



CITY COUNCIL MINUTES REGULAR HYBRID MEETING JUNE 18, 2024

CALL TO ORDER & ROLL CALL

Mayor Salim Nice called the Regular Hybrid Meeting to order at 5:01 pm in the Slater Room Council Chambers at the Mercer Island Community & Event Center, 8236 SE 24th Street, Mercer Island, Washington.

Mayor Salim Nice, Deputy Mayor Dave Rosenbaum, and Councilmembers Jake Jacobson and Craig Reynolds attended in person. Councilmember Lisa Anderl, Wendy Weiker (arrived 5:05 pm), and Ted Weinberg attended via Zoom.

PLEDGE OF ALLEGIANCE

The City Council delivered the Pledge of Allegiance.

AGENDA APPROVAL

It was moved by Jacobson; seconded by Rosenbaum to:

Amend the agenda to add a discussion as the last item of Regular Business, regarding whether to add to a future agenda a proclamation defining antisemitism.

PASSED: 6-0

FOR: 6 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, and Weinberg)

ABSENT: 1 (Weiker)

It was moved by Weinberg; seconded by Reynolds to:

Approve the agenda as amended.

PASSED: 6-0

FOR: 6 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, and Weinberg)

ABSENT: 1 (Weiker)

SPECIAL BUSINESS

AB 6483: 2023 Community Member of the Year (Proclamations Nos. 336 and 337)

It was moved by Jacobson; seconded by Reynolds to:

Approve Proclamation Nos. 336 and 337 proclaiming Doris and James Cassan and Cantor Bradlee Kurland as the 2023 Community Members of the Year.

PASSED: 6-0

FOR: 6 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, and Weinberg)

ABSENT: 1 (Weiker)

Mayor Nice welcomed Doris Cassan and her family and Sandy Samules and the Kurland family to receive the 2023 Community Member of the Year awards. He read Proclamation Nos. 336 and 337 and presented the recipients with plaques and signed proclamations.

Doris Cassan thanked the City Council for the recognition.

Sandy Samuels, wife of Cantor Bradlee Kurland, thanked the City Council for the recognition.

City Council thanked the 2023 Community Members of the Year for their contributions to MI!

City Council was in recess from 5:21 pm – 5:31 pm.

CITY MANAGER REPORT

City Manager Jessi Bon reported on the following items:

- **Council, Boards & Commission Meetings:** Next City Council Meeting – July 2 at 5:00 pm and Design Commission – July 3 at 6:00 pm.
- **SPU Water Supply pipeline repair:** Last week the City provided Seattle Public Utilities (SPU) with concurrence on the repair of the main water supply pipeline. Permits have been issued for the planned repair.
- **Water Conservation:** Last week the City moved to a voluntary water conservation status. The voluntary status requests the community to voluntarily conserve water to help prevent possible mandatory water conservation measures in the future. A water usage dashboard has been set up and allows Islanders to monitor the community's water use in real-time.
- **City Services Updates:** Two of the Police modular buildings are in use and PD staff have begun moving into the spaces, the third building will be delivered in July. On June 12 the Planning Commission approved their recommendation on the Comprehensive Plan and the recommendation will be presented to the City Council on July 16. The water meter replacement project has completed replacement of 75% of the water meters. The project is expected to be completed by the end of July. The new water meters are part of the Advanced Metering Infrastructure. Teams will be installing antennas and bringing the data collection system online, which will automatically transfer water meter data directly to the City. Last week building permits were issued for the Xing Hua project located at 7750 29th Ave SE. Staff will be conducting a pre-construction meeting next week, and project updates will be added to Let's Talk. The Luther Burbank Sports Court renovation is underway with completion aiming for the end of August.
- **Upcoming Events:** Juneteenth Celebration on June 19 at Mercerdale Park. Emergency Preparedness MIRO Field Day on June 22 at Mercerdale Park. Shakespeare in the Park is back with shows in June, July, and August.
- **News:** Welcome Office Jonah Peoples who graduated from the law enforcement academy and was sworn in by Commander Jeff Magnan on June 13.

