

**TOWN OF WOODWAY  
COUNCIL MEETING AGENDA**

**MONDAY, OCTOBER 16, 2023  
6:00 P.M.**

**Woodway Town Hall | 23920 113<sup>th</sup> Place W. | Woodway, WA**

6:00 P.M.		Call to Order, Flag Salute, & Roll Call
6:00 P.M.		Public Comments*
6:05 P.M.	I	Council Position #3 Candidate Interviews
6:45 P.M.	II	Executive Session for Approximately 15 Minutes to Discuss Candidate Qualifications
7:00 P.M.	III	Council Deliberation
7:15 P.M.	IV	Council Position #3 - Administer Oath of Office
7:20 P.M.	V	Approval of Payments – <i>October 16, 2023 Claims</i>
7:25 P.M.	VI	Council Reports
7:30 P.M.	VII	Mayor’s Report
7:35 P.M.	VIII	Town Administrator’s Report
7:40 P.M.		Public Comments*
7:45 P.M.		General Council Discussion – Choice of Subjects
7:50 P.M.		Adjournment

*Council agendas are subject to change before or during the council meetings upon motion. All times are approximate.*

*\*Anyone with a disability requiring special accommodations or anyone wishing to make a public comment for this meeting via video or audio connection should contact the Town Clerk's Office at Town Hall or call (206)542-4443 before 1:00 p.m. the Thursday preceding the Council Meeting. For TDD relay service, call (206)587-5500, or outside the Seattle area #1-800-833-6388.*

# TOWN OF WOODWAY

## COUNCILMEMBER APPOINTMENT PROCESS

- A. Anyone interested in applying for the vacant Council seat must submit a letter of interest to the Town Council. In addition to the letter of interest, applicants may submit written responses, which should be no more than 1 page, to two of the questions in “B” below. Applicants will be asked to discuss the questions in “B” orally during the interview process. Written responses are entirely optional. All letters of interest and written responses are due October 9, 2023. Please email them to [heidi@townofwoodway.com](mailto:heidi@townofwoodway.com).
- B. The questions below will be addressed during the oral interviews conducted by the full Council. Applicants may choose to respond in writing to not more than two of the questions prior to the meeting. Written responses are optional. Please limit responses to one page total.
  - 1. Why do you want to serve on the Town Council?
  - 2. What experiences, talents or skills would you bring to the Council and the community that you would like to highlight?
  - 3. What do you feel are the top two issues that the Town is facing today?
  - 4. How would you deal with a circumstance where you did not vote for/support a decision approved by your Council colleagues?
- C. Applicant Interviews (Held during regular Council meeting on October 16, 2023)
  - 1. Mayor will open the interviews and explain the process: interviews, possible Council executive session, open discussion by the Council, and then voting during the public meeting. Applicants will be encouraged to leave the Council chambers during other applicants’ interviews.
  - 2. Applicants will be interviewed in alphabetical order of their last name.
  - 3. Questions for all applicants:
    - a. Town Council actions or decisions are not always popular with residents. How would you handle a phone call from a resident who is angry with the decision made?
    - b. Follow up questions that may arise from each applicant’s written questionnaire. This may or may not occur, depending on the applicant’s responses.

4. Characteristics that Council may be looking for in an applicant:

- Good fit with existing Councilmembers & Town staff
- Interest in learning about new issues
- Fiscal stewardship
- Strategic thinker
- Sense of community
- Sensitive to Woodway's place/standing in Snohomish County
- Aware of "grey areas," complexities of issues

D. Once all the interviews are completed, Council will adjourn to Executive Session to discuss what characteristics and strengths have been demonstrated that are important in making a selection. Individual applicants' qualifications can be discussed but no polling is allowed.

E. Council returns to regular session to take nominations and vote.

1. Councilmembers will be called in Council position number order to nominate candidates. No second is needed.
2. After all nominations have been made, the Council will discuss the qualifications of the nominated candidates. The Councilmember who made the nomination will begin the discussion.
3. After the discussion, the nominees will be considered in the order in which they were nominated. The first applicant with the three or more votes constitutes a majority and is therefore elected to fill the Council vacancy.

F. In the event that no candidate receives three votes, the Mayor will ask the Councilmembers to discuss the qualifications of the candidates receiving the highest number of votes. Then another vote would be taken in the same order as the original voting, including only the candidates that received the highest number of votes.

## APPLICANT INTERVIEW ORDER

Diane Cashman

Steve Johnson

Steven Mitchell

Craig Paladeau

## COUNCILMEMBER POSITION ORDER

Rajeev Thakur, Council Position 1

John Brock, Council Position 2

Jim Willett, Council Position 4

Elizabeth Mitchell, Council Position 5

## Heidi K. S. Napolitino

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**From:** Diane Cashman <dcashman1010@gmail.com>  
**Sent:** Monday, October 9, 2023 2:52 PM  
**To:** Mike Quinn; Elizabeth Mitchell; John Brock; jim willett; Rajeev Thakur; Heidi K. S. Napolitino; Eric Faison  
**Subject:** Hat in the Ring

[External Email Warning!: This email originated outside the Town of Woodway. Do not click links or open attachments unless you know the content is safe.]

