

From: [Dembowski, Rod](#)
To: [Busch, Carolyn](#)
Cc: [Dunn, Reagan](#); [Balducci, Claudia](#); [Kohl-Welles, Jeanne](#); [Logsdon, Kristina](#); [Moore, Kendall](#)
Subject: Re: follow up to 7/10 4pm meeting
Date: Friday, July 12, 2019 9:57:23 AM

Carolyn -

I'm sorry to see this. I thought the meeting went very well and we had reset. I'm very confused and disappointed by this. I'm committed to working well with you to move the council forward and believe that can be done, and was happy that you felt the same way when we met.

Your summary below isn't how I recall all aspects of our talk, which I found healthy and positive.

I'm happy to talk further of you'd like.

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On Jul 12, 2019, at 9:33 AM, Busch, Carolyn <Carolyn.Busch@kingcounty.gov> wrote:

I'm writing this as follow-up to our conversation at 4pm on Wednesday, 7/10/2019.

Earlier that same day, we had a conversation off the dais with CMs Balducci and Kohl-Welles. You said you had the greatest respect for me and were frustrated that I didn't believe you, as well as requested a "reset" of our relationship to be discussed that afternoon. There was a striking difference in this meeting, your words from the dais (to my son), and our 4pm meeting.

At 4pm, you, your Chief of Staff (Kristina Logsdon) and I met. I started the meeting by saying how excited I was with the idea of hitting the reset button and that I'd like to figure out how to do that. I knew it wouldn't be easy but I was willing and wanted to work with you to do so. I was talking about various ideas when you cut me off.

Since you'd become Chair, you pointed out that you had never met with me alone EVER and would only meet with me if Kristina was in the room because you cannot trust me and therefore will not be alone with me. This was the first time I'd heard that Kristina's attendance was in any way a result of a lack of trust in me. Albeit, I had heard from CMs and staff that you argued against the org motion changes giving me more management authority because you do not trust me.

You said you could not trust me because you knew I'd gone with a group of women to the PA with a complaint about you (this was about two years ago). I acknowledged that this was true and that I was surprised you knew names because the PA told me you'd never asked for our names (although we'd told the PA he could use them but we'd prefer if he didn't). You were dismissive and said you "figured it out". I pointed out that I had four women very angry with their treatment by you and that I wasn't pleased either. I said that we never used the word "discrimination" and that we were very careful about that. We said we each felt treated differently than other people and there was enough commonality between us, we felt there was a pattern and this was

problematic.

There was quite a bit of back and forth and I tried to get back to the “reset” conversation but we didn’t get far. Ultimately, you told me you blame me entirely for how badly the day went (for you) and that for a “reset” to occur, I would need to re-establish your relationships with all councilmembers. In the heat of the moment and desperately wanting a “reset” and functional relationship with my supervisor (you), I agreed to “commit” myself to help you regain the trust of your colleagues. However, I did point out that I felt you underestimated how much councilmember relationship damage had been done by you at the Council meeting where the Municipal Relations Director was hired. You expressed your frustration about that meeting at some length.

The notion that I should re-establish your broken relationships was a false hope for me and I cannot do it. It is literally impossible for me to do that for you and I am sorry I made a commitment I cannot keep. Relationships are between two or more people and I can’t be you or anybody other than myself. Only the people in the relationship can improve their relationship. For example, “resetting” our relationship (as you’d said you wanted to do with CMs Balducci and Kohl-Welles in the room earlier that day) will take effort between you and me and must be absent of a condition that I first re-establish positive relationships with your fellow councilmembers.

Now that I know Kristina Logsdon’s role in our occasional chair meetings is to stand guard for you, Janine Weihe has been invited to join us to ensure an objective set of eyes and ears is in the room to best serve the Council, staff and residents of King County. This ensures I have someone I trust when a difference in memory occurs. This should get us through the end of your term as Chair at the Council. In addition, my work directly with you should be diminished to some degree because of the new org motion so I’m hoping for the best.

I sincerely look forward to a day where we can “reset” our relationship, but, sadly, the desire you expressed in front of your colleagues, CMs Balducci and Kohl-Welles, was in no way evident during our meeting yesterday. After our 4pm meeting, I honestly am unsure how to proceed. I’m hoping Janine’s attendance at our future meetings can be helpful in this regard. I welcome any other ideas you may have. I take my job seriously and endeavor to work with all nine members at all times and I especially want a good working relationship with you, as Chair.

Thank you.

PS I have cc’ed the Council Vice Chairs and CM Kohl-Welles because of their roles in this matter.