APPEARANCES

Kian Bradley (Mercer Island) spoke about the Island Crest Way bike path on the west side.

CONSENT AGENDA

AB 6493: May 31, 2024 Payroll Certification

Recommended Action: Approve the May 31, 2024 Payroll Certification in the amount of \$861,518.42 and authorize the Mayor to sign the certification on behalf of the entire City Council.

Certification of Claims:

A. Check Register | 219878-219914 | 5/31/2024 | \$254,046.92

B. Check Register | 219915-219993 | 6/07/2024 | \$994,502.96

Recommended Action: Certify that the City Council has reviewed the documentation supporting claims paid and approved all checks or warrants issued in payment of claims.

City Council Special Joint Meeting with MISD Board of Directors Meeting Minutes of March 21, 2024 and City Council Regular Hybrid Meeting Minutes of June 4, 2024

Recommended Action: Approve the City Council Special Joint Meeting with MISD Board of Directors Meeting Minutes of March 21, 2024 and City Council Regular Hybrid Meeting Minutes of June 4, 2024.

AB 6482: Aubrey Davis Park Trail Safety Improvements Bid Award

Recommended Action: Award the Aubrey Davis Park Trail Safety Improvements project to Always Active Services LLC; authorize the City Manager to execute a contract with Always Active Services LLC in an amount not to exceed \$447,701.83; appropriate \$257,688 from the Department of Commerce Grant and the Capital Improvement Fund for the Aubrey Davis Park Trail Safety Improvements project; setting the Aubrey Davis Park Trail Safety Improvements total project budget at \$642,688.

AB 6496: 2024 Arterial and Residential Street Overlays Project Bid Award

Recommended Action: Award Schedules A, B, and C of the 2024 Arterial and Residential Street Overlays project to Lakeridge Paving Company, LLC, a Washington-based company, and authorize the City Manager to execute a contract with Lakeridge Paving Company, LLC in an amount not to exceed \$970,866 and set the total project budget at \$1,187,247.

AB 6497: Highway Safety Improvement Program Grant for Traffic Signal Safety Improvements – Authority for Billing

Recommended Action: Approve Resolution No. 1661, delegating the City Manager, or their designee, the authority to legally bind the City of Mercer Island for the sole purpose of requesting federal reimbursement for the construction of the Traffic Signal Safety Improvements project pursuant to the requirements of 2 CFR 200.

AB 6501: Recreation Sponsorship Policy – Anti-Discrimination Language

Recommended Action: Approve the addition of section 6.0 Anti-Discrimination to the Recreation Sponsorship Policy as shown in Exhibit 1 to this Agenda Bill.

It was moved by Weinberg; seconded by Jacobson to:

Approve the Consent Agenda as presented, and the recommended actions contained therein.

PASSED: 7-0

FOR: 7 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

REGULAR BUSINESS

AB 6495: City Manager Annual Performance Review

It was moved by Rosenbaum; seconded by Reynolds to:

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.

PASSED: 7-0

FOR: 7 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

City Council thanked City Manager Bon for her service to the City.

AB 6503: Island Crest Way Shared Use Path Preferred Alternative

Mayor Nice recused himself from the discussion on the Island Crest Way Corridor Project due to a potential conflict of interest. Mayor Nice left the meeting at 5:56 pm.

Chief of Operations Jason Kintner introduced the Island Crest Way Corridor Project.

Bryce Corrigan from KPG Psomas presented an overview of the Island Crest Way corridor study including the crosswalk improvements, the corridor illumination study, and the corridor tree assessment. He spoke about the intersection feasibility study and the pre-design report on the shared use path. Mr. Corrigan presented the shared use path alternatives for a separated bike lane, an east side shared use path, and a west side shared use path.

Public Works Deputy Director Patrick Yamashita presented the staff recommendation on the Island Crest Way Corridor Project to select the west side shared use path as the preferred alignment and to do the improvements in phases.

City Council discussed the proposed project and asked questions.

