



BUSINESS OF THE CITY COUNCIL CITY OF MERCER ISLAND

AB 5755
September 22, 2020
Special Business

AGENDA BILL INFORMATION

TITLE:	AB 5755: 2021-2022 Organizational Changes	<input checked="" type="checkbox"/> Discussion Only
RECOMMENDED ACTION:	Receive report. No action needed.	<input type="checkbox"/> Action Needed: <input type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution

DEPARTMENT:	City Manager
STAFF:	Jessi Bon, City Manager
COUNCIL LIAISON:	n/a
EXHIBITS:	1. Presentation on City of Mercer Island Organizational Changes 2. Articulate, confirm, and communicate a vision for effective and efficient city services. Stabilize the organization, optimize resources, and develop a long-term plan for fiscal sustainability.
CITY COUNCIL PRIORITY:	

AMOUNT OF EXPENDITURE \$ n/a

AMOUNT BUDGETED \$ n/a

APPROPRIATION REQUIRED \$ n/a

SUMMARY

The purpose of this presentation is to provide the City Council with a preview of the organizational structure proposed as part of the 2021-2022 Preliminary Biennial Budget, which is scheduled for publication on October 1, 2020.

CITY IN TRANSITION

The City of Mercer Island is an organization in transition. Recent financial challenges have resulted in workforce reductions and necessitated considerable organizational change. Many city services are suspended or significantly modified and the timing to restore these services is unknown. The ongoing financial uncertainties caused by the COVID-19 Pandemic warrant a conservative and cautious approach to planning for the next biennium.

The 2021-2022 Preliminary Budget reflects a modified and reduced organizational structure as compared to prior years, while also retaining the flexibility to adapt as circumstances and needs change during the biennium.

PANDEMIC IMPACTS

Most City services and operations were impacted by the Pandemic. All City buildings remain closed to the public with the exception of the Municipal Court. Public access to buildings will not resume until King County reaches Phase 3 of the Safe Start Plan. Restoring in-person services will be gradual to ensure the safety of the community and the staff. Full restoration of in-person services will not occur until King County reaches Phase 4, the timing of which is uncertain. Public safety and maintenance personnel are operating with modified practices to ensure worker safety and all other personnel are working from remote locations.

APPROACH TO ORGANIZATIONAL RESTRUCTURE

It has been a very challenging year and with challenge comes opportunity. Now is the time to revisit the priorities of government, evaluate service levels, and take a thoughtful and measured approach to recovery planning strategies over the next biennium.

The City Manager's recommended organizational structure was developed with these themes in mind:

- Prioritize delivery of **essential services**.
- Provide **stability** for the organization.
- Maintain a focus on **continuous process improvement** and **efficiency**.
- Strengthen and build the **Capital Projects Team** to ensure maintenance and stewardship of the City's **critical infrastructure** systems.
- Provide for **succession planning** and anticipate near-term retirements.
- Embrace **transitions** and remain **flexible** as circumstances and community needs change and evolve.
- Seize the **opportunity** this transition has created for us to grow and evolve.

On Tuesday evening, the City Manager will provide an overview of the proposed organizational structure. The PowerPoint presentation detailing these changes is attached as Exhibit 1.

RECOMMENDATION

Receive report. No action needed.