



## BUSINESS OF THE CITY COUNCIL CITY OF MERCER ISLAND

**AB 6806**  
**November 18, 2025**  
**Consent Agenda**

### AGENDA BILL INFORMATION

|                            |  |   |
|----------------------------|--|---|
| <b>TITLE:</b>              | AB 6806: November 10, 2025 Payroll Certification                                     | <input type="checkbox"/> Discussion Only  |
| <b>RECOMMENDED ACTION:</b> | Approve the November 10, 2025 Payroll Certification in the amount of \$1,039,635.78. | <input checked="" type="checkbox"/> Action Needed:<br><input checked="" type="checkbox"/> Motion<br><input type="checkbox"/> Ordinance<br><input type="checkbox"/> Resolution |

|                               |  |
|-------------------------------|--|
| <b>DEPARTMENT:</b>            | Administrative Services  |
| <b>STAFF:</b>                 | Ali Spietz, Chief of Administration<br>Nicole Vannatter, Human Resources Manager |
| <b>COUNCIL LIAISON:</b>       | n/a  |
| <b>EXHIBITS:</b>              | 1. November 10, 2025 Payroll Certification<br>2. FTE/LTE Counts                  |
| <b>CITY COUNCIL PRIORITY:</b> | n/a  |

|                               |        |
|-------------------------------|--------|
| <b>AMOUNT OF EXPENDITURE</b>  | \$ n/a |
| <b>AMOUNT BUDGETED</b>        | \$ n/a |
| <b>APPROPRIATION REQUIRED</b> | \$ n/a |

### EXECUTIVE SUMMARY

This agenda bill is to approve the City of Mercer Island payroll certification for the period from October 16, 2025 through October 31, 2025 in the amount of \$1,039,635.78 (see Exhibit 1).

### BACKGROUND

[RCW 42.24.080](#) requires that all claims presented against the City by performing labor must be certified by the appropriate official to ensure that the labor was performed as described, and that the claims are just, due, and unpaid obligations against the City, before payment can be made. [RCW 42.24.180](#) allows the payment of claims to occur prior to City Council approval to expedite processing of the payment of claims, provided, however, that review and approval of the claims' documentation occurs at the next regularly scheduled public meeting. The Payroll Certification details the total payment to employees for labor performed and benefits payments made for each payroll. The City is on a semi-monthly payroll schedule with payments on the 10th and 25th of each month.

## ISSUE/DISCUSSION

Each payroll varies depending on several factors (i.e., number of employees, pay changes, leave cash outs, overtime, etc.). In addition to regular pay for employees, this payroll has variations that are outlined below.

### Additional payments:

| Description   | Amount             |
|---|--------------------|
| Leave cash outs for current employees                           | \$20,224.10        |
| Leave cash outs for terminated employees                        | \$0.00             |
| Service and recognition awards                                  | \$6,850.00         |
| Overtime earnings (see chart for overtime hours by department). | \$39,953.84        |
| <b>Total</b>  | <b>\$67,027.94</b> |

### Overtime hours by department:

| Department                       | Hours         |
|----------------------------------|---------------|
| Administrative Services          |               |
| City Attorney's Office           |               |
| City Manager's Office            |               |
| Community Planning & Development |               |
| Finance                          | 24.00         |
| Municipal Court                  |               |
| Police                           | 172.50        |
| Public Works                     | 276.25        |
| Thrift Shop                      | 7.00          |
| Youth & Family Services          |               |
| <b>Total Overtime Hours</b>      | <b>479.75</b> |

## NEXT STEPS

### FTE/LTE COUNTS

The table in Exhibit 2 shows the budgeted versus actual counts for Full Time Equivalents (FTEs) and Limited Term Equivalents (LTEs) for the current payroll. Casual labor employees (temporary and seasonal) are not included in the counts.

### Casual Labor

In addition to FTE and LTE employees, the City utilizes casual labor to address workload needs that exceed the capacity or expertise of the City's regular staff and that are time limited or seasonal. Casual labor is used primarily to address seasonal workload needs and short-term workload issues created by special projects or position vacancies. Compared to an LTE position, a casual labor position has limited benefits and is filled for a shorter period (1-3 months, 6 months, or 9 months). The departments/divisions that utilize casual labor the most are Parks Maintenance, Recreation, Public Works, and the Thrift Store.

## RECOMMENDED ACTION

Approve the November 10, 2025 Payroll Certification in the amount of \$1,039,635.78 and authorize the Mayor to sign the certification on behalf of the entire City Council.