

Exhibit 1

Paul West Retirement/Recognition Letter

October 20, 2025

To: Paul West

From: Mercer Island Parks & Recreation Commission

Dear Paul,

On behalf of the Mercer Island Parks and Recreation Commission, we extend our deepest gratitude for your 24 years of dedicated service. Across multiple positions including Natural Resources Manager, Parks Superintendent, and most recently as a Senior CIP Project Manager- your leadership and commitment have left a lasting mark on our community and our parks.

The Commission is grateful for your patience and thorough explanations during the board's initial meetings in 2019, which established a strong foundation for our work. From that point forward, the relationships you cultivated with commissioners have led to thoughtful recommendations to City Council, which you in turn implemented and have benefited the entire community.

Throughout your tenure, you provided stewardship that shaped the quality, accessibility, and enjoyment of Mercer Island's public spaces. Among many accomplishments, your guidance was central to the construction of the Mercerdale Playground, the Island's first fully accessible playground. This project set a new standard for inclusiveness and continues to be a neighborhood treasure for families both near and far.

The Luther Burbank Park Dock Improvements and Boiler Building Renovations will stand as lasting contributions under your supervision. Though not yet complete, your foresight and ability to obtain grants ensure enhancements that will enrich waterfront access and provide lasting benefits for future generations, supporting the vibrant use of our shorelines.

Your patience was particularly evident during the Aubrey Davis Trail Safety Improvement Project. Through numerous meetings, you demonstrated an understanding of financial constraints and geographic challenges while thoughtfully balancing diverse community input. Your guidance led the Commission to a recommendation that ultimately benefits all park users.

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Your ability to oversee complex capital projects with vision and care has strengthened our entire parks system. We are grateful for the thoughtful planning, problem-solving, and collaboration you brought to every initiative.

As you retire, please accept our heartfelt thanks and best wishes for this well-deserved next chapter. May your retirement bring you fulfillment and the same joy you have helped foster across Mercer Island's parks.

Sincerely,

Mercer Island Parks & Recreation Commission

Chair- Ashley Hay

Vice Chair- Rory Westberg

Don Cohen

Jodi McCarthy

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Peter Struck

Sara Marxen