



**Lewiston Compensation Review Committee
SPECIAL MEETING AGENDA
April 26, 2023 - 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. All others who wish to observe this meeting may watch and listen to the livestream on their own device(s) by visiting the City of Lewiston's Facebook page or the City's website at cityoflewiston.org.

- I. CALL TO ORDER**
- II. PLEDGE OF ALLEGIANCE**
- III. CITIZEN COMMENTS**
- IV. PRESENTATIONS**
 - A. PRESENTATION BY MAYOR DAN JOHNSON**
 - B. COMMITTEE MEMBER QUESTIONS AND ANSWERS**
 - C. PRESENTATION BY AIMEE GORDON/STAFF**
- V. ACTIVE AGENDA**
 - A. RESPONSE TO QUESTIONS ASKED AT LAST MEETING: - Action Item**
 - B. REVIEW OF COMMITTEE PURPOSE: - Action Item**
 - C. FACTORS FOR FUTURE RECOMMENDATIONS: - Action Item**
 - D. SET NEXT MEETING DATE: - Action Item**
- VI. ADJOURNMENT- ACTION ITEM**

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 the City Clerk at least forty-eight (48) hours in advance of the meeting at 208-746-3671, ext. 6203.

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

Committee Members Present: Bob Blakey, Kevin Jades, 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 Jades 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.

POSITION AND SALARY INFORMATION

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

CITY	MAYOR	MAYOR'S HOURS	CITY ADMINISTRATOR	COUNCIL
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 \$PRR Gretchen Scott – Deputy City Manager Has a Fire Department but Separate EMS Services (Magic Valley Paramedics)	\$13,920 – no benefits
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
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

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