



**BUSINESS OF THE CITY COUNCIL  
CITY OF MERCER ISLAND**

**AB 6495  
June 18, 2024  
Regular Business**

**AGENDA BILL INFORMATION**

<b>TITLE:</b>	AB 6495: City Manager Annual Performance Review	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed: <input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution
<b>RECOMMENDED ACTION:</b>	Accept the City Manager's annual performance review from June 2023 through May 2024.	

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

**ISSUE/DISCUSSION**

In May and June 2024, Mayor Salim Nice lead the performance evaluation process for City Manager Jessi Bon for the period of June 2023 through May 2024, fulfilling obligations in her employment contract, which provides in relevant part as follows:

1. PERFORMANCE REVIEW & EVALUATION

Annual Performance Review. Starting in June of 2021 and annually thereafter, 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 June, 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 City Council 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.

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

The Council is awarding City Manager Bon with two awards for \$2,500 each through the City's Employee Recognition Program. The Program is designed to award employees for excellent performance and includes awards ranging from \$25 gift cards up to \$2,500 monetary awards.

## **RECOMMENDED ACTION**

Accept City Manager Jessi Bon's performance review and award \$5,000 through the Employee Recognition Program for her work from June 2023 through May 2024.