

Lewiston Compensation Review Committee
REGULAR MEETING AGENDA
May 1, 2025 - 4:00pm
Lewiston City Hall - Back Conference Room - 1134 F St

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

Also present: Accounting Supervisor Claire Blewett

- I. CALL TO ORDER
Meeting called to order at 4:01pm.
- II. PLEDGE OF ALLEGIANCE
- III. CITIZEN COMMENTS
None.
- IV. ACTIVE AGENDA
 - A. APPROVAL OF 4/30 MINUTES - ACTION ITEM
Correction needed: Add in a verbiage regarding Chair Blakey withdrawing his motion.
Chair Blakey moves to approve with correction. Ms. Brown seconds. All in favor.
Motion carries.
 - B. RECOMMENDATION ON COUNCIL & MAYOR SALARY - ACTION ITEM
Mr. Fickenwirth presented a proposed pay scale reflecting a 4.5% increase at each step. The committee discussed how the annual COLA (Cost of Living Adjustment) would be factored in. Ms. Liedkie suggested developing a formal policy for the scale. Chair Blakey recommended separating the COLA from the step increase and applying only the 1.75% step increase to the scale, with the COLA to be added once established. The committee also agreed that newly elected council members and council presidents should begin at Step 1 of the scale. A revised scale showing only the 1.75% step increase will be prepared for review, with COLA adjustments to be added later.

Discussion followed regarding whether step increases should occur annually (as they do for staff) or at the start of each new term. Ms. Liedkie expressed interest in a shorter, 5-step scale if increases are tied to terms, to avoid minimal growth over a four-year period—particularly in relation to the mayor's pay. The committee agreed that council members and the mayor would receive a step increase at the two-year mark, representing a 3.5% pay increase.

The committee also agreed that newly elected council members and council presidents would begin at Step 1 of the scale.

Motion:

Ms. Liedkie moved to adopt a council pay structure as follows: council members to start at \$720, council president at \$850, with a 3.5% step increase every two years, an annual COLA, a five-step pay scale, and new council members beginning at Step 1.

Chair Blakey requested a roll call vote:

- Ms. Liedkie: Aye
- Mr. Fickenwirth: Aye
- Ms. Brown: Aye
- Chair Blakey: Aye

Motion carries unanimously.

Mayor Salary

Ms. Brown expressed opposition to placing the mayor on a pay scale. Chair Blakey advocated for a performance review process. Ms. Liedkie noted that at the state level, citizen groups conduct such reviews. Discussion followed on methods of evaluation and varying levels of mayoral performance.

Chair Blakey supported a pay scale with annual step increases for the mayor, and Ms. Liedkie agreed, citing its motivational value for potential candidates. Ms. Liedkie preferred the dollar amount in Pay Grade O, Step 3 as the starting point for Step 1 in the proposed scale. Additional discussion followed regarding the mayor's duties and potential future candidates.

Motion:

Mr. Fickenwirth moved to set the starting salary for a mayor at \$90,000 with an annual COLA and a 1.75% step increase each year. Chair Blakey seconded the motion.

Discussion:

Ms. Brown sought clarification that the proposed scale applies only to a new mayor and stated that the current mayor should earn more than \$90,000. Chair Blakey opposed increasing the starting salary further due to the upcoming election and the possibility of a new mayor.

Chair Blakey requested a roll call vote:

- Mr. Fickenwirth: Aye
- Chair Blakey: Aye
- Ms. Liedkie: Aye

- Ms. Brown: Nay

Motion carries.

The committee discussed whether to recommend hiring a city administrator. While the need for a competitive salary and available budget was acknowledged, concerns were raised about funding. It was noted that the current mayor is performing duties equivalent to both the mayor and city administrator. However, strong leadership is emerging at the director level, and the committee questioned whether an administrator is necessary.

Motion:

Ms. Brown moved to recommend a salary of \$106,303.30 for the current mayor in FY26. This dollar amount aligns with a step 4 or step 5 of a draft pay scale Mr. Fickenwirth created during the meeting. Ms. Liedkie seconded the motion.

Chair Blakey requested a roll call vote:

- Ms. Brown: Aye
- Mr. Fickenwirth: Aye
- Ms. Liedkie: Aye
- Chair Blakey: Nay

Motion carries.

Chair Blakey volunteered to present the committee's recommendation at the May 12th City Council meeting. Mr. Fickenwirth confirmed he will attend, and Ms. Liedkie will try to attend. Ms. Brown expressed willingness to participate in the presentation.

V. ADJOURNMENT

Chair Blakey moves to adjourn the meeting at 5:00pm. Ms. Brown seconds. All in favor. Meeting adjourned. The meeting on May 5th was deemed no longer necessary and cancelled.