

**CITY OF ISSAQUAH
City Council Special Meeting**

8:00 AM
May 11, 2018

MINUTES

Willows Lodge
14580 NE 145th Street
Woodinville, WA

COUNCIL AND ADMINISTRATIVE PERSONNEL PRESENT

Councilmembers:

Mariah Bettise
Stacy Goodman
Victoria Hunt
Tola Marts
Bill Ramos (*Excused Absence*)
Chris Reh
Paul Winterstein

Administration/Staff:

Mary Lou Pauly, Mayor
Emily Moon, Interim City Administrator
Christine Eggers, City Clerk
David Fujimoto, Sustainability Director
Jeff Watling, Parks & Recreation Director
Jennifer Olson, Finance Director
John Traeger, Information Technology Manager
Keith Niven, Development & Economic
Development Director
Lori Brown, Human Services Director
Scott Behrbaum, Police Chief
Sheldon Lynne, Public Works Engineering
Director

Facilitator:

Sara Singer Wilson, SSW Consulting

PURPOSE

The purpose of this retreat was to develop trust and understanding between the Council and members of the Senior Leadership Team, review our roles and responsibilities, recognize the political and administrative realities in which our team operates, and identify agreement for how to work together going forward.

Desired Outcomes:

- Improve trust and communication between the City Council and the Senior Leadership Team.
- Develop awareness and appreciation of individual motivational value systems and understand the dynamics of conflict within the team to improve team communication and effectiveness.
- Develop a deeper understanding of effective governance – connecting political acceptability with administrative sustainability.
- Provide clear direction to staff on scoping and preparing issues for Council review and deliberation.
- Commit to actions that will improve our effectiveness in serving the Issaquah community.

RETREAT AGENDA

The retreat was called to order at 8:00 AM, as outlined below:

- a) Team Arrival and Breakfast
- b) Welcome and Introductions
- c) Warm-Up Activity
- d) What Drives Our Team: SDI Part 1
- e) Our Team Facing Conflict: SDI Part 2
- f) Bridging the Gap
- g) Lunch
- h) Bridging the Gap Wrap-Up
- i) Communication and the Decision-Making Process
- j) Developing a Credimus
 - What does our team believe?
 - What is our commitment going forward?
 - How will we hold ourselves accountable?
- k) Wrap-Up Reflection and Next Steps

The retreat was adjourned at approximately 4:30 PM.

Christine Eggers, City Clerk

Mary Lou Pauly, Mayor