

CC 04-29-2025

Item #1

City Manager Evaluation

Written Communications

Lauren Sapudar

From: Muru Sinnassamy <muru.sinnassamy@gmail.com>
Sent: Tuesday, April 29, 2025 4:21 PM
To: City Council; City Clerk; City Attorney's Office
Subject: Please Hold City Manager Pamela Wu Accountable

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I'm writing as a resident who cares deeply about Cupertino. I've been watching City Council meetings and following recent events, and I'm very concerned about how City Manager Pamela Wu is running things. I believe she is not acting in a neutral manner, shows political bias, is very rude and unprofessional to Liang Chao, Kitty Moore and is not being frugal or responsible with taxpayer dollars. In the best interest of the city, I ask that you hold her accountable for her poor performance man's poor judgement in some cases bordering on unethical behaviors.

Here are some of the key problems:

Misleading the Council and Public – At various council meetings, she has given responses to council members that were misleading. In the self storage LED signage issue she gave responses that bordered on misleading and forced a hurried decision that could have been avoided.

Illegal Removal of Campaign Signs – City staff took down legal campaign signs and threw them away without following the city's own rules. Ms. Wu refused to explain who gave the order or how many signs were taken.

Changing Rules to Limit Public Communication – She keeps changing how written comments from residents are included in meetings, making it harder for people to participate.

Expensive International Trips During Budget Cuts – She took two 10-day trips (to Taiwan and India) at city expense, including airfare, hotels, and her salary, while the city is cutting services. Why did she visit Bangalore. Why did she stay in the Ritz Carlton. What has managing Cupertino got to do with business class travel and stays at Ritz Carlton in Bangalore. Residents have faced a series of service reductions and fee hikes while Pamela Wu is giving herself business class international trips to Bangalore and stays at Ritz Carlton in Bangalore. What has Bangalore got to do with managing Cupertino.

Interrupting the Mayor in Public Meetings – She has spoken over the Mayor in meetings instead of letting her lead. Her tone on responses to the Mayor or some council members is rude and unprofessional.

Playing Favorites – She treats some council-members and residents with respect, while ignoring or being rude to others. That's not how a public servant should behave.

Poor Financial Decisions – The city kept \$50 million in cash earning almost no interest. She delayed taking action and then only moved the money to a low-interest account, missing out on millions in interest.

Poor Planning on Contracts – Contracts are often rushed to Council at the last minute with no time for proper review or open bidding. This has happened with audits, the Sports Center, and possibly Blackberry Farm Golf.

City Hall Confusion – She proposed buying an old office for a new city hall without giving Council enough information. She didn't share important documents even in closed session.

Ignoring a Petition from 600 Residents – She didn't notify all Councilmembers about a major petition regarding Evulich Ct by Linda Vista Dr community, using a made-up rule as an excuse.

Telling Residents "There's No Money" for Projects – She told residents that the city had no money for properties like the Finch property, without backing it up.

Shutting the Council and Public Out of the Housing Element Process – She delayed sharing key housing documents and decisions with both the Council and the public until the very end.

Other troubling actions:

Removed written public comments from oral communication items.

Cut speaking time to only 30 minutes at the beginning of meetings.

Set unreasonable rules to "yield time" during public comment.

Scheduled "special meetings" to avoid letting the public speak.

Stopped hybrid meetings for parks and rec commission, making it harder for people to attend.

Replaced clear written manager updates with vague videos. Now she has entirely stopped doing any city manager reports.

Put too many items—including big-dollar contracts—on the consent calendar.

Allowed directors to skip commission meetings.

Uses her phone or laptop during meetings, possibly violating the Brown Act.

Acts rudely to Councilmembers and residents, especially those who disagree with her.

Delays or blocks items from getting on the agenda when they don't suit her or her allies.

Let hours of public attacks go on during a Planning Commission replacement discussion, without stepping in.

These are serious problems. If Ms. Wu can't improve, I ask that the Council put her on a performance improvement plan or if she is already on a performance improvement plan to consider taking the next steps needed and finding a new City Manager who listens to residents, respects the Council, and works with integrity and without political bias.

Thank you for your service and for listening to your residents.

Sincerely,
Muru

Lauren Sapudar

From: Nita Rajput & Ravi Sapaharam <nita.ravi.family@gmail.com>
Sent: Tuesday, April 29, 2025 4:12 PM
To: City Council; City Council; City Clerk
Subject: Please Hold City Manager Pamela Wu Accountable

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Chao, Vice Mayor Moore, and Council members,

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Thank you for your service and for listening to your residents.

Sincerely,
Nita Rajput
Cupertino Resident

Lauren Sapudar

From: S B <sashibegur@gmail.com>
Sent: Tuesday, April 29, 2025 4:02 PM
To: City Clerk; City Council; City Attorney's Office
Subject: Resending:Closed session: review of the city manager's performance

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mayor Chao, Vice Mayor Moore, Council member Wang, and the City Clerk, I request that this be included as part of the written comments for today's closed session regarding the review of the City Manager's performance.

To The city Council,

This review represents my personal opinion as a resident of Cupertino. It is my belief that the issues mentioned below reflect patterns of behavior and decision-making that are not in the best interests of our community. I am sharing these concerns in the hope that they are given the consideration they deserve.

I believe in not only identifying problems but also offering solutions. These are serious concerns, and as such, I request that the Council place Ms. Wu on a performance improvement plan. If she is already on one, or if no progress is made when she is put on one, I urge the Council to take the appropriate next steps, including considering the search for a new City Manager who listens to residents, respects the Council, and operates with integrity, free from political bias.

regards
Sashi

Review of City Manager Pamela Wu's Performance

As a concerned resident of Cupertino, I feel it is important to express my opinions and concerns regarding the conduct and decisions of City Manager Pamela Wu. My intention is to highlight issues I believe are negatively impacting the city and its residents.

Unprofessional Conduct and Undermining the Democratic Process

I have observed that Ms. Wu has frequently spoken in a dismissive and disrespectful manner to Mayor Chao and Vice Mayor Moore during public meetings, which I believe undermines professionalism and respect within the Council. Additionally, I am concerned that she has made frequent changes to the rules governing public comments and communications, which has, in my view, made it more difficult for residents to engage in the city's democratic process. Moreover, I perceive that Ms. Wu has shown favoritism toward certain council members and residents, which I feel compromises the impartiality expected of her role as City Manager.

The following examples support and illustrate the points I've made above:

An issue that raised concern was the civil grand jury process, in which Council members Chao and Moore were accused of harassing or micromanaging the staff, without an opportunity to fairly present their side of the story. I believe that Ms. Wu's actions during this process, particularly her alignment with the then-majority Councilmembers Fruen, Mohan, and Wei, gave the impression that she was serving political interests rather than the best interests of the broader Cupertino community.

For years, the practice in Cupertino allowed residents to submit written comments that were automatically included in the public record. However, Ms. Wu, in collaboration with the City Attorney, enforced an outdated rule requiring residents to explicitly request that their comments be included. I view this change as unnecessary and potentially an effort to create obstacles for public participation, reducing the transparency of the Council's processes.

In a further troubling instance, I believe that Ms. Wu failed to appropriately address a situation in which a city commissioner made a false and absurd accusation against another commissioner. This accusation was seemingly motivated by personal reasons, and the matter appeared to have racial undertones. Ms. Wu's failure to address the situation, and her apparent reluctance to recommend any disciplinary action or even a private apology, left the behavior uncorrected, which I believe undermines accountability and respect within city leadership.

Misuse of Public Funds and Poor Financial Oversight

Ms. Wu's use of city funds for a trip to India raised significant concerns. While the official purpose of the trip was related to Cupertino's sister city, Bhubaneshwar, Ms. Wu spent part of the trip in Bangalore, an unrelated and far more expensive city. She stayed at the Ritz Carlton, a choice I believe was unnecessarily costly, particularly given the city's budget constraints. This side trip appeared to me as a personal one, made at public expense, which raises concerns about the appropriate use of taxpayer dollars.

In another financial matter, Ms. Wu allowed \$50 million in city funds to remain in low-interest accounts for a prolonged period. Even after this issue was pointed out, only minimal steps were taken to rectify the situation, resulting in a loss of interest income that could have benefitted the city's budget.

Moreover, I am concerned about Ms. Wu's handling of city contracts. On multiple occasions, contracts have been rushed to the City Council without providing adequate time for proper review or competitive bidding. This includes contracts related to city audits, the Sports Center, and potentially Blackberry Farm Golf. In my opinion, this pattern of rushed decision-making undermines transparency and public accountability.

Additionally, Ms. Wu proposed purchasing an old office building for a new City Hall without providing sufficient information or key documents to the Council, even in closed session. This lack of transparency made it difficult for Councilmembers to make informed decisions on such an important issue.

Allegiance to Outside Interests Over Cupertino Residents

I also believe that Ms. Wu has shown an undue alignment with out-of-town YIMBY groups, such as Cupertino4All (C4A), despite its name. It is concerning to me that the interests of non-residents are being prioritized over those of tax-paying Cupertino residents. For instance, Ms. Wu did not notify all Council

members about a petition signed by 600 residents of the Linda Vista Drive community in 2024, using an arbitrary rule as an excuse. Interestingly, YIMBY Law has sued the city over the housing element, specifically involving a property on Linda Vista Drive.

