3,886.88	\$4,052.07	\$4,224.28	\$4,403.82
<b>Hourly</b>	\$37.85	\$39.46	\$41.13	\$42.88	\$44.71	\$46.61	\$48.59	\$50.65	\$52.80	\$55.05
<b>M</b>	<b>Building Official</b>		<b>Street Maint. Manager</b>		<b>City Planner</b>		<b>Financial Services Manager</b>		<b>WW Asst Manager</b>	
<b>Annual</b>	\$71,560.74	\$74,602.07	\$77,772.66	\$81,077.99	\$84,523.81	\$88,116.07	\$91,861.00	\$95,765.10	\$99,835.11	\$104,078.10
<b>Biweekly</b>	\$2,752.34	\$2,869.31	\$2,991.26	\$3,118.38	\$3,250.92	\$3,389.08	\$3,533.12	\$3,683.27	\$3,839.81	\$4,003.00
<b>Hourly</b>	\$34.40	\$35.87	\$37.39	\$38.98	\$40.64	\$42.36	\$44.16	\$46.04	\$48.00	\$50.04
<b>L</b>	<b>Risk Manager</b>		<b>Public Information Officer</b>		<b>System Administrator</b>		<b>Transit Manager</b>		<b>App. Support Analyst</b>	
	<b>City Surveyor</b>		<b>GIS Supervisor</b>		<b>Environ. Program Superv.</b>		<b>WT Plant Supervisor</b>		<b>WWT Plant Supervisor</b>	
<b>Annual</b>	\$65,059.38	\$67,824.40	\$70,706.94	\$73,711.98	\$76,844.74	\$80,110.64	\$83,515.35	\$87,064.75	\$90,765.00	\$94,622.51
<b>biweekly</b>	\$2,502.28	\$2,608.63	\$2,719.50	\$2,835.08	\$2,955.57	\$3,081.18	\$3,212.13	\$3,348.64	\$3,490.96	\$3,639.33
<b>Hourly</b>	\$31.28	\$32.61	\$33.99	\$35.44	\$36.94	\$38.51	\$40.15	\$41.86	\$43.64	\$45.49
<b>K</b>	<b>Equip. Services Manager</b>		<b>Grant Manager</b>		<b>Accounting Supervisor</b>		<b>Senior Inspector</b>		<b>Transit Operations Superv.</b>	
	<b>Park Maint. Supervisor</b>		<b>Transfer Station Superv.</b>		<b>Street Maint. Supervisor</b>		<b>Traffic Maint. Foreman</b>		<b>Water Maint. Supervisor</b>	
	<b>WW Collections Supervisor</b>		<b>Recreation Supervisor</b>		<b>Facility Maint. Supervisor</b>		<b>GIS Senior Analyst</b>		<b>CD Office Supervisor</b>	
<b>Annual</b>	\$59,679.73	\$62,216.12	\$64,860.30	\$67,616.87	\$70,490.58	\$73,486.43	\$76,609.61	\$79,865.52	\$83,259.80	\$86,798.34
<b>Biweekly</b>	\$2,295.37	\$2,392.93	\$2,494.63	\$2,600.65	\$2,711.18	\$2,826.40	\$2,946.52	\$3,071.75	\$3,202.30	\$3,338.40
<b>Hourly</b>	\$28.69	\$29.91	\$31.18	\$32.51	\$33.89	\$35.33	\$36.83	\$38.40	\$40.03	\$41.73

