

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, Fred Fickenwirth, Hannah Liedkie via Zoom.  
Absent: Sunshine Siebert.

Also present: Su Brown, 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. Fickenwirth 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. Fickenwirth 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 recommended to be officially appointed to this commission at the April 28th council meeting.

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