If C4A and similar groups were genuinely committed to affordable housing, they would focus on preserving affordable rental units like McClellan Terrace, one of the last remaining affordable options in the Tri-School area, rather than advocating for policies that seem to favor real estate developers. In my opinion, Ms. Wu's actions appear to prioritize these outside interests over the needs of Cupertino residents. It is also telling that C4A's 2023-2024 president, a non-resident of Cupertino, has TODAY called for support of Ms. Wu's leadership.

Lauren Sapudar

From: Srividya Sundaresan <vidya.sun@gmail.com>
Sent: Tuesday, April 29, 2025 4:00 PM
To: City Clerk; City Council; City Attorney's Office
Subject: Please hold City manager accountable

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Chao, Vice Mayor Moore, and Councilmembers,

I'm writing to express my concern about how City Manager Pamela Wu is running things. I think she is not acting in a professional manner, shows political bias, is very rude and unprofessional to Liang Chao, Kitty Moore, and is not being frugal or responsible with taxpayer dollars. In the best interest of the city, I ask that you hold her accountable for her poor performance and in some cases bordering on unethical behaviors.

Here are some of these issues:

- 1) Ms Wu keeps changing how written comments from residents are included in meetings, making it harder for people to participate.
- 2) Expensive International Trips During Budget Cuts – Ms Wu took two 10-day trips (to Taiwan and India) at city expense, including airfare, hotels, and her salary, while the city is cutting services. Residents have faced a series of service reductions and fee hikes while Pamela Wu is giving herself business class international trips to Bangalore and stays at Ritz Carlton in Bangalore. What has Bangalore got to do with managing Cupertino?
- 3) Interrupting the Mayor in Public Meetings – Ms Wu has spoken over the Mayor in meetings instead of letting her lead and her tone on responses to the Mayor or some council members is rude and unprofessional.
- 4) Poor Financial Decisions – The city kept \$50 million in cash earning almost no interest. Ms Wu delayed taking action and then only moved the money to a low-interest account, missing out on millions in interest.
- 5) Telling Residents “There’s No Money” for Projects – Ms Wu told residents that the city had no money for properties like the Finch property, without backing it up.

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Thank you for your service and for listening to your residents.

Sincerely,
Srividya Sundaresan
Cupertino Resident

Lauren Sapudar

From: S PB <sashipandrangi@gmail.com>
Sent: Tuesday, April 29, 2025 3:59 PM
To: City Council; City Clerk; City Attorney's Office
Subject: Closed session: review of the city manager's performance

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Lauren Sapudar

From: Anne Ezzat <aezzat95014@gmail.com>
Sent: Tuesday, April 29, 2025 3:51 PM
To: City Clerk; Liang Chao; Kitty Moore; Sheila Mohan; R "Ray" Wang; J.R. Fruen
Subject: City Manger's Performance

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Chao, Vice Mayor Moore and Council Members Mohan, Fruen, and Wang,

I have written in the past to express my dissatisfaction with Pamela Wu's performance and my opinion has not changed. I find her lacking as a city manager for the following reasons:

I have seen Ms. Wu interrupt and correct staff from the dais. I have witnessed her reducing a member of the public to tears.. This is a position that should require diplomacy.

When a council member discovered that millions of dollars sat idle in a non interest bearing account, Ms. Wu initially defended the decision, and, when the money was later moved to a better instrument, did not announce the change.

Transparency is another issue that I find troubling during Ms. Wu's tenure. Ms. Wu instituted a policy of not including written comments in the oral communications section of the agenda. For what purpose? Ms. Wu stated that it was to reduce the workload for the city clerk. But this policy only served to reduce transparency, which is fundamental to good governance.

And lastly, where is the city manager's report on her sister city trip?

Thank you for your time and attention. Assuming my comments will be entered into the record..

Best regards,

Brooke Ezzat

,

Lauren Sapudar

From: Ravi Kiran Singh Sapaharam <ravikiransingh@gmail.com>
Sent: Tuesday, April 29, 2025 3:47 PM
To: City Council; City Council; City Clerk
Subject: Feedback on Cupertino City Manager Performance Evaluation

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Council Members,

I am writing to share my concerns regarding the performance and actions of Cupertino City Manager Pamela Wu, ahead of her closed session evaluation today.

It has come to my attention that Ms. Wu has undertaken multiple international trips funded by taxpayer money, including a recent visit to Bangalore, where she stayed at the Ritz Carlton and flew business class. This trip, costing approximately \$3,200, was conducted without prior approval from the City Council. Additionally, Bangalore is not a sister city to Cupertino, raising questions about the relevance of this expenditure to her role as City Manager.

Furthermore, there have been instances of significant spending on expensive meals, such as \$425 at Breaking Dawn brunch in Los Gatos and over \$300 at Khanh's, while simultaneously cutting costs on resident amenities like coffee and snacks at council meetings and restroom cleaning at city facilities.

These actions appear to deviate from the original purpose of city programs and responsible fiscal management. **I urge the City Council to thoroughly review these matters during the evaluation process and ensure accountability for the use of taxpayer funds.**

Thank you for your attention to this matter.

Regards,
Ravi Kiran Singh
Cupertino Resident

Lauren Sapudar

From: Lisa Warren <la-warren@att.net>
Sent: Tuesday, April 29, 2025 3:43 PM
To: City Council; City Clerk
Cc: City Attorney's Office; Floy Andrews
Subject: City Council Meeting CLOSED SESSION agenda item City Manager
Attachments: Exception to Brown Act for closed session Real Estate transaction discussion .DOC.docx; summary of key points from Supl Rpt re PULLED consent #12 CC mtg June 18, 2024.docx

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I REQUEST THAT THIS EMAIL COMMUNICATION AND ATTACHMENTS BE INCLUDED THIS AS WRITTEN COMMUNICATION FOR THE April 29, 2025 CLOSED SESSION MEETING OF CUPERTINO CITY COUNCIL.

Note: This was information shared at a previous Closed Session performance review for City Manager Pamela Wu. July 9, 2024

Please note the two attachments to this email, in addition to the Turnkey definitions below. They are meant to be informational and available to the public in relation to today's closed session agenda.

As you already know, I have great concerns related to the misrepresentation that Cupertino City Manager used in the Supplemental 'slide deck' that was in no way part of the June 18, 2024 agenda* - consent item 12.

*The supplemental came into play when members of the public and city councilmember 'pulled' the consent item for discussion.

Thankfully the item was able to be openly discussed, but I believe that the claims made by CM Wu were false and misleading.

NEW COMMENT 2025.... The discussion and consent item related to a commercial building purchase for any purpose, has been dormant IN PUBLIC view for months. Tax payers were paying for consultants and staff time for a never publicly discussed potential real estate purchase that we seriously mis represented by CM Wu. I do very much hope that such discussions are not still being held out of public view.

Definition of Turnkey property...what is a turnkey property

A turnkey property is one that you can buy and immediately occupy. That's because it is fully renovated and repaired.

What Is a Turnkey Property?

A turnkey property is a fully renovated home or apartment building, or other commercial building that an [investor](#) can purchase and immediately rent out. A turnkey home is often a property purchased from a company that specializes in the restoration of older properties. Those same firms may also offer [property management](#) services to buyers, minimizing the amount of time and effort they have to put into the rental.

--- Lisa Warren

Lauren Sapudar

From: debby chiu <chiahsuan23@gmail.com>
Sent: Tuesday, April 29, 2025 3:33 PM
To: City Council; City Clerk; City Attorney's Office
Subject: Concerns Regarding City Manager Pamela Wu's Performance Evaluation

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Honorable Members of the Cupertino City Council,

I hope this message finds you well. I am writing to express serious concerns regarding the performance of City Manager Pamela Wu, which I urge you to consider in her upcoming evaluation.

There have been multiple instances where Ms. Wu's leadership has not aligned with the expectations of responsible public service:

City Travel and Spending: It has come to light that Ms. Wu stayed at high-end hotels such as the Ritz-Carlton, and OMNI WILLIAM PENN PITTSBURGH PA (over \$1,000 per night) during city trips. This raises serious questions about the fiscal responsibility expected of a city leader, particularly when public funds are involved.

Lack of Transparent Community Engagement: Ms. Wu's administration failed to adequately notify and involve local residents about upcoming zoning changes and high-density developments. These projects have significant impacts on our neighborhoods, yet the proper outreach and consideration of community concerns were evidently lacking.

Neglect of Local Context in Planning: A recent development project was pushed forward without recognizing that the location is along a key route used by children biking to Faria Elementary School. The lack of attention to such local factors suggests a disregard for both community safety and practical urban planning.

Compliance Over Community: The city's approach under Ms. Wu's leadership appears focused on checking boxes to meet state housing mandates, rather than developing thoughtful, community-sensitive solutions. The outcome resembles a rushed assignment rather than responsible governance.

Given these issues, I believe a serious review of Ms. Wu's performance is warranted. If her leadership continues to fall short of what Cupertino deserves, I respectfully urge the Council to consider a change in city management.

Thank you for your attention to this matter. I trust you will give this the careful consideration it merits in the best interest of our city.

Sincerely,

Cupertino resident

Debby Chiu

Lauren Sapudar

From: valued customer <ralucy300@live.com>
Sent: Tuesday, April 29, 2025 3:17 PM
To: City Clerk
Subject: Concerns Regarding City Manager Pamela Wu's Performance Evaluation

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Subject: Concerns Regarding City Manager Pamela Wu's Performance Evaluation

Dear City Clerk of the Cupertino City,

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Lack of Transparent Community Engagement: Ms. Wu's administration failed to adequately notify and involve local residents about upcoming zoning changes and high-density developments. These projects have significant impacts on our neighborhoods, yet the proper outreach and consideration of community concerns were evidently lacking.

