



September 3, 2025

Ms. Jessi Bon
City Manager
City of Mercer Island
9611 S.E. 36th Street
Mercer Island, WA 98040

RE: Annual Performance Review by the Mercer Island City Council (June 2024-May 2025)

Dear Jessi,

On behalf of the Mercer Island City Council, and in what is my final year on the Council and as Mayor, it is my privilege to provide your annual performance review. Once again, your leadership has significantly advanced our shared goals and strengthened our community. Your exceptional work continues to resonate deeply, leaving an enduring positive impact on Mercer Island.

This past year, your strategic advocacy during an especially challenging legislative session resulted in successfully securing \$1.2 million in capital funding for the critical replacement of the Seattle Public Utilities water supply line, demonstrating your unwavering commitment to protecting and enhancing our city's vital infrastructure.

Additionally, your thoughtful and empathetic leadership was clearly evident as you helped guide us through the unexpected passing of our esteemed colleague, Councilmember Jake Jacobson. Your partnership in ordering flags to be flown at half-staff provided a dignified and heartfelt tribute that resonated deeply with the community and honored Jake's legacy of service. I want to personally thank you for your compassion, support, and steady leadership during this difficult time.

Your stewardship of the Public Safety and Maintenance Facility continues to exemplify your adept handling of complex, multifaceted projects. Your oversight through the schematic design phase and preparation for a potential November bond measure underscores your strategic foresight and effective project management.

You adeptly managed significant emergencies, including the Water Pipeline Emergency and Bomb Cyclone responses. Your coordinated communication, quick implementation of conservation measures, and collaboration with regional partners highlight your skillful crisis management and proactive planning capabilities.

Your efforts on key community initiatives, notably the timely completion of the 2024-2044 Comprehensive Plan Update, have positioned Mercer Island for thoughtful, sustainable growth. The introduction of the new Open Space Zone and progress toward implementing a Parks Zone further demonstrate your proactive approach.

You have advanced operational efficiencies significantly, particularly through successful bargaining agreements with police unions, the implementation of the new comprehensive Compensation Plan, and the transition to semi-monthly payroll periods. The successful launch of the new Enterprise ERP financial management software has also notably increased transparency and operational efficiency.

Your commitment to public safety continues to be exemplary, as reflected in your support for meaningful community engagement and crime prevention initiatives. Events like National Night Out, the Gun Buyback event, DEA Drug Take-Back days, and the relaunch of the PAWS on Patrol Program have strengthened connections between law enforcement and the community. Your leadership fosters safety, trust, and a strong sense of civic partnership.

Environmental stewardship and sustainability have thrived under your guidance, as seen in successful programs like the EV Shuttle Pilot, waste diversion partnerships, and continued Climate Action Plan advancements. These efforts underscore your dedication to environmental resilience.

Your leadership in the Recreation Division has significantly exceeded cost recovery targets and enhanced community access to athletic fields and recreation programs. The ongoing improvements to playgrounds, parks, and open spaces reflect your consistent commitment to enhancing community quality of life.

Your unwavering dedication to Mercer Island's residents through Youth and Family Services is commendable. Initiatives such as the Parent Labs program, suicide prevention training, expanded senior support, and increased emergency assistance reinforce your strong commitment to our community's well-being.

In addition to these achievements over the past year, the following successes are also noteworthy:

- The Thrift Shop grew sales by nearly 14% and was recognized by Yelp as a top-rated business.
- YFS Secured \$288,000 Best Starts for Kids grant for prevention programming.

- YFS expanded food security through the Hopelink Mobile Market and Farmers Market partnerships.
- The new pickleball courts opened at Luther Burbank Park.
- The Advanced Metering Infrastructure Project progressed with the replacement of all water meters on the Island.
- Trail safety improvements were completed at Aubrey Davis Park to ease congestion near Feroglia Field.
- Commissioned a Modular Building Campus for the Police Department.
- Luther Burbank Park Boiler Building Phase I improvements were finalized.
- Completed the new Water SCADA System Replacement.
- Brought the Booster Chlorination Station online.
- Completed the 2024 Residential Street Resurfacing project in the Island Point Neighborhood.
- Awarded a Climate Planning Grant from Commerce for \$100K to begin the City's EV Charging Infrastructure Plan.
- The Recreation team launched self-service online field reservations.

I want to express my deepest gratitude for your collaboration, partnership, and friendship. I am incredibly proud of what we have accomplished together, the lasting improvements we have achieved for Mercer Island, and the strong foundation we have laid for future success. Your leadership is a genuine civic success story, and it is something we can all be immensely proud of.

Warmest regards,

A handwritten signature in black ink, appearing to read "Salim Nice". The signature is stylized with a large, sweeping "S" and a distinct "N".

Mayor Salim Nice
City of Mercer Island