Greetings to the Mayor and Town Council of Woodway:

I have been reluctant to place myself into consideration for an open position on the Town Council until now. I still have many University obligations, etc., as well as other social interactions in my life. I do believe I have experience to offer the Town and the Council.

Having stated that, it is important for me to acknowledge and share with the Council that my past has consisted of being on several Boards/Councils over the past 30 years. I understand how they work (and they are all different in their structure and temperament), and how best to work with others to achieve the most common and beneficial goals for most citizens or members of the Council/Board structure. I believe I have the experience and the willingness to learn and serve.

I understand this is not the traditional approach to filling this open position and accept that, if selected, I will have much to learn in a short period of time. With this brief email, please accept my request to be considered for the open position on the Woodway Town Council. I understand this would be decided on or near Monday, October 16 when we will be flying back into town from a visit to CA. If this is a disqualifier, I understand.

Thank you for considering me.

Sincerely,  
Diane Cashman  
Twin Maples neighborhood

[The only thing better than singing is more singing](#)

*Ella Fitzgerald*

October 9, 2023

Subject: Letter of Interest – Open Councilperson Position

To: Town of Woodway Town Council

I am very much interested in the open councilperson position. My wife and I have lived in Woodway for the past 5 years in two different homes. I want to say that attending the forum on what the council does and the main issues they are faced with was very helpful in making my mind up to apply for the council position. I had no idea that the council was so hamstrung by the ways / methods that they could raise additional funds.

Question 1. Why do you want to serve on the Town Council?

I am very interested in finding ways to keep Woodway Woodway. My belief is that the main attractions/distinctions of living in Woodway are: the beauty of the town, the walkability of the town and the lack of retail infringement in the town. The only way to maintain Woodway in it's current state is to find other ways of increasing revenue. I believe that I can help.

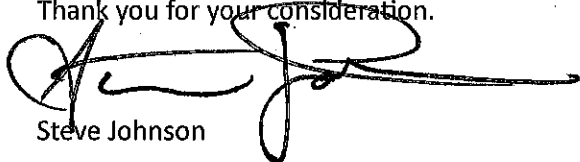
Question 2. What experiences, talents or skills would you bring to the Council and the community that you would like to highlight?

I believe that I have a number of experiences and skills that are critical to running a successful organization.

I founded and run a Mechanical Construction Company. I started this company 18+ years ago with 1 employee. We are now 200 employees. You don't get to this position without listening, perseverance, compromise, delegation, being able to say no, and risk taking. I know that there are more ways to get to yes than one.

On a personal note, my wife and each have 2 grown sons and 9 grandchildren. We both lost spouses to cancer. We love travel, good wine and food and company.

Thank you for your consideration.

A handwritten signature in black ink, appearing to read 'Steve Johnson', with a stylized flourish extending to the right.

Steve Johnson

22212 Woodway Park Rd.

Woodway, WA 98020

[Steve@sjsmech.com](mailto:Steve@sjsmech.com)

206 595.3481

**Heidi K. S. Napolitino**

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**From:** Dr Steven Mitchell MD PhD <drstevenmitchell@gmail.com>  
**Sent:** Monday, October 9, 2023 3:14 PM  
**To:** Heidi K. S. Napolitino  
**Subject:** Vacant Woodway Town Council position

[External Email Warning!: This email originated outside the Town of Woodway. Do not click links or open attachments unless you know the content is safe.]

Greetings,

Last week we briefly spoke about the paperwork for applying to the vacant position on the Woodway Town Council. I asked if it would be possible to use the information I provided last April. Although I have more information now, both from attending the town council meetings and from talking to current and former council members, I do not think that my answers would be materially different from those I provided in April.

If you would be willing to use that information for the current vacancy I would very much appreciate it.

I hope that things are going well with you and that the transition to fall has not been too onerous for you.

Regards,

Steven Mitchell

**Heidi K. S. Napolitano**

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**From:** Dr Steven Mitchell MD PhD <drstevenmitchell@gmail.com>  
**Sent:** Wednesday, April 26, 2023 6:48 PM  
**To:** Heidi K. S. Napolitano  
**Subject:** Application for vacant seat number four on Woodway city council

[External Email Warning!: This email originated outside the Town of Woodway. Do not click links or open attachments unless you know the content is safe.]

Greetings,

After moving to Woodway in the winter of 2019 I quickly learned about the unique character of the city. I have slowly learned more about the city and when I heard about the unexpected vacancy on the city council I talked to a few long-time residents and decided to apply for the vacant position. If there is some way that I can contribute to maintaining the characteristics that set Woodway apart from other cities I would like to do that.

I will be sending answers to two of the questions by separate email.

I hope that things are going well with you and that you are getting a chance to enjoy the belated spring.