Neglect of Local Context in Planning: A recent development project was pushed forward without recognizing that the location is along a key route used by children biking to Faria Elementary School. The lack of attention to such local factors suggests a disregard for both community safety and practical urban planning.

Compliance Over Community: The city's approach under Ms. Wu's leadership appears focused on checking boxes to meet state housing mandates, rather than developing thoughtful, community-sensitive solutions. The outcome resembles a rushed assignment rather than responsible governance.

Given these issues, I believe a serious review of Ms. Wu's performance is warranted. If her leadership continues to fall short of what Cupertino deserves, I respectfully urge the Council to consider a change in city management.

Thank you for your attention to this matter. I trust you will give this the careful consideration it merits in the best interest of our city.

Sincerely,
Lucy Chen

Lauren Sapudar

From: Peggy Griffin <griffin@compuserve.com>
Sent: Tuesday, April 29, 2025 2:40 PM
To: City Council; City Attorney's Office
Cc: City Clerk
Subject: 2025-04-19 City Council Meeting ITEM 1 - City Manager Evaluation
Attachments: Itinerary for Sister City Trip-Bhubaneswa Nov 10-13 2024.pdf; PRR 25-81 CM Wu vacation days Nov 2025.pdf; Map of Flights in India.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

PLEASE INCLUDE THIS EMAIL AND ALL ATTACHMENTS IN WRITTEN COMMUNICATIONS FOR THE ABOVE MEETING AGENDA ITEM.

Dear Mayor Chao, Vice Mayor Moore, Councilmembers and City Attorney Floy,

I am writing you due to my concern regarding our Cupertino City Manager Pamela Wu's apparent misappropriation of public funds and her behavior as the top staff member of our city.

The information obtained through a series of public records requests point to a possible larger issue regarding the use of public funds and her breaking the conditions of her contract.

BACKGROUND

- 1) April 13, 2023 a sudden City Council Special Meeting was called to approve the funding of City Manager Wu's trip to the Sister City Hsinchu, Taiwan to accompany Mayor Wei, both from Taiwan. This meeting was called on a Thursday night, the night before they were to leave for Taiwan, tickets already in hand. Without this approval, CM Wu's trip would not be covered by public funds.
 - a. NOTE: During the Council meeting there was an extensive discussion regarding the appropriateness of the City Manager going on the trip at all so the awareness of the need for prior authorization was known to City Manager Wu back in April of 2023.
 - b. Page 4 of 8 of the 2018 Sister City and Friendship City Policy 2018 stated:
All other Council or City Staff travel for Sister City programs must be funded by Sister City Committee fundraising activities, or by the individual traveling council or staff member, unless authorized in advance by the City Council.
- 2) Oct. 10, 2023, Consent Item 5 Updates to the Policies and Guidelines on Sister Cities etc. was pulled for discussion. Again an extensive discussion ensued.
 - a. Page 8 of 8 under INTERNATIONAL DELEGATIONS-Travel Expenses
Travel Expenses -
International travel shall be at the expense of the traveling Councilmember or any accompanying staff member unless authorized in advance by the City Council.
- 3) Nov. 6-15, 2024 City Manager Wu accompanied then Mayor Mohan on a lengthy vacation using public funds.
 - a. NOTE1: No Council approval was obtained to go on this trip! No Council approval was obtained for any expenses to be paid for this trip.

- i. There was ample time to put the item on the agenda as indicated by her US Bank Card charge on 10-1-2023 for a VISA so plans were already underway.
- b. NOTE2: CM Wu chose to take a side trip to Bangalore, India (NOT a sister city) but the hometown of Mayor Mohan, staying 2 nights at the Ritz Carlton on the city's dime!
- 4) **City Manager Wu's employment contract**
 - a. Section 1.3 Other Activities – “shall not engage, without the express prior written consent of the City Council, in any other business duties or pursuits whatsoever...”
 - b. Section 6.6 Professional Development specifically talks about travel in the US, not internationally.
- 5) Loss of work time and costs to our city
 - a. In 2023, CM Wu went on another Sister City trip to Taiwan, her hometown. Rather than take vacation, she charged all but one day as “work time”.
 - b. On this vacation to India, CM Wu spent 5 work days traveling to and from India! She arrived in Bangalore just in time to spend the weekend vacationing in Bangalore at the Ritz Carlton, paid for by our tax dollars.
 - c. In both these cases, Cupertino lost valuable work time from a very highly paid individual and it preserved her vacation time so the city incurred double costs!
- 6) Restaurant charges on CM Wu's city US Bank Card – they look excessive and some look to be just a normal lunch not associated with travel or seminars.
- 7) Blatantly absent from the February 26th, 2025 State of the City event.
 - a. This event was set in advance. It is THE big city event where other dignitaries from other cities, CA legislature and organizations are present and yet CM Wu was not there!
 - b. This came across as a non-verbal statement of disapproval of our new Mayor Chao and our newly elected council when the City Manager's position, along with staff, is supposed to be neutral, working with whomever has been elected.
- 8) Behavior at City Council meetings – non-verbal body language showing disapproval of council actions
 - a. I've seen her storm off of the dais after a council meeting.
 - b. I've seen her intentionally go hug some representatives of the now-minority council but this does not happen to those opposing residents.
- 9) Poor leadership/setting an example – CM Wu's expenditures and her behavior do not set a good example for our city employees.
 - a. When the top employee spends extravagantly when others (both staff and residents) are asked to cut costs sends a mixed signal and does not build trust.
 - b. When the top employee doesn't show up for important events or spends work time traveling in order to arrive at a vacation location in time for the weekend, tells employees they can do the same!
 - c. The strongest leaders lead by example. Their actions are stronger than your words. CM Wu's actions speak for themselves.

Please look into this apparent misappropriation of public funds . The residents of Cupertino have had to take cuts in services and increases in fees due to a “lack of funds” yet the cost of some of these services could have been covered by or helped cover all these misappropriated funds!

As council members change and options or priorities change it is extremely important that our City Manager and staff remain neutral and follow whatever direction has been decided because they reflect the people who elected them into office. It also builds trust and cooperation.

Sincerely,
Peggy Griffin

REFERENCES

Reference1 - 2018 Sister City and Friendship City Policy

<https://cupertino.legistar.com/View.ashx?M=F&ID=12344589&GUID=2C4E53C6-34D8-4301-9F4A-8A0B081F5DF3&G=74359C04-A5F0-4CB2-A97A-0032996BB90E>

Reference2 - 2023 Sister City and Friendship City Policy

<https://records.cupertino.org/WebLink/DocView.aspx?id=1160518&dbid=0&repo=CityofCupertino&searchid=182d5a89-661d-49ce-ba32-9c9163959c6e>

Reference3 – City Manager Pamela Wu’s employment contract

<https://www.cupertino.gov/files/assets/city/v/1/your-city/documents/cc-resolution-no-22090-2.pdf>

Reference 4 - Public Records Request PRR #25-038 All costs for Sister & Friendship Cities expenses

<https://cityofcupertinoca.nextrequest.com/requests/25-38>

Page 20 - shows 10-1-2024 cost for Visa

Page 29 – shows a 2 night stay at the Ritz Carlton, Bengaluru (NOT A SISTER CITY but is former Mayor Mohan’s hometown!)

Reference 5– Public Records Request PRR #25-053 All US Bank Card Statements for Pamela Wu

<https://cityofcupertinoca.nextrequest.com/requests/25-53>

Note the many, many higher end restaurant charges. Several look like charges for her nice lunches while in Cupertino – again not covered under her contract.

Reference 6 – Public Records Request PRR #25-054 Itemized invoices

<https://cityofcupertinoca.nextrequest.com/requests/25-54>

Reference 7 – Attached PDF-Itinerary for Sister City Trip-Bhubaneswa Nov 10-13 2024.pdf

Reference 8 – Attached PDF-PRR #25-81 Vacation days taken in November 2024

No vacation days were taken during the sister city trip November 6-14, 2024.

Reference 9 – Attached PDF-Map of Flights in India

The sister city trip to India went out of their way to go to Bangalore.

Lauren Sapudar

From: Mahesh Gurikar <mgurikar@yahoo.com>
Sent: Tuesday, April 29, 2025 2:03 PM
To: City Attorney's Office; City Clerk; City Council
Subject: Cupertino City Manager Ms. Pamela Wu

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Chao, Vice Mayor Moore, and Councilmembers,

I'm a long term (40 yrs) resident of Cupertino. I'm very concerned about how City Manager Ms. Pamela Wu is running things. I believe she is not acting in a neutral manner, shows political bias, is very rude and unprofessional to Liang Chao, Kitty Moore and is not being frugal or responsible with taxpayer dollars. In the best interest of the city, please hold her accountable for her poor performance and poor judgement.

Here are some of the issues:

Misleading the Council and Public – At various council meetings, she has given responses to council members that were misleading. In the self storage LED signage issue she gave responses that bordered on misleading and forced a hurried decision that could have been avoided.

Illegal Removal of Campaign Signs – City staff took down legal campaign signs and threw them away without following the city's own rules. Ms. Wu refused to explain who gave the order or how many signs were taken.

Changing Rules to Limit Public Communication – She keeps changing how written comments from residents are included in meetings, making it harder for people to participate.
Any rule changes must be approved by the City Council.