**CITY OF LEWISTON NON-REPRESENTED SALARY SCHEDULE**

**FISCAL YEAR 2025 w/ 2.5% COLA**

Grade Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
<b>J</b>	Purchasing Coordinator		HR Generalist		Senior Accounting Spec.		Librarian		PW Specialist		
	Assistant Planner		Construction Coordinator		CD Specialist		Plumb./Mech. Inspector		PW Financial Analyst		
	GIS Analyst		Recreation Coordinator		Police Systems Coordinator		Building Inspector		City Clerk		
	<b>Annual</b>	\$54,757.93	\$57,085.14	\$59,511.26	\$62,040.49	\$64,677.21	\$67,425.99	\$70,291.59	\$73,278.99	\$76,393.34	\$79,640.06
<b>Biweekly</b>	\$2,106.07	\$2,195.58	\$2,288.89	\$2,386.17	\$2,487.58	\$2,593.31	\$2,703.52	\$2,818.42	\$2,938.21	\$3,063.08	
<b>Hourly</b>	\$26.33	\$27.44	\$28.61	\$29.83	\$31.09	\$32.42	\$33.79	\$35.23	\$36.73	\$38.29	
<b>I</b>	Legal Assistant		PC Support Specialist		Accounting Specialist		Payroll Specialist		Accounts Payable Specialist		
	Finance Specialist										
	<b>Annual</b>	\$50,248.18	\$52,383.73	\$54,610.04	\$56,930.96	\$59,350.53	\$61,872.93	\$64,502.53	\$67,243.89	\$70,101.75	\$73,081.07
	<b>Biweekly</b>	\$1,932.62	\$2,014.76	\$2,100.39	\$2,189.65	\$2,282.71	\$2,379.73	\$2,480.87	\$2,586.30	\$2,696.22	\$2,810.81
<b>Hourly</b>	\$24.16	\$25.18	\$26.25	\$27.37	\$28.53	\$29.75	\$31.01	\$32.33	\$33.70	\$35.14	
<b>H</b>	Equip. Services Specialist		Deputy City Clerk								
	<b>Annual</b>	\$46,081.82	\$48,040.29	\$50,082.01	\$52,210.49	\$54,429.44	\$56,742.69	\$59,154.25	\$61,668.31	\$64,289.21	\$67,021.50
	<b>Biweekly</b>	\$1,772.38	\$1,847.70	\$1,926.23	\$2,008.10	\$2,093.44	\$2,182.41	\$2,275.16	\$2,371.86	\$2,472.66	\$2,577.75
	<b>Hourly</b>	\$22.15	\$23.10	\$24.08	\$25.10	\$26.17	\$27.28	\$28.44	\$29.65	\$30.91	\$32.22
<b>G</b>	Library Specialist		Library Admin Assistant		Accounting Assistant		Utility Billing Specialist II		PR Admin Assistant		
	Environ. Program Asst.		Business License Coord.		Fire Admin Assistant		Police Admin Assistant				
	<b>Annual</b>	\$42,281.73	\$44,078.70	\$45,952.05	\$47,905.01	\$49,940.97	\$52,063.46	\$54,276.16	\$56,582.90	\$58,987.67	\$61,494.64
	<b>Biweekly</b>	\$1,626.22	\$1,695.33	\$1,767.39	\$1,842.50	\$1,920.81	\$2,002.44	\$2,087.54	\$2,176.27	\$2,268.76	\$2,365.18
<b>Hourly</b>	\$20.33	\$21.19	\$22.09	\$23.03	\$24.01	\$25.03	\$26.09	\$27.20	\$28.36	\$29.56	
<b>F</b>	Utility Billing/Cust. Service		Purchasing Assistant		Ambulance Billing Assistant						
	<b>Annual</b>	\$38,802.13	\$40,451.22	\$42,170.39	\$43,962.64	\$45,831.05	\$47,778.87	\$49,809.47	\$51,926.37	\$54,133.24	\$56,433.90
	<b>Biweekly</b>	\$1,492.39	\$1,555.82	\$1,621.94	\$1,690.87	\$1,762.73	\$1,837.65	\$1,915.75	\$1,997.17	\$2,082.05	\$2,170.54
	<b>Hourly</b>	\$18.65	\$19.45	\$20.27	\$21.14	\$22.03	\$22.97	\$23.95	\$24.96	\$26.03	\$27.13
<b>E</b>	AR/Customer Service Clerk		Lead Library Assistant		Library Technician		Transit Driver		Transit Dispatcher		
	Transit Driver/Dispatcher		Cust Service Specialist								
	<b>Annual</b>	\$35,597.23	\$37,110.11	\$38,687.29	\$40,331.50	\$42,045.59	\$43,832.53	\$45,695.41	\$47,637.47	\$49,662.06	\$51,772.70
	<b>Biweekly</b>	\$1,369.12	\$1,427.31	\$1,487.97	\$1,551.21	\$1,617.14	\$1,685.87	\$1,757.52	\$1,832.21	\$1,910.08	\$1,991.26
<b>Hourly</b>	\$17.11	\$17.84	\$18.60	\$19.39	\$20.21	\$21.07	\$21.97	\$22.90	\$23.88	\$24.89	
<b>D</b>	Library Assistant		Senior Nutrition Head Cook								
	<b>Annual</b>	\$32,644.15	\$34,031.53	\$35,477.87	\$36,985.67	\$38,557.57	\$40,196.26	\$41,904.60	\$43,685.55	\$45,542.18	\$47,477.73
	<b>Biweekly</b>	\$1,255.54	\$1,308.90	\$1,364.53	\$1,422.53	\$1,482.98	\$1,546.01	\$1,611.72	\$1,680.21	\$1,751.62	\$1,826.07
	<b>Hourly</b>	\$15.69	\$16.36	\$17.06	\$17.78	\$18.54	\$19.33	\$20.15	\$21.00	\$21.90	\$22.83
<b>C</b>	Senior Nutrition Cook										
	<b>Annual</b>	\$29,965.77	\$31,239.32	\$32,566.99	\$33,951.09	\$35,394.01	\$36,898.25	\$38,466.43	\$40,101.25	\$41,805.55	\$43,582.29
	<b>Biweekly</b>	\$1,152.53	\$1,201.51	\$1,252.58	\$1,305.81	\$1,361.31	\$1,419.16	\$1,479.48	\$1,542.36	\$1,607.91	\$1,676.24
	<b>Hourly</b>	\$14.41	\$15.02	\$15.66	\$16.32	\$17.02	\$17.74	\$18.49	\$19.28	\$20.10	\$20.95