It was moved by Jacobson; seconded by Weinberg to:

Select the west side shared used path as the preferred alignment and seek feedback from the public during the design process.

PASSED: 6-0

FOR: 6 (Anderl, Jacobson, Rosenbaum, Reynolds, Weiker, and Weinberg)

It was moved by Jacobson; seconded by Reynolds to:

Include in the 2025-2030 Transportation Improvement Program, the design of the west side shared use path from the Island Park Elementary School driveway south to SE 60th Street, the SE 53rd Place intersection safety improvements, and SE 68th Street pedestrian/bicycle safety improvements in 2025 to 2026.

PASSED: 6-0

FOR: 6 (Anderl, Jacobson, Rosenbaum, Reynolds, Weiker, and Weinberg)

It was moved by Jacobson; seconded by Weiker to:

Include in the 2025-2030 Transportation Improvement Program, the construction of the west side shared use path from the Island Park Elementary School driveway south to SE 60th Street and the SE 53rd Place intersection safety improvements in 2030.

It was moved by Reynolds; seconded by Weinberg to:

Amend to main motion to strike 2030 and amend to 2028 to read "SE 53rd Place intersection safety improvements in 2028."

FAILED: 3-3

FOR: 3 (Rosenbaum, Reynolds, and Weinberg)

AGAINST: 3 (Anderl, Jacobson, and Weiker)

MAIN MOTION PASSED AS MADE: 6-0

FOR: 6 (Anderl, Jacobson, Rosenbaum, Reynolds, Weiker, and Weinberg)

Mayor Nice returned to the meeting at 6:27 pm.

AB 6499: Adoption of 2025-2030 Transportation Improvement Program, Continue Public Hearing from June 4 Meeting

Mayor Nice opened the Public Hearing at 6:28 pm.

Trevor Reed (Mercer Island) spoke about the importance of the update of the Transportation Improvement Program regarding safety and on the importance of completing the missing link on Island Crest Way.

Warren Appleton (Mercer Island) spoke about traffic safety 71st Ave SE.

Mayor Nice closed the Public Hearing at 6:36 pm.

Transportation Engineer Rebecca O'Sullivan presented the 2025-2030 Transportation Improvement Program, the three items that were evaluated at Council direction Mercerwood Drive pedestrian improvements, 71st Ave SE safety evaluation, and 72nd Ave SE and SE 28th Street crosswalk safety improvements.

Deputy Public Works Director Patrick Yamashita noted that the improvements included in AB 6503 are included in Exhibit 3

It was moved by Jacobson; seconded by Reynolds to:

Adopt the 2025-2030 Transportation Improvement Program as shown in Exhibit 3.

It was moved by Nice; seconded by Reynolds to:

Amend to prioritize the acceleration of project 90.25.0030 Mercerwood Drive pedestrian safety

improvements

PASSED: 7-0

FOR: 7 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

MAIN MOTION PASSED AS AMENDED: 7-0

FOR: 7 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

AB 6491: Compensation Plan for Non-Represented Employees

City Manager Jessi Bon introduced the Compensation Plan for non-represented employees and spoke about the background of the project. She discussed how the City of Mercer Island does not have a compensation plan or salary schedule for non-represented employees and about how the lack of a compensation plan requires manual administration of salaries which may lead to inconsistencies. City Manager Bon discussed how not having a structured compensation plan for non-represented employees makes the City an outlier amongst regional municipalities.

Doug Johnson from Ralph Andersen & Associates presented the job map that classifies non-represented positions into five groups based on compensable factors for each position. He discussed market pricing and the compensation survey that was conducted and that will be used to establish the salary ranges for each group and level. Mr. Johnson explained that ten cities from the Puget Sound Region were selected to participate in the salary and benefits survey, as well as five supplemental agencies that were surveyed for specific job classifications that the other cities do not have. He discussed how surveyed agencies were selected based on historical survey practices of the City, the nature of services that are delivered at that agency, geographic proximity to Mercer Island, and the size of the agency including population and budget.