Expensive International Trips During Budget Cuts – She took two 10-day trips (to Taiwan and India at city expense, including airfare, hotels, and her salary, while the city is cutting services. Why did she visit Bangalore. Why did she stay in the Ritz Carlton. What has managing Cupertino got to do with business class travel and stays at Ritz Carlton in Bangalore. Residents have faced a series of service reductions and fee hikes while Pamela Wu is giving herself business class international trips to Bangalore and stays at Ritz Carlton in Bangalore. What has Bangalore got to do with managing Cupertino.
Please get a written explanation from Ms. Wu.

Interrupting the Mayor in Public Meetings – She has spoken over the Mayor in meetings instead of letting her lead.
Unacceptable behavior.

Playing Favorites – She treats some council-members and residents with respect, while ignoring or being rude to others.
Everyone should be treated with respect and courtesy.

Poor Financial Decisions – The city kept \$50 million in cash earning almost no interest. She delayed taking action and then only moved the money to a low-interest account, missing out on interest earnings at a higher rate.

Poor Planning on Contracts – Contracts are often rushed to Council at the last minute with no time for proper review or open bidding. This has happened with audits, the Sports Center, and possibly Blackberry Farm Golf. This practice must stop.

All city contracts must go through proper scrutiny and then go to the council with unbiased recommendation.

Ignoring a Petition from 600 Residents – She didn't notify all Councilmembers about a major petition regarding Evulich Ct by Linda Vista Dr community, using a made-up rule as an excuse. This is not acceptable.

Shutting the Council and Public Out of the Housing Element Process – She delayed sharing key housing documents and decisions with both the Council and the public until the very end. Again, this is unacceptable.

Other troubling actions:

Removed written public comments from oral communication items.

Cut speaking time to only 30 minutes at the beginning of meetings.

Set unreasonable rules to “yield time” during public comment.

Scheduled “special meetings” to avoid letting the public speak.

Stopped hybrid meetings for parks and rec commission, making it harder for people to attend.

Replaced clear written manager updates with vague videos. Now she has entirely stopped doing any city manager reports.

This is unacceptable. The council must insist the City Manager must provide written updates on a timely basis.

Put too many items—including big-dollar contracts—on the consent calendar.

Allowed directors to skip commission meetings.

Uses her phone or laptop during meetings which is unprofessional.

Acts rudely to Councilmembers and residents, especially those who disagree with her.

These are serious problems. If Ms. Wu can't improve, I ask that the Council put her on a performance improvement plan or if she is already on a performance improvement plan to consider taking the next steps needed and finding a new City Manager who listens to residents, respects the Council, and works with integrity and without political bias.

Thank you for your service and for listening to your residents.

Sincerely,
Mahesh Gurikar
Cupertino Resident

Lauren Sapudar

From: Connie Cunningham <cunninghamconniel@gmail.com>
Sent: Tuesday, April 29, 2025 1:51 PM
To: City Clerk; City Council
Subject: City Council Apr 29 Closed session, Manager Wu

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening, Mayor Chao, Vice Mayor Moore and Councilmembers,

Please add this email to the written record.

I question this second closed-session evaluation of City Manager Pamela Wu. Unless it is to discuss a bonus for her commitment to City Council objectives and professional achievements, there is no purpose to this meeting.

Ms. Wu had her annual evaluation in November 2024 — and another review on April 2, 2025, less than a month ago.

Pamela Wu has steered Cupertino through major crises with skill and professionalism. She has served under two City Councils, performing her duties under the objectives set by the City Councils.

- She successfully managed the city through a financial crisis.
- She managed city staff to a successful Housing Element certification, following a new, State process.


Under her management, there has been stability. Before her tenure, there were several short-term managers. The turnover caused significant difficulties in establishing work flow and relationships. In my experience over the past years, Ms. Wu has been approachable and knowledgeable. She has had discussions with me when we didn't agree, that led to our mutual understanding.

Ms. Wu has attended all City Councils meetings, giving accurate answers or referring questions to the right departments when needed. This knowledgeable handling of Council questions ensures that Council and the public get correct information.

I urge the Council to recognize Ms. Wu's professionalism and management of city staff to meet objectives set by City Council. She deserves a bonus for her achievements.

Connie L Cunningham , self only

Resident 38 years, currently Chair, Housing Commission

 *Watch out for typos; Siri might be on duty.*

Lauren Sapudar

From: Ram Sripathi <ramsripathi@me.com>
Sent: Tuesday, April 29, 2025 1:24 PM
To: City Council; City Clerk; City Attorney's Office
Subject: Please Hold City Manager Pamela Wu Accountable

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Chao, Vice Mayor Moore, and fellow Councilmembers, I'm writing as a resident who cares deeply about Cupertino. I've been watching City Council meetings and following recent events, and I'm very concerned about how City Manager Pamela Wu is running things. I believe she is not acting in a neutral manner, shows political bias, is very rude and unprofessional to Liang Chao, Kitty Moore and is not being frugal or responsible with taxpayer dollars. In the best interest of the city, I ask that you hold her accountable for her poor performance and poor judgement in some cases bordering on unethical behaviors.

Here are some of the key problems:

Misleading the Council and Public – At various council meetings, she has given responses to council members that were misleading. In the self storage LED signage issue she gave responses that bordered on misleading and forced a hurried decision that could have been avoided.

Illegal Removal of Campaign Signs – City staff took down legal campaign signs and threw them away without following the city's own rules. Ms. Wu refused to explain who gave the order or how many signs were taken.

Changing Rules to Limit Public Communication – She keeps changing how written comments from residents are included in meetings, making it harder for people to participate.

Expensive International Trips During Budget Cuts – She took two 10-day trips (to Taiwan and India) at city expense, including airfare, hotels, and her salary, while the city is cutting services. Why did she visit Bangalore. Why did she stay in the Ritz Carlton. What has managing Cupertino got to do with business class travel and stays at Ritz Carlton in Bangalore. Residents have faced a series of service reductions and fee hikes while Pamela Wu is giving herself business class international trips to Bangalore and stays at Ritz Carlton in Bangalore. What has Bangalore got to do with managing Cupertino.

Interrupting the Mayor in Public Meetings – She has spoken over the Mayor in meetings instead of letting her lead. Her tone on responses to the Mayor or some council members is rude and unprofessional.

Playing Favorites – She treats some council-members and residents with respect, while ignoring or being rude to others. That's not how a public servant should behave.

Poor Financial Decisions – The city kept \$50 million in cash earning almost no interest. She delayed taking action and then only moved the money to a low-interest account, missing out on millions in interest.

Poor Planning on Contracts – Contracts are often rushed to Council at the last minute with no time for proper review or open bidding. This has happened with audits, the Sports Center, and possibly Blackberry Farm Golf.

City Hall Confusion – She proposed buying an old office for a new city hall without giving Council enough information. She didn't share important documents even in closed session.

Ignoring a Petition from 600 Residents – She didn't notify all Councilmembers about a major petition regarding Evulich Ct by Linda Vista Dr community, using a made-up rule as an excuse.

Telling Residents "There's No Money" for Projects – She told residents that the city had no money for properties like the Finch property, without backing it up.

Shutting the Council and Public Out of the Housing Element Process – She delayed sharing key housing documents and decisions with both the Council and the public until the very end.

Other troubling actions:

Removed written public comments from oral communication items.

Cut speaking time to only 30 minutes at the beginning of meetings.

Set unreasonable rules to "yield time" during public comment.

Scheduled "special meetings" to avoid letting the public speak.

Stopped hybrid meetings for parks and rec commission, making it harder for people to attend.

Replaced clear written manager updates with vague videos. Now she has entirely stopped doing any city manager reports.

Put too many items—including big-dollar contracts—on the consent calendar.

Allowed directors to skip commission meetings.

Uses her phone or laptop during meetings, possibly violating the Brown Act.

Acts rudely to Councilmembers and residents, especially those who disagree with her.

Delays or blocks items from getting on the agenda when they don't suit her or her allies.

Speaks out of turn during public hearings . This is annoying for it cuts off people from speaking. Also she takes random sides and she doesn't se

Let hours of public attacks go on during a Planning Commission replacement discussion, without stepping in.

These are serious problems. If Ms. Wu can't improve, I ask that the Council put her on a performance improvement plan or if she is already on a performance improvement plan to consider taking the next steps needed and finding a new City Manager's office G CT to ttwho listens to residents, respects the Council, and works with integrity and without political bias.

Thank you for your service and for listening to your residents.

Sincerely,
Ram Sripathi
Cupertino Resident

Sent from my iPhone

Lauren Sapudar

From: Helen Wiant <helenwiant@gmail.com>
Sent: Tuesday, April 29, 2025 12:48 PM
To: City Council; Iana Muchaidze
Cc: Cupertino City Manager's Office; City Clerk
Subject: Why are you harassing our city manager?

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear all,

It has come to my attention that Cupertino's mayor and council majority are staging a second closed-session "performance review" of our city Manager, Pamela Wu. I understand that Ms. Wu completed her annual review in November. Another review was done April 2. Now here we are again! Constant evaluations send a clear message of harassment — not accountability. What are you trying to achieve here?

Under Ms Wu's leadership, Cupertino has been stabilized after years of dysfunction. Cupertino achieved Housing Element certification, resolved the sales tax crisis, and moved Vallco forward after years of lawsuits.

She has delivered real results that residents can see. And now you want to create more chaos in our city by chasing away the best city manager we have had in a while? I'm starting to feel as though we have our own DOGE in Cupertino! We should be thankful to Ms Wu for taking on the mess Cupertino was in and for getting us moving in the right direction.

Please, please stop this disruptive behavior and let's get on with solving our community challenges.

