



**Lewiston Compensation Review Committee
SPECIAL MEETING AGENDA
May 3, 2023 - 5:00 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 COUNCIL PRESIDENT LIEDKIE**
 - B. COMMITTEE MEMBER QUESTIONS & ANSWERS**
 - C. PRESENTATION BY AIMEE GORDON/STAFF**
- V. ACTIVE AGENDA**
 - A. APPROVAL OF THE APRIL 26, 2023 MINUTES: - Action Item**
 - B. REVIEW OF COMMITTEE PURPOSE: - Action Item**
 - C. FACTORS FOR FUTURE RECOMMENDATION: - 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.

POSITION AND SALARY INFORMATION

CITY	MAYOR	MAYOR'S HOURS	CITY ADMINISTRATOR	COUNCIL	Median Household Income
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	\$51,293.00 (– 2020 Decennial Census)
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	\$59,795.00 (– 2021 American Community Survey 5-yr est.)
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	\$59,699.00 (– 2021 American Community Survey 5-yr est.)

CITY	MAYOR	MAYOR'S HOURS	CITY ADMINISTRATOR	COUNCIL	Median Household Income
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 \$225,999 Gretchen Scott, Deputy City Manager - \$168,521 Has a Fire Department but Separate EMS Services (Magic Valley Paramedics)	\$13,920 – no benefits	\$53,936.00 (– 2021 American Community Survey 5-yr est.)
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	\$60,581.00 (– 2021 American Community Survey 5-yr est.)
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	\$65,592.00 (– 2021 American Community Survey 5-yr est.)

CITY	MAYOR	MAYOR'S HOURS	CITY ADMINISTRATOR	COUNCIL	Median Household Income
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	\$44,034.00 (– 2021 American Community Survey 5-yr est.)
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	\$99,814.00 (– 2021 American Community Survey 5-yr est.)

City of Lewiston
Compensation Review Committee
April 26, 2023
City Hall, Back Conference Room

Committee Members Present: Bob Blakey, Kevin Jades, Emily Christianson, and Darlene Lambert. Matt Hoskings was absent.

Also present: Mayor Dan Johnson, Finance Director Aimee Gordon, and Accounting Specialist Claire Blewett

I. CALL TO ORDER

Chair Blakey called the meeting to order at 4:00p.

II. PLEDGE OF ALLEGIANCE

III. CITIZEN COMMENTS

No citizen comments.

IV. PRESENTATIONS

a. Presentation by Mayor Dan Johnson

The mayor thanked the committee for serving. Discussed his background with the state and committees of this nature, along with changes that came with the change in our government. Discussed efficient and faithful discharge of duties, roles and authority of City Council and the mayor. Duties are outlined in city code and ordinances for each body.

Discussed daily activities and duties. Average day starts around 6am so he can work at his desk on emails, letters, lawsuits, and performance evaluations. Meets with community/political figures to lobby for the city. Meets with staff on issues, works out in the field with staff. Recruits for open positions (ex: new fire chief). He hasn't had much chance to be the mayor he'd like to be - ribbon cuttings, speaking at schools, handing out awards, etc. Day usually ends no earlier than 5pm.

Discussed the role of a City Administrator and how continuity is maintained from one mayor to the next. Discussed if the mayor would hire an administrator and what the scope of work would be.

Discussed if the salary was adequate for the work performed. Mayor Johnson works to be a good steward of public dollars both with his salary and the city's budget.

Discussed retention of current staff. Discussed preventing wage compression, and using ideas from staff evaluations to make changes and improve job satisfaction.

Discussed the citizen's responsibility to do their research and vote accordingly.

Discussed his own work performance and how he would grade himself.

Discussed the role of this committee. Be bold and purposeful in your recommendation to the council.

- b. Committee Member Questions and Answers
This was done in conjunction with the presentation from Mayor Johnson.
- c. Presentation by Director Aimee Gordon (staff)
This was determined to be the same as Agenda Item 5B.

V. ACTIVE AGENDA

- a. Approval of April 21, 2023 Minutes
Chair Blakey moves to accept the minutes as presented. Vice Chair Lambert seconds. All in favor. Motion carries.
- b. Response to Questions Asked at the Last Meeting
Director Gordon worked with the City Clerk who found updated information through the AIC's website. Director Gordon provided the information requested on population and number of employees and presented it to the committee. Vice Chair Lambert requested information on the median household income in each of these cities.
- c. Review of Committee Purpose
Chair Blakey would like to have a full committee before moving to recommend a salary. Discussion regarding the level of work performed by Mayor Johnson. Discussed other cities and their structures and compensation under those structures. The committee discussed the size of Lewiston in regards to revenue and employees to consider what a business owner or CEO would make, but still taking into consideration the City is a government entity. Committee members shared their thoughts on the current Mayor's salary and whether they felt it should increase, decrease or remain the same. The group discussed compensation of city council members.
- d. Factors for Future Recommendations
The committee would like to invite a member of Council to a meeting and felt it should be the Council President Liedkie. The committee requested that Ms. Gordon invite Council President Liedkie.

e. Set Next Meeting Date

1. After review of schedules, the committee decided to have their next meeting on May 3rd at 5 pm and another meeting on May 9th at 4pm. Aimee will request a Zoom link for Emily who will be absent May 3rd.

VI. ADJOURNMENT

Chair Blakey moves to adjourn. Emily Christensen seconded. Meeting adjourned at 5:38pm.