

Lewiston Compensation Review Committee  
REGULAR MEETING AGENDA  
April 30, 2025 – 1:30pm  
Lewiston City Hall - Back Conference Room – 1134 F St

commission Members present: Chair Bob Blakey, Su Brown, Fred Fickenwirth, Hannah Liedkie. Absent: Sunshine Siebert.

Also present: Accounting Supervisor Claire Blewett

I. CALL TO ORDER

Chair Blakey called the meeting to order at 1:32pm.

II. PLEDGE OF ALLEGIANCE

III. CITIZEN COMMENTS

None.

IV. ACTIVE AGENDA

A. APPROVAL OF APRIL 24, 2025 MINUTES - ACTION ITEM

Corrections needed: correct the spelling of “Fickenwirth” and “Su”; Under Adjournment, verbiage should be changed to reflect “Recommended to be officially appointed” instead of “officially appointed”; Move Su Brown to “Also Present”

Mr. Fickenwirth moves to accept the minutes with the corrections. Chair Blakey seconds. All in favor. Motion carries.

B. RECOMMENDATION OF COUNCIL AND MAYOR SALARY

The commission discussed their recommendations for adjusting the salaries of both the mayor and city council members. Chair Blakey proposed separate recommendations for each role, which the prior commission used. The commission acknowledged that the mayor's current compensation is inadequate, even with a proposed 5% increase. Members discussed creating a pay scale with step increases and cost-of-living adjustments (COLA) to attract and retain qualified candidates. Concerns were raised about balancing fair compensation for the current mayor while considering future officeholders. Ms. Liedkie emphasized the importance of offering a competitive salary to attract experienced candidates.

Discussion regarding council salaries noted that the current monthly pay of \$700 is insufficient. Chair Blakey moved to increase council members' salaries to \$720 per month and the council president's to \$850 per month, both with annual COLA adjustments. Mr. Fickenwirth seconded the motion.

Discussion regarding Chair Blakey's motion included concerns about not having a way to evaluate performance, and the need for a salary scale reflecting tenure or additional responsibilities like the role of Council President.

Chair Blakey called the motion to question to cease discussion and requested a vote. Chair Blakey and Mr. Fickenwirth voted in favor. Ms. Brown and Ms. Liedkie did not. Motion failed.

Chair Blakey withdrew his original motion.

Mr. Fickenwirth agreed to develop a salary scale model starting at \$720 for council members and \$850 for the council president, incorporating 5% incremental increases.

Further discussion about the mayor's salary for the upcoming fiscal year: Ms. Brown would like to see a salary of \$120,000, and Mr. Fickenwirth proposed a range between the high \$80,000s to low \$90,000s. Ms. Liedkie and Chair Blakey were in agreement that a pay grade similar to O on the city's pay scale would be fair.

#### V. ADJOURNMENT

Chair Blakey moves to adjourn the meeting at 2:45 due to time constraints. Meeting adjourned at 2:45pm.