Thank you,

Helen Wiant, Cupertino resident since 1977

Lauren Sapudar

From: N. Sheng-Ming Egan <nsmegan@gmail.com>
Sent: Tuesday, April 29, 2025 12:17 PM
To: Cupertino City Manager's Office; City Clerk; City Council
Subject: Support Good Governance — End the Harassment of Our City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening, Councilmembers,

I'm here to strongly oppose this second closed-session evaluation of City Manager Pamela Wu.

Ms. Wu just had her annual evaluation in November 2024 — and another review just a few weeks ago, on April 2nd. Now, once again, she's being dragged into another evaluation with no clear justification. **This repeated targeting creates the appearance of harassment, not professional oversight.**

Pamela Wu has steered Cupertino through major crises with skill and professionalism:

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- She led the city through a financial
- crisis with an open, transparent budget process.
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- She secured Housing Element certification,
- protecting us from unwanted Builder's Remedy projects.
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- She helped move forward the long-stalled
- Vallco development after years of legal gridlock.
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Under her leadership, staff turnover has dropped, morale has improved, and stability has returned — after years of chaos when Cupertino had seven different city managers in four years.

Some recent emails attacking Ms. Wu have been personal, inaccurate, and repetitive — calling her “arrogant” or “communist” — with no basis in her actual job performance. Public employees should be evaluated based on **their results and professionalism**, not political bias or personal grudges.

Ms. Wu has appropriately managed council meetings, giving accurate answers or referring questions to the right departments when needed. That’s not disrespect — it’s competence and caution, ensuring that council and the public get correct information.

I urge the Council to reject this pattern of antagonism. **Leadership comes with the responsibility to foster a respectful environment for staff and residents alike.** We must focus on moving Cupertino forward, not falling into cycles of instability that hurt everyone.

--

Nicholas Sheng-Ming Egan
(408) 482 7337

Lauren Sapudar

From: John G <jgeis4401@gmail.com>
Sent: Tuesday, April 29, 2025 11:07 AM
To: City Council
Cc: City Clerk; Cupertino City Manager's Office
Subject: Oppose Second Closed-Session Evaluation of City Manager, Pamela Wu

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Please include in Written Communications for Cupertino City Council meeting on 4/29/25.

Dear Mayor Chao and City Council,

I oppose a second evaluation and/or any action against City Manager Pamela Wu. This appears to be unwarranted harassment.

Pamela Wu has brought stability to the city after years of dysfunction and chaos. She has achieved real progress with an open budget process, approving the Housing Element and helping to restart Vallco redevelopment.

Please maintain stability and professionalism in Cupertino.

Thank you,

John Geis
Cupertino Resident

Lauren Sapudar

From: Philip Nguyen <nguyenphilip14@gmail.com>
Sent: Tuesday, April 29, 2025 9:35 AM
To: Cupertino City Manager's Office; City Clerk; City Council
Subject: Support Good Governance — End the Harassment of Our City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Council,

It has come to my attention that there is a second closed-door evaluation of Pamela Wu -- just weeks after the last one — looks like political retaliation, not legitimate governance. This is not so different from the attempts by the federal government to replace all governing officials with under qualified individuals who will blindly follow political orders.

Under Ms. Wu, Cupertino achieved Housing Element certification, resolved the sales tax crisis, and moved Vallco forward after years of lawsuits.

She's delivered real results residents can see.

Attacks calling Ms. Wu "arrogant" or "communist" are not legitimate performance critiques

Public servants should be judged on their work — not personal bias or political grudges.

For the good of cupertino, I urge you to stop this abuse of process and move forward collaboratively.

Thank you,
Philip

Lauren Sapudar

From: Don Williamson <gmfordw@gmail.com>
Sent: Tuesday, April 29, 2025 9:28 AM
To: Cupertino City Manager's Office; City Clerk; City Council
Cc: Don Williamson
Subject: City Manager Pamela Wu.

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening, Councilmembers,

I have been a Cupertino resident since 1982. I strongly oppose the second closed-session evaluation of City Manager Pamela Wu.

Ms. Wu just had her annual evaluation in November 2024 — and another review just a few weeks ago, on April 2nd. Now, once again, she's being dragged into another evaluation with no clear justification. **This repeated targeting creates the appearance of harassment, not professional oversight.**

Pamela Wu has steered Cupertino through major crises with skill and professionalism:

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- She led the city through a financial
- crisis with an open, transparent budget process.
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- She secured Housing Element certification,
- protecting us from unwanted Builder's Remedy projects.
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- She helped move forward the long-stalled
- Vallco development after years of legal gridlock.

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Under her leadership, staff turnover has dropped, morale has improved, and stability has returned — after years of chaos when Cupertino had seven different city managers in four years.

Some recent emails attacking Ms. Wu have been personal, inaccurate, and repetitive — calling her “arrogant” or “communist” — with no basis in her actual job performance. Public employees should be evaluated based on **their results and professionalism**, not political bias or personal grudges.

Ms. Wu has appropriately managed council meetings, giving accurate answers or referring questions to the right departments when needed. That’s not disrespect — it’s competence and caution, ensuring that council and the public get correct information.

I urge the Council to reject this pattern of antagonism. **Leadership comes with the responsibility to foster a respectful environment for staff and residents alike.** We must focus on moving Cupertino forward, not falling into cycles of instability that hurt everyone.

Sincerely,
Donald Williamson
Cupertino CA

Lauren Sapudar

From: Seema Lindskog <seema3366@gmail.com>
Sent: Tuesday, April 29, 2025 12:19 AM
To: City Council; City Clerk; Cupertino City Manager's Office
Subject: Stop the harassment and intimidation of the City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Mayor Chao, Vice-Chair Moore, and Councilmembers,

I'm on the Planning Commission, but I'm writing to you today as a resident, to urge you to stop the harassment and intimidation of Ms. Pamela Wu, the City Manager.

There's a clear and established process for managing an employee's performance that protects the rights of both the employee and the employer. It does not seem that the council has followed these steps:

1. Identify and document the performance issues
2. Give private feedback to the employee using specific examples
3. Determine if the employee is facing obstacles that could be addressed by the council
4. Set realistic expectations for what good performance looks like going forward with specific tasks, metrics, and deadlines
5. Create a formal performance improvement plan with specific goals and timelines
6. Provide support, mentoring, and resources to help the employee succeed
7. Conduct regular check-ins to review progress and provide ongoing feedback
8. Evaluate progress objectively at the end of the timeline and decide whether to terminate the employee

The city council will now have conducted three performance evaluations of the City Manager within the past 6 months. In the absence of a clear and fair process like the one outlined above, these repeated performance evaluations look like intimidation, harassment, and retaliation. Worse, they make the city vulnerable to an employment lawsuit.

Cupertino has had seven different city managers in four years - an extraordinary achievement which has made our city a laughingstock and severely impacts our ability to attract and retain good talent.

The Cupertino Municipal Code, Section 2.28.050 cites "The City Manager shall take his or her instructions from the City Council only when given at a duly held meeting of the City Council, and no individual councilperson shall give any instructions to the City Manager."

This is a disconnect with the current City Council, where it seems there is an expectation that the City Manager will follow the instructions of the Mayor in addition to that of the City Council. The City Manager does not work for the Mayor, she works for the City Council only. Expecting the City Manager to do the bidding of the Mayor is councilmanic interference, as the Mayor well knows.

Under Ms. Wu, the city staff has enjoyed two years of relative stability, with lower staff turnover and improved employee morale. All that progress is now in jeopardy, because we are back yet again in a situation where no high-performing candidate will consider working in Cupertino because of how toxic this looks.

I urge the Council to implement a proper employee performance management process and give Ms. Wu every opportunity to succeed in her role. The City Council, the staff, and the residents will all benefit.

Best regards,

"You must be the change you want to see in the world." - Mahatma Gandhi

This message is from my personal email account. I am only writing as myself, not as a representative or spokesperson for any other organization.

Lauren Sapudar

From: louise saadati <lwsaadati@gmail.com>
Sent: Monday, April 28, 2025 11:01 PM
To: City Council; City Clerk
Subject: Email to be included in Written Communications for the Closed Session City Council Meeting on 4/29/25

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

City Clerk: Please include this email in the Written Communications for the Closed Session City Council Meeting of 4/29/25 regarding Pam Wu.

Dear Mayor Chiao, Vice-Mayor Moore, Councilmembers Fruen, Mohan, Wang, City Manager and Attorney, City Clerk, and City Staff:

This email will be about the second closed session for Performance Review on Pamela Wu, City Manager since April 2, 2025.

Her **annual** Performance Evaluation was completed in November 2024. **Another** Performance Evaluation was done on April 2, 2025 and now **again** on April 28, 2025. This is a significant number of evaluations for an employee who helped Cupertino through crises admirably and has made significant improvements to processes and employee morale during her tenure.

There have also been inaccurate Written Communication emails. One is that Pam Wu is “arrogant” and runs the city like she’s a “communist” and who refuses to answer questions from the council. Many emails are repetitive and copy/pasted written communications, and give the impression that there is a personal bias instead of an accurate assessment of the City Manager.

Personal attacks should not be the method by which an employee is judged, but rather by their accomplishments.

Pam Wu has professionally facilitated the council meetings when needed past confusion and roadblocks. Sometimes when an inappropriate or lengthy question is asked outside of the agenda, she will state that it's not on the agenda or cannot be answered at that moment without further investigation. When very specific financial questions are asked, Pam Wu has referred to the Finance Department and that information will be sent to the council. This is not "stupidity" but rather appropriate caution that she can give full and accurate financial data.

