

From: [Jeremy Grimm](#)
To: [Council Members](#); [Fonda Jovick](#); [Zachary Jones](#); [Sarah Lynds](#); [Melissa Ward](#)
Subject: Mayor's Office
Date: Thursday, June 12, 2025 8:00:11 AM

Council Members,

When I assumed office, I pledged to reconsider the City Administrator role and restore executive authority to Department Heads—while serving as a hands-on Mayor overseeing essential functions, including our Water and Sewer Utilities. For the past 18 months, I've treated this position as more than a ceremonial role, consistently dedicating three + days a week—or more—tackling everything from policy to utility management.

That commitment has come at a steep price. With the current \$24k salary, I've reached a point where continuing at this level is no longer feasible. Supporting children through college means my family's financial future is at risk unless I reclaim more time for Whiskey Rock Planning and Consulting.

It's increasingly hard to reconcile my dedication to the job as Mayor with what I'm actually paid. To put it in perspective:

The City of Star pays its mayor \$85,000—a position without a City Administrator, and like Sandpoint, fully accountability for all executive duties.(They also have no municipal water or sewer)

The City of Chubbuck compensates its mayor \$67,178 for a similarly-structured, administrator-free management.

Frankly, I'm disappointed. I came into this knowing it would require sacrifice—but the reality of balancing public service with private-sector income and growing family responsibilities has proven more challenging than anticipated.

Seeing few alternatives, effective July 1, 2025, I will adjust to a part-time mayoral role aligned with the current salary level. This shift will help me refocus on professional obligations while still remaining accessible for key city initiatives. I expect to be available Wednesday at City hall and then as needed for emergency or related special meetings.

That said, I have great pride in the leadership and momentum we've cultivated together over the last year and a half. We have established strong and capable Department Directors.

If the Council chooses to sustain—rather than scale back—my level of engagement, I remain fully committed to that vision. However, it would require aligning compensation to something more representative of the scope and value of the work being done.

I present this not as an ultimatum, but as an invitation: within the next two months the council has the opportunity to pass an ordinance that would allow an adjustment to the mayor's salary with the new fiscal year. I'm not suggesting that you consider a 200% increase however I would ask you to consider a more realistic level of compensation for the position.

Thank you for your steady collaboration and for carefully considering this path forward.

Sincerely,
Jeremy Grimm
Mayor, City of Sandpoint

Sent from my iPhone. Please excuse typos.