



BUSINESS OF THE CITY COUNCIL CITY OF MERCER ISLAND

AB 6787
October 7, 2025
Consent Agenda

AGENDA BILL INFORMATION

TITLE:	AB 6787: City Manager Annual Performance Review	<input type="checkbox"/> Discussion Only
RECOMMENDED ACTION:	Accept the City Manager's annual performance review from June 2024 through May 2025.	<input checked="" type="checkbox"/> Action Needed: <input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution

DEPARTMENT:	City Council
STAFF:	Mayor Salim Nice
COUNCIL LIAISON:	n/a
EXHIBITS:	1. City Manager Jessi Bon's Performance Review Letter
CITY COUNCIL PRIORITY:	n/a

AMOUNT OF EXPENDITURE	\$ n/a
AMOUNT BUDGETED	\$ n/a
APPROPRIATION REQUIRED	\$ n/a

ISSUE/DISCUSSION

In September 2025, Mayor Salim Nice lead the performance evaluation process for City Manager Jessi Bon for the period of June 2024 through May 2025, fulfilling obligations in her employment contract, which provides in relevant part, Section 3, as follows:

3. PERFORMANCE REVIEW & EVALUATION

Annual Performance Review. Starting in June 2025 and annually thereafter, unless waived by the parties, the City Council will review the City Manager's performance since the latter of the effective date of this Agreement or the last performance review. Approximately two months prior to the annual review in April, the Mayor and the City Manager will discuss the performance review process and determine jointly how such process will be conducted and whether the process will be led by the Mayor or by a qualified facilitator acceptable to the Mayor and the City Manager. The Mayor or facilitator will present the findings to the City Council in an Executive Session; following which, the City Council may choose to meet to discuss the City Manager's performance and achievements in an Executive Session or open meeting at the discretion of the City Council. At the conclusion of each performance review and evaluation, the Mayor or facilitator will provide the City Manager with a written summary of the results of the review and evaluation, which shall have been approved by the City Council in open session.

The City Manager's performance review letter, attached as Exhibit 1, is the result of the feedback provided by the City Council.

RECOMMENDED ACTION

Accept City Manager's annual performance review for June 2024 through May 2025.