There has been too much turmoil in our senior city staff over the past 10 years, including 7 city managers in 4 years, 60% of top leadership leaving between 2018 and 2022, and recently yet another City Attorney. Pam Wu has been a steady City Manager for the last 2 ½ years, a long time for Cupertino, especially considering all the crises that we have seen, including a dramatic financial one, creating the Housing Element, and the ongoing Vallco mess.

Having repeated performance reviews when not expected can give the impression of harassment. Our Council leadership should avoid the appearance of this, especially considering the Grand Jury report from a few years ago which named three of our sitting Councilmembers for just that. One of our councilmembers was also convicted (pled "no contest") to harassing a city official in another city. Residents should assume that our leadership has learned from past mistakes and will avoid any future harassment.

Our city council should work with city staff for the benefit of the entire city. Divisiveness and antagonistic demeanor and actions can only be to the detriment of all residents.

City Manager Pamela Wu has made significant accomplishments that this council should appreciate:

- Cupertino had their Housing Element approved and certified by HUD. This is a huge win and will prevent further Builder's Remedy projects.
- Pamela presided over a budget process admirably, with the most public outreach ever in a time of severe uncertainty. The final budget and the resolution of the sales tax issue only highlighted the hard work by Pamela and her staff.
- There is finally some progress on Vallco. Pamela's work to settle the lawsuit to get the project moving, and to eventually gain some sales tax income and life on the empty lot is appreciated.

We need the council's time to be focused on forward progress for the city. To do that, we need our Councilmembers to respect our staff and respect that with the power to oversee that staff comes the responsibility to do it appropriately and professionally. Only by this will we have good staff retention and recruitment, which benefits all residents.

Sincerely,

Louise Saadati

Cupertino Resident for 39 years

Sent from my iPhone

Lauren Sapudar

From: Marilyn Beck <beck1739@gmail.com>
Sent: Monday, April 28, 2025 9:52 PM
To: Cupertino City Manager's Office; City Clerk; City Council
Subject: End the Harassment of Our City Manager

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Councilmembers,

I oppose the second closed-session evaluation of City Manager Pamela Wu.

Ms. Wu just had her annual evaluation in November 2024 — and another review just a few weeks ago, on April 2nd. Now, once again, she's being dragged into another evaluation with no clear justification. **This repeated targeting creates the appearance of harassment, not professional oversight.**

Pamela Wu has steered Cupertino through major crises with skill and professionalism:

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- She led the city through a financial crisis with an open, transparent budget process.
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- She secured Housing Element certification, protecting us from unwanted Builder's Remedy projects.
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- She helped move forward the long-stalled Vallco development after years of legal gridlock.
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Under her leadership, staff turnover has dropped, morale has improved, and stability has returned — after years of chaos when Cupertino had seven different city managers in four years.

Some recent emails attacking Ms. Wu have been personal, inaccurate, and repetitive — calling her “arrogant” or “communist” — with no basis in her actual job performance. Public employees should be evaluated based on **their results and professionalism**, not political bias or personal grudges.

Ms. Wu has appropriately managed council meetings, giving accurate answers or referring questions to the right departments when needed. That’s not disrespect — it’s competence and caution, ensuring that council and the public get correct information.

I urge the Council to reject this pattern of antagonism. **Leadership comes with the responsibility to foster a respectful environment for staff and residents alike.** We must focus on moving Cupertino forward, not falling into cycles of instability that hurt everyone.

Please do better! We need to retain our competent city manager, and that requires treating her with respect.

Marilyn Beck
Cupertino resident

Lauren Sapudar

From: Nicole Phan <phanvnicole@gmail.com>
Sent: Monday, April 28, 2025 8:51 PM
To: Cupertino City Manager's Office; City Clerk; City Council
Subject: I support professional, stable city governance & oppose ongoing harassment – End the harassment of our City Manager!

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Cupertino Councilmembers,

I'm writing to you because I strongly oppose this second closed-session evaluation of City Manager Pamela Wu.

Ms. Wu just had her annual evaluation in November 2024 — and another review just a few weeks ago, on April 2nd. Now, once again, she's being dragged into **another** evaluation with no clear justification. **This repeated targeting creates the appearance of harassment, not professional oversight.** As a long-time Cupertino resident, hearing of this is making me confused, concerned, and frustrated.

Pamela Wu has steered Cupertino through major crises with skill and professionalism:

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- She led the city through a financial crisis with an open, transparent budget process.
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- She secured Housing Element certification, protecting us from unwanted Builder's Remedy projects.
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- She helped move forward the long-stalled Vallco development after years of legal gridlock.
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Overall, her work has been beneficial for our city. Additionally, under her leadership, staff turnover has dropped, morale has improved, and stability has returned — all after **years of chaos** when Cupertino had **seven different city managers in four years.**

Some recent emails attacking Ms. Wu have been personal, inaccurate, and repetitive — calling her “arrogant” or “communist” — with no basis in her actual job performance. Public employees should be evaluated based on **their results and professionalism**, not political bias or personal grudges.

Ms. Wu has appropriately managed council meetings, giving accurate answers or referring questions to the right departments when needed. That’s not disrespect — it’s competence and caution, ensuring that the council and the public get the correct information.

I urge the Council to reject this pattern of antagonism. **Leadership comes with the responsibility to foster a respectful environment for staff and residents alike.** We must focus on moving Cupertino forward, not falling into cycles of instability that hurt everyone.

Please make the right decision for the sake of the city of Cupertino and its residents.

Sincerely,
Nicole Phan

Lauren Sapudar

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Monday, April 28, 2025 8:22 PM
To: City Clerk; City Council
Subject: Comments Agenda Item #1 City Council Meeting April 29, 2025 City Manager Performance Evaluation

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Another frustration, the City Manager allowed the ACFR, the City's Annual report, to be posted publicly on EMMA (the official site for bonds) without it being approved by council first. I brought this up to the City and my concerns were ignored. This was not a "DRAFT." In the past, a draft had been posted. As it turned out, there was an error in the unapproved ACFR and it had to be resubmitted. Why not say, we made a mistake and corrected it?

On another occasion, the City Manager was yelling at residents during a mayor meeting. She was so loud that I had to cover my ears. A resident was upset about the campaign-sign debacle. She never explained why she had allowed the City staff to destroy campaign signs of people running for council who she clearly did not like.

Lauren Sapudar

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Monday, April 28, 2025 8:12 PM
To: City Clerk; City Council
Subject: Comments Agenda Item #1 City Council Meeting April 29, 2025 City Manager Performance Evaluation

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Well, I think I've said enough.
Looking through my prior messages, I just don't think that the City Manager is fixable.
So many of her actions defy common sense.

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Wednesday, September 4, 2024 11:44 AM
To: 'City Clerk' <CityClerk@cupertino.org>; 'citycouncil@cupertino.org' <citycouncil@cupertino.org>
Subject: City Council 9/4/24 Agenda 1 City Manager Eval

Dear City Council,
My opinions pertaining to the city manager have not changed since the previous eval.
I find that troubling because our public funds have gone toward training her in order for her to improve her performance
We have lost transparency. So many council meetings and planning commission meetings canceled.
Excuses made for \$50M sitting in a zero-interest checking account and then quietly investing it instead of thanking councilmember Moore for finding the problem publicly and fixing it publicly and explaining what happened.
And, way back in mid-February, I found that our precious BMR funds were mis-allocated and there has been no resolution. Why?
I am so very disappointed.
Please also refer to previous comments made.
Sincerely,
Rhoda Fry, 40-year resident

Lauren Sapudar

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Monday, April 28, 2025 8:06 PM
To: City Clerk; City Council
Subject: Comments Agenda Item #1 City Council Meeting April 29, 2025 City Manager Performance Evaluation
Attachments: search_results_City_Manager.csv; search_results_city_attorney.csv

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From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Thursday, November 21, 2024 10:58 AM
To: 'bc-strategydiscuss@googlegroups.com' <bc-strategydiscuss@googlegroups.com>
Subject: FW: Comments for Closed Session Agenda Items #1 and #2 11/21/2024

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Thursday, November 21, 2024 10:58 AM
To: 'cityclerk@cupertino.gov' <cityclerk@cupertino.gov>; 'City Council' <CityCouncil@cupertino.gov>
Subject: Comments for Closed Session Agenda Items #1 and #2 11/21/2024

Dear City Council,

On Monday night, I watched the Public Facilities Corporation Meeting. I was shocked to see that neither the City Manager nor the City Attorney were paying attention. They were on their cell phones and laptops. And they looked bored. I have seen this behavior other times as well. It was especially noticeable at a training that the City Staff and City Council had at the Library. The only staff person who seemed engaged was Mr. Morely, who is no longer employed by the City. When the senior staff ignores what goes on at a meeting with council members, it shows disrespect to the council members and also shows disrespect to the city staff who are making presentations. Furthermore, it sets a terrible example to city staff. This behavior must not be rewarded with an increase in salary.

Furthermore, I found that her remarks to councilmember Chao to be misleading. She had indicated that the spending plan did not include making expenditures – but those expenditures would have been made by the end of the fiscal year. That is not okay. She was also not responsive to a question asked by Councilmember Moore.

Furthermore, the City Manager was present at a terrible meeting at Quinlan about the painting of De Anza blvd. Only some members from the public were called upon and not others. There was no order and it wound up being a free-for-all. The City Manager could have set things up for residents to line up to ask questions but she did not. I guess she was checked out then as well. Again, another disappointment to a long list.