Mr. Johnson presented a sample salary range structure that consists of steps, and explained how established salary ranges provide lower and upper limits based on job duties, ensures a salary progression for the employee, and rewards employee performance and experience. He spoke about how established salary ranges can address salary consistency and equity, and how this will bring alignment with market practices in other agencies. Mr. Johnson discussed the implementation recommendation of the compensation plan at 95% of the median of the labor market, with a 7-step salary range with 4% step increments, and that consideration of current employee's time and experience in their job will be considered when classifying employees. He presented implementation cost options depending on the market position, steps, and step increases that are selected.

City Council asked questions of staff.

It was moved by Nice; seconded by Reynolds to:

Adopt the Compensation Plan for non-represented employees at 95%, with 7 steps in the salary schedule, with 4% difference between salary steps, and with an effective date on 7/1/24.

It was moved by Rosenbaum; seconded by Weinberg to:

Amend to add Direct the City Manager to prepare a budget proposal setting the non-represented salaries at 100% of market median for consideration this fall as part of the 2025-26 Biennial Budget process.

PASSED: 5-2

FOR: 5 (Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

AGAINST: 2 (Anderl, and Jacobson)

MAIN MOTION PASSED AS AMENDED: 6-1

FOR: 6 (Anderl, Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

AGAINST: 1 (Jacobson)

No AB – Discussion of Adding a Proclamation to a Future Agenda

Councilmember Jacobson explained that he would like to add an item to a future City Council meeting to add a proclamation adopting the definition of antisemitism.

It was moved by Jacobson; seconded by Reynolds to:

Add an item to a future agenda to add a proclamation to adopt the definition of antisemitism.

PASSED: 7-0

FOR: 7 (Anderl, Jacobson, Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

AB 6491: Compensation Plan for Non-Represented Employees

City Manager Bon asked City Clerk Andrea Larson to read the motion and amendment that were voted on into the record.

It was moved by Nice; seconded by Reynolds to:

Adopt the Compensation Plan for non-represented employees at 95%, with 7 steps in the salary schedule, with 4% difference between salary steps, with an effective date on 7/1/24, and direct the City Manager to prepare a budget proposal setting the non-represented salaries at 100% of market median for consideration this fall as part of the 2025-26 Biennial Budget process

PASSED: 6-0

FOR: 6 (Anderl, Nice, Rosenbaum, Reynolds, Weiker, and Weinberg)

AGAINST: 1 (Jacobson)

OTHER BUSINESS

Planning Schedule

City Manager Jessi Bon spoke about the July 2 and 16 meetings.

Councilmember Absences and Reports

Deputy Mayor Rosenbaum noted that there was a SCA PIC Meeting last week.

Councilmember Weiker is looking forward to the rescheduled PRIDE in the Park event later this summer.

Councilmember Weinberg noted that Mayor Nice, Councilmember Weiker and himself are attending the AWC conference this week.

Councilmember Jacobson noted that there was a Utility Board meeting on June 11 and that there was a meeting of the King County Solid Waste Advisory Committee.

City Council was in recess from 7:59 pm to 8:06 pm.

EXECUTIVE SESSION

At 8:06 pm, Mayor Nice convened an Executive Session in Room 104 at the Mercer Island Community & Event Center, 8236 SE 24th Street, Mercer Island, WA and via Microsoft Teams.

The Executive Session was to consider the selection of a site or the acquisition of real estate by lease or purchase when public knowledge regarding such consideration would cause a likelihood of increased price pursuant to RCW 42.30.110(1)(b) and to discuss with legal counsel pending or potential litigation pursuant to RCW 42.30.110(1)(i).

Mayor Salim Nice, Deputy Mayor Dave Rosenbaum, and Councilmembers Jake Jacobson and Craig Reynolds participated in person in the Slater Room Council Chambers. Councilmembers Lisa Anderl, Wendy Weiker, and Ted Weinberg attended via MS Teams.

Mayor Nice adjourned the Executive Session at 9:10 pm.

ADJOURNMENT

The Regular Hybrid Council Meeting adjourned at 9:10 pm.

Salim Nice, Mayor

Attest:

Andrea Larson, City Clerk