

**From:** Lee Jensen [REDACTED]  
**Subject:** Re: My testimony , at this point  
**Date:** June 2, 2015 at 2:20 PM  
**To:**

Last week I talked about respect for Councilor Stewart and her position on the CREDC Board. I want to continue talking about respect.

Councilor Madore, You continually talk about transparency in regard to what you do, as councilor for Clark County. With that in mind, I want to read an e-mail exchange between you and the chair of the Regional Transportation Council, Melissa Smith.

I'd like to point out Councilor Mielke and Councilor Stewart were not part of this e-mail exchange.

Councilor Madore, In reading these e-mails I have chosen to skip some of the extra, unrelated paragraphs, so that I can get to your analogy of a cat in a box of kitty litter.

[Read e-mails]

Do you think it is appropriate to use a cat, a cat box, and kitty litter as an analogy?....In a discussion about time cards?

These sentences were put together by you, Councilor Madore, to create a disgusting picture in the readers brain. This is not just a few unsophisticated phrases,...a slip of the tongue,...or a mistake. This is a deliberate attempt by you to intimidate. Intimidation is bullying. At this point I have to ask, Is this e-mail typical of your interactions with my County Staff? Is this your belligerent way of treating all the chairs of boards and councils, or just the ones headed by women?...The word misogyny comes to mind. I am really disgusted with you Councilor Madore!

**From:** Melissa Smith [mailto:msmith@cityofcamas.us]  
**Sent:** Thursday, April 16, 2015 1:36 PM  
**To:** Madore, David; Ransom, Matt; Burkman, Jack; Ted Gathe  
**Subject:** Time Sheets  
**Importance:** High

Councilor Madore,

It has come to my attention that you have questions regarding Matt's time sheet. As the current Chair for RTC, it is the Chair's responsibility to approve the Executive Director's time sheet and I have. So please process ASAP. If you have any questions, please feel free to contact me. I thank you in advance for your cooperation.

Regards,

Melissa Smith

Camas City Council

Ward 1

RTC Chair

**NOTICE OF PUBLIC DISCLOSURE:** This e-mail account is public domain. Any correspondence from or to this e-mail account may be a public record. Accordingly, this e-mail, in whole or in part may be subject to disclosure pursuant to RCW 42.56, regardless of any claim of confidentiality or privilege asserted by an external party.

This e-mail and related attachments and any response may be subject to public disclosure under state law.

----- Original message -----

From: "Madore, David" <David.Madore@clark.wa.gov>

Date: 04/16/2015 2:52 PM (GMT-08:00)

To: Melissa Smith <msmith@cityofcamas.us>, "Ransom, Matt" <Matt.Ransom@rtc.wa.gov>, "Burkman, Jack" <Jack.Burkman@cityofvancouver.us>, Ted Gathe <tedgathe@gmail.com>, "Meyers, Kathy" <Kathy.Meyers@clark.wa.gov>  
Subject: RE: Time Sheets

Melissa,

If you are charged with the authority to approve RTC's executive director's timecard, then you certainly may do so.

However, as is, the responsibility of approving the timecard falls to the Clark County Chair. I will gladly yield to you if that is the appropriate legal process.

The "just do it" order without access to information needed to ensure compliance with the required HR policies, would amount to negligence. I was not familiar with the specific policy governing sick time as uniquely recorded on this timecard. So I held off until I was able to ask HR for help.

They are glad to help ensure that we have what we need to fulfill our responsibility. We can only do so if we at least know the relevant policies and ask for help when needed.

Our cat used to turn around and scratch in the kitty litter after doing her job. She didn't know why and it was funny to watch her go through the motions that didn't always cover the right spot. These tasks that we just do, "just because", can be like that. We are to use our heads or change the process.

Rather than faulting a fellow official for making sure that our actions fulfill a practical purpose, it would be better to compliment the effort to do a job well and to offer meaningful help. We are not cats. Instead, our actions are to diligently and thoughtfully carry out even the simplest of tasks so that we get the job well.

Thank you,

David