Attached are comparative salaries for the City Manager using transparent California.

According to Transparent California, the City Manager receives at total of \$445K in salary and benefits. She has no experience as a City Manager except for her time in Cupertino. Her previous experience is as a community and economic development director in San Bruno. She stated that she went on a City of Cupertino sister city trip to Taiwan for economic development, but we have yet to see a trip report or any economic benefits. So I don't know how well her 2 years in economic development has helped us. Prior to that she worked in Planning. She holds a Bachelor of Art in Architecture and Regional Planning from UC Berkeley, per her linked in.

By comparison, Gabriel Engeland, City Manager in Los Altos, earns by far less, has been a City Manager multiple times, and holds a Masters degree in Public Administration with total compensation at \$386K. Los Altos has more direct services than Cupertino. For examples, it has its own police department.

James Lindsay who had been a City Manager in Saratoga for a decade, received \$420K during his last year of employment, prior to retirement.

Brian Loventhal from the City of Campbell, earned \$431K following 8 years of employment as City Manager and although the City's population is 40K rather than 60K, Campbell has its own complexities, such as having its own police department.

Given Cupertino City Manager's lack education, experience, and job performance, it seems to me, that she is overpaid.

Likewise, please find attached Transparent California for City Attorney salaries from 2023 that was captured today.

You will see that the Cupertino City Manager is about in the middle. Note that not all cities are captured on the list.

The City Attorney is relatively new to the job having been a City Attorney for less than 3 and a half years. According to his linked in, he was an assistant City Attorney in Berkeley for a couple of years prior to his employment in Cupertino.

I have found Mr. Jensen to be very rude to residents and to councilmembers and staff. His decisions have been highly questionable.

I don't know what happened to him. He seemed decent at the beginning.

Now he is an embarrassment to the City.

In my opinion, he does not merit an increase in pay.

These two staff members have turned the City into a circus. I long for the days of City Manager David Knapp and Don Brown.

Sincerely,
Rhoda Fry 40+ year resident

Lauren Sapudar

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Monday, April 28, 2025 8:03 PM
To: City Clerk; City Council
Subject: Comments Agenda Item #1 City Council Meeting April 29, 2025 City Manager Performance Evaluation

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Another message regarding concerns about city manager

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Tuesday, April 22, 2025 12:49 AM
To: 'Liang Chao' <LChao@cupertino.gov>; 'floya@cupertino.gov' <floya@cupertino.gov>
Subject: Concerns regarding City Manager Pamela Wu sister city trip

Dear City Mayor Chao and City Attorney Andrews,

After reading a story in “Cupertino Facts,” regarding **the City Manager’s sister cities trip**, I have grown more concerned regarding her multiple improprieties. <https://cupertinofacts.org/2025/04/councilmember-sheila-mohan-ritz-carlton.html>

At a City Council, the City Manager had claimed that she had nothing to report in a managers’ report, but that very day, she had made a presentation at the Rotary Club. Given that this happened during business hours, it seems to me that she should have mentioned it. But there’s more. During her presentation she mentioned that the source of our budget concerns were related to Apple – something that **no City official was allowed to do**. This was explicit. See the video here: <https://vimeo.com/915834364?share=copy> starting minute 7:40. She subsequently provided another presentation at Bethel Church on a work day: https://www.youtube.com/watch?v=xkXe_Eesf4E where at 15:31 she also divulged that Apple was the target of the CDTFA audit.

The City Manager also made a policy decision to no longer have hybrid Parks & Rec meetings. These meetings were also no longer video-streamed or recorded – which had happened for years prior to covid. During and after covid, we moved to the hybrid meetings. She made this decision unilaterally without consultation with the Parks & Rec Commission or City Council. I even went to a meeting and recorded it myself. It wasn’t until months later that the meeting was once again live-streamed and recorded.

For over a decade, the City had left millions of dollars in cash in its zero-interest checking account. Councilmember Moore found the problem and reported it. Strangely, the City Manager defended having this stockpile of cash, which had been growing steadily over the last decade and ballooned during/after covid. Even in a Audit Committee, one of the consultants appeared shocked and suggested moving the money into a state-operated fund, similar to a money-market fund, called LAIF (Local Agency Investment Fund) which could be accessed the same day (and worst-case the next day). Finally, the money was moved. But once again, the City Manager failed to mention that it had been moved, even after she was asked.

My concern is also personal, because I’ve seen her make my friends cry at City Council meetings and I have been the subject of her gossip. That I cannot prove, but I find it quite annoying that she has allegedly told

members of the community that I am at fault for construction at Valco being delayed (Valco has never been a big topic of interest for me) and that I would be running for City Council (also untrue in that election). Her obvious antipathy toward some members of the community and city council members and excessive coziness with others is inappropriate and worrisome.

But back to the main reason I am writing you, **the City Manager's sister cities trip to India.**

1. The City Manager was not given permission, as required by the City Council, to take the Bhubaneswar sister city trip.

2. In addition to staying in Bhubaneswar, the City Manager also stayed in Bangalore (aka Bengaluru) for two nights and charged the City for that lodging. Bangalore is almost 900 miles from the sister City and about a 2-hour flight. Bangalore is neither a sister city nor a friendship city and Bangalore was not on the sister-city trip agenda as shown below:

| Date | Time | Trip Agenda |
|--------|----------|--|
| Nov 10 | 4:00 PM | Cupertino City Mayor & City Manager Land in BBSR |
| | | Meet with the His Highness King of Puri, Odisha |
| | | Trip to Shree Jagannatha Temple - Cultural |
| Nov 11 | 10:00 AM | Visit to Mayors Office |
| | | Welcome, Discussion and Friendly interaction with BBSR Mayor, City Manager and Council Members |
| | 1:00 PM | Luncheon with Member of Parliament |
| | 2:00 PM | Visit to Lingaraj Temple - Cultural immersion |
| Nov 12 | 7:00 AM | Visit to Konark Sun Temple - Cultural immersion |
| | | Visit Arts and Crafts Village, Raghurajpur- Arts Exchange |
| | 5:00 PM | India Chamber of Commerce, Bhubaneswar program (interaction with small business community for econ dev exchange) |
| | 7:00 PM | Coffee Meet at Chamber's Chairman's Home |
| | 8:00 PM | Dinner by Mayor at Trident |
| Nov 13 | 9:00 AM | Meet with Musical Artiste for breakfast (for cultural arts and artist exchange) |
| | 11:00 AM | School Visit to meet with President, Principal, students, coordinator (for student exchange) |
| | 7:00 PM | Cupertino City Mayor & City Manager Flight back to USA |

3. It is unknown as to how many vacation days vs work days the City Manager used on this trip. If the council had approved the trip, how much of it would have needed to be considered vacation days?

Conclusion, the City Manager failed to seek permission to go on this trip. She should pay for this trip out of pocket and take the entire time as vacation. It is even more surprising that she charged for her time staying in Bangalore.

The City Manager cannot claim ignorance of the rules as she went through a very uncomfortable approval process at the City Council meeting on April 13, 2023 for the sister city trip to Taiwan. There was an hour of deliberation on whether the City should pay for the City Manager's trip. The video starts here: <https://www.youtube.com/watch?v=SgWJaRdFvTw&t=7740s>

The 2023 consent-item agenda item was pulled off of consent and pushed to the end of the meeting after an excessively long dinner-break. Councilmember Chao expressed concern that the manager was taking 6-work days to go on this trip. Councilmember Moore asked for clarification for what the \$2200 ask was for. (As it turned out, it only related to the City Manager travel cost and nothing else – the description was misleading). The City Manager clarified that her expenses could be covered by the sister city, by her personally, or by the city council using her training fund. Some questioned the appropriateness of using a “training fund.” The City Manager would also stay with her parents and claim one vacation day. The City Manager clarified that the agenda item was not asking for city funds for the mayor's trip and was only asking for funds for the city manager's trip. **IN ORDER TO GET HER TRIP FOR FREE, THE CITY MANAGER KNEW THAT PERMISSION FROM CITY COUNCIL WAS REQUIRED.** Councilmember Chao questioned the necessity for the City Manager's presence on the trip (note that the City Manager's employment contract discusses “necessity” of travel). Again, the City Manager clarified that the ask before council was to approve her “travel expenditure.” And, “the action before you is to authorize or to deny by travel expense requests.” Councilmember Chao stated that other delegates on the trip were taking vacation time and paying their own way for the sister-city trip. During public comment, resident Griffin pointed out that the expenditures had already been made for the trip that was going to happen the next day and that the policy required authorization before the trip and that the policy was being abused. The optics for this vacation was particularly bad because the city was facing increasing taxes, selling assets, and potential layoffs. Residents Bedord and Saadatti were in favor of the expenditure. There were statements about adding on economic development activities to this trip as another justification, but a trip report regarding this aspect was never provided. Resident Fry expressed concern about the City Manager taking 7 days away from her day-to-day activities during the city's financial crisis. Resident Rao talked about the optics of the City Manager going on a trip and setting a bad example to employees. Resident Crabtree pointed out the strangeness of having two people who are from Taiwan engaging in a “cultural exchange,” the combination of “economic development,” and the total cost. Resident Warren fully agreed with resident Crabtree and questioned how there could be a “cultural exchange” and she also expressed discomfort around the added “economic development” that seemed inappropriate. She asked why it took too so long to put this item on the agenda. Resident Parrish acknowledged the concerns raised by residents Crabtree and Warren. She was concerned about the risk of the City Manager and Mayor making any kind of approvals regarding economic development. Mayor wanted the trip. Councilmember Chao wanted the City Manager to remain in Cupertino and expressed frustration about the City Manager going on a trip for economic development for one day. Councilmember Moore wondered about the actual portion of the trip was for the sister-city program and it seemed that only two days of their trip was actually related to the sister-city. She also had struggled with this being considered a “cultural exchange” given that both women were going to their home-country. Vice-mayor Mohan thought that this issue should not have been on the agenda. Councilmember Fruen wanted to approve the expenditure. Councilmember Chao reminded her colleagues that the policy in the agenda packet only mentions city council members and that any economic development trips should have been brought to council in advance. She said that this item wound up on the agenda (a day before the trip) because the City Manager and City Attorney realized that it needed to happen (because the trip had been planned well over a month prior). The \$2200 expenditure passed in a 3-2 vote with Moore and Chao voting no.