Regards,

Steve Mitchell

23415 Timber Lane, Woodway, WA 98020

206-783-2278



**Heidi K. S. Napolitino**

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**From:** Dr Steven Mitchell MD PhD <drstevenmitchell@gmail.com>  
**Sent:** Wednesday, April 26, 2023 7:04 PM  
**To:** Heidi K. S. Napolitino  
**Subject:** Response to question 2-Vacant position 4 for Woodway city council

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Although I do not have any direct knowledge of skills that apply to city government I do have thirty eight years of experience running a medical office in Seattle. This requires managing bookkeeping, taxes, negotiations for leases, keeping up with an ever evolving cascade of government regulations, as well as remaining current on the topics related to my business.

In 1990, apparently thinking that running my office was not busy enough, I opened an espresso stand in Mill Creek, then an espresso shop in Magnolia, followed by a mailbox store in Magnolia, then a video store in Carnation, when we still had video stores. I was curious about each of those businesses and wanted to learn more about how they worked. I found that each business was different and that they were all very different from a medical office. After several years I sold all the businesses.

About fifteen years ago I became curious about how start up businesses work. At that point I joined the angel investing community in Seattle and worked with many start ups and invested in several of them. This turned out to be an enlightening experience. I found that there are a great many very bright, very ambitious entrepreneurs competing for investment dollars. Recently I have scaled down angel investing, but I am still involved.

I am very interested in using what I have learned to contribute to keeping Woodway the unique spot that it is.

Regards,

Steve Mitchell

**Heidi K. S. Napolitino**

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**From:** Dr Steven Mitchell MD PhD <drstevenmitchell@gmail.com>  
**Sent:** Wednesday, April 26, 2023 7:12 PM  
**To:** Heidi K. S. Napolitino  
**Subject:** Response to question number 4-Vacancy on position number four

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If I found myself in the position of not supporting a position that my colleagues approved the first thing I would do would be to review the relevant information and make sure that I had an adequate understanding of the issue. After that I would try to make sure I understood the reasoning that each of my colleagues had used to arrive at their conclusions. If I had information that I thought might materially influence their decision I would present it to them as clearly as possible. If they found the information that I presented to not be compelling enough to change their position I would accept the fact that, given the same facts they had come to a different conclusion, and proceed to implement the decision.

**Heidi K. S. Napolitino**

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**From:** Craig Paladeau <paladeau@icloud.com>  
**Sent:** Monday, October 9, 2023 3:50 PM  
**To:** Heidi K. S. Napolitino  
**Subject:** seat for council

[External Email Warning!: This email originated outside the Town of Woodway. Do not click links or open attachments unless you know the content is safe.]

Dear Heidi,

I wanted to reach out and put my hat in the ring for the vacant council position. My name is Craig Paladeau and I have lived in Woodway, WA for 10 years with my wife, 15 year-old-daughter, mother-in-law, two dogs and two tortoises. In that time, Woodway and our neighbors have given a lot to our family. Now, it is time that I give back to Woodway.

"We become neighbors when we are willing to cross the road for each other." Henri J.M. Nouwen

Our family came to Washington when my wife got a job at Amazon in 2012. Our time in Woodway started in a rental on Timber Lane. We loved the town so much, we purchased a home on Makah Rd. just nine months later. Since then, we've completed multiple remodeling and landscaping projects. We've enjoyed many deer, eagles, hawks, coyotes and bunny sightings and walked many miles through the quiet streets with our dogs, appreciating the tree cover on hot summer days. We've had many parties and gatherings over the years where we've hosted our neighbors, many of whom met each other for the first time from our backyard.

I have 20 years of real estate experience as a loan agent working for various banks in California and Washington, currently with Washington Trust Bank. I have a keen appreciation for home improvement, property value and modernization, but not at the expense of what makes Woodway an amazing town. I have a good grasp of zoning laws and a strong background in finance and budgets. If selected, I feel I could add significant value to property owners in solving problems, dealing with disputes and providing assistance in times of need.

Please consider my application. Thank you.

Sincerely  
Craig Paladeau



TOWN OF WOODWAY  
CLAIMS APPROVAL

“I, the undersigned, do hereby certify under penalty of perjury that the materials have been furnished, the services rendered, or the labor performed as described herein and that the claim is a just, due, and unpaid obligation against the Town of Woodway, Snohomish County, Washington, and that I am authorized to authenticate and certify to said claims.”

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Clerk Treasurer

The following transactions are approved for 2023 payment:

Claims checks #14324 through 14338 and EFTs #1381 and 1382.....\$24,538.60

This 16<sup>th</sup> day of October 2023.

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Mayor

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Councilmember

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Councilmember

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Councilmember

\*Note: one large item is being paid

- \$16,628.87 for August 2023 stormwater maintenance work including ditch lines & culverts hydro-excavated & jetted: WPR north from WPR/Wachusett, Chinook; catch basins cleaned: Timberlane, 116th, 241st, 113th, WPR