Please refer to the 4/13/2023 Council Meeting Agenda Item #3 “Consider authorizing City funding of up to \$2,200 for the visit to Sister City Hsinchu, Taiwan” documents; Supplemental Report; and written communications for this agenda item.

These can be found by navigating here: <https://cupertino.legistar.com/Calendar.aspx>

4/13/2023 attachment with the sister city policy page 4, “*All other Council or City Staff travel for Sister City programs must be funded by Sister City Committee fundraising activities, or by the individual traveling*”

council or staff member, unless authorized in advance by the City Council.”

4/13/2023 supplemental report starts on the 9th pdf page. A quote follows with emphasis added, “*Since these funds are being requested for a Sister City visit, **the Council must authorize the expense as described in the Sister City Policy.** Council may consider revisions to the policy to avoid this unusual restriction on the City Manager’s discretion over an administrative matter.*”

City Manager Employment Contract mentions travel: <https://www.cupertino.gov/files/assets/city/v/1/your-city/documents/cc-resolution-no-22090-2.pdf>

Later in 2023, the sister city policy was revised (see attached) states on the last page, “*International travel shall be at the expense of the traveling Councilmember or any accompanying staff member unless authorized in advance by the City Council.*”

Here is the link to that policy:

<https://www.cupertino.gov/files/assets/city/v/1/departments/documents/finance/non-profits-support-opportunities/2023-sister-city-friendship-city-policy-update.pdf>

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Consequently, the City Manager’s 2024 sister-city travel to India should have been approved by the City Council prior to her trip. Additionally, it is unlikely, that the council would have also approved expenses (and potentially including the expense of time away from work) for a two-night visit to Bangalore, which is neither a sister city nor a friendship city. It is hard to figure out exactly how much the City Manager’s trip cost because expenses were spread among multiple sources: about \$1652 was reimbursed to the City Manager for travel expenses and \$1634 was spent on her City credit card, adding up to nearly \$3300. The City Manager should have put this trip on the City Council Agenda – the need for approval was not hidden – she had already experienced it for the 2023 Taiwan trip.

There are several PRAs that substantiate the above concerns that you can find here:

<https://cityofcupertinoca.nextrequest.com/requests/25-38>

<https://cityofcupertinoca.nextrequest.com/requests/25-39>

<https://cityofcupertinoca.nextrequest.com/requests/25-53>

<https://cityofcupertinoca.nextrequest.com/requests/25-54>

The last PRA pertains to the City Manager’s credit card statements and I am concerned about the amount of wining-and-dining she’s doing. And when she has meals in the Bay Area, the vast majority are outside of our City limits (who is she feeding and why), and she needs to set an example by patronizing businesses within our city. Or better yet, stop all these extra meals. We are supposed to be on a budget. Furthermore, I am concerned by the amount of time that she is spending outside of Cupertino. I think we need to have a travel policy for staff. How can staff get their jobs done in Cupertino if much of their time is spent outside of Cupertino?

City Manager Trips as shown in credit card statements include:

~ April 2023: foreign exchange foreign exchange (likely for Taiwan sister city trip)

~ May 2023: Sacramento

~ September 2023: Sacramento

~ October 2023: Austin, Texas

~ September 2024: Pittsburgh, PA

~ October 2024: Long Beach

~ November 2024: Sister City plus Banaglore, India

~ February 2025: Palm Springs

I have four asks:

1. Please have the City Manager pay for her trip to India and deduct that time from her vacation time.
2. Please consider a policy to determine how much City staff can be outside of the City. If staff is going on excessive trips (and trainings), then how can they get their work done?
3. Please consider a policy on purchases that the City Manager can make – if there was a training outside of the City then it makes sense to purchase lunch outside of the City, but otherwise, purchases should be made inside the city (or not at all).
4. We need to figure out a better way to approve expenses made by the City Manager as the City Manager approves her own expense reports as do her direct reports (which puts them in an awkward position if there are any discrepancies).

We residents are being asked to spend more on City services and to forgo city-funded events. Staff needs to be mindful of our budget.

Thanks Much,
Rhoda Fry (40+ year Cupertino resident)

Lauren Sapudar

From: Rhoda Fry <fryhouse@earthlink.net>
Sent: Monday, April 28, 2025 8:02 PM
To: City Clerk; City Council
Subject: Comments Agenda Item #1 City Council Meeting April 29, 2025 City Manager Performance Evaluation
Attachments: NR 25-81 Responsive.pdf

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Council,

I will be sending you several emails pertaining to Comments Agenda Item #1 City Council Meeting April 29, 2025 City Manager Performance Evaluation.

I am very surprised that the City Manager took zero vacation days whilst on the sister city trip and spent two nights in a city that was unrelated to the sister city and charging what appears to be her vacation to the city taxpayers (see attached). And why on earth did she go on that trip at all? How does that trip, or the trip she took to Taiwan the previous year, further the goals of our city?

My overall concerns all circle around impropriety and exhibiting extraordinarily poor judgement and ethics.

She did not show up to the state-of-the-city address and sent no regrets or a substitute person. It was an extremely bad look. Our newly-hired city attorney was there. High-level staff members of other organizations were there – such as the new president of De Anza College. And of course past and present elected people from our city and beyond. But no city manager.

She never seems to have anything to say in the city manager's report at city council yet spent time telling City secrets (that have been recorded) to the Bethel Church and to the Rotary Club. It was forbidden for staff to mention that Apple was being audited by the State. And she all but mentioned it at a league of women voters event, but there is no official recording of it.

I'd like to know how much of our city funds she's spent on various trips, food, trainings etc... Seeing some of her credit-card bills in PRAs is worrisome (and sickening).

She tried to convince to buy a building for temporary use and various consultants were hired. She assured the council that the building was turn-key, when it clearly was not. She tried to sell the council a false bill of goods. I'm relieved that it was not purchased.

She has also put our public safety at risk. Our building on Torre was to be remodeled for the Emergency Operations Center. And somehow that project stalled. But she never reported back to council that it had been shelved by staff. It just withered. Ultimately, a later council officially stalled the project. Was there politicking going on behind the scenes? She should have notified the council publicly that this building renovation was not going to happen. Additionally, our top safety person left for another job and there's no requisition to replace that person and no reason given for it. If that person was not needed, why were they doing that job anyway? We were led to believe that it was an important job. Now after a long vacancy, there's an opening for an assistant city manager.

For the foreseeable future, the city was going to be in the negative by \$10M per year and suddenly isn't. Why? And all that doom and gloom almost had us partnering with developers and building homes atop of our sports center, city hall and community hall. In fact there was a study to do that but doing that study was not officially part of the work program. Funding for renewing city hall yes, but not an in-depth public-private partnership study.

She also made a unilateral decision to not create video recordings of our parks and rec meetings which has happened for years. This is a policy decision that should have been left to the city council. Meetings had always been live-streamed and recorded. Later they were hybrid. And at some point, there was nothing at all. Many people complained. Now the meeting is live-streamed and recorded but many meetings were not. It was reckless. Essentially she destroyed our public records.

She has shown strong favoritism for some councilmembers and members of the public and disdain for others. I was alarmed to find out from residents that she told them that I was running for City Council (not true). I was also alarmed to find out from residents that she blamed the lack of progress on Vallco on me and councilmember Moore. I have learned very little about Vallco and been relatively uninvolved with issues pertaining to Vallco. And even if I had been involved with Vallco, the likelihood of me or Ms. Moore to have somehow stopped it in its tracks is unlikely and actually defamatory. I had studied contributions to elections and did post on nextdoor that future councilmember Fruen had managed a political action committee that had Vallco owners as its biggest contributor. Her personal feelings about councilmembers and members of the public are palpable when watching city council members.

Under Mayor Darcy Paul, she appeared to be responsive and to listen to direction. Since then, she's put in roadblocks. She also stopped a council meeting in what appeared to be an effort to sway councilmembers on approving signage for the public storage building. I was there when she told a councilmember that the city could be sued if it were not approved. But the fact is that the city's ordinances were in the city's favor. Now we have an ugly sign. She should not be giving legal opinions because she is not a lawyer.

Strangely, our commissioners are not getting business cards because of cost cutting. And we no longer have coffee/tea in the vestibule prior to council meetings. Having the free coffee/tea always felt a bit excessive to me and I feel like it sent the right message to the community that we are watching our pennies. But this pales in comparison to her city-paid \$3K trip on city time to India. It sets a really bad example to staff. When she went to Taiwan, she was saying that all hands needed to be on deck for the budget. But somehow she didn't need to be here captaining the ship. She is showing staff that they too should take as much money from us taxpayers as possible and that being of service to our community doesn't matter. Overall, since she has been on board, I have found staff to be by far less helpful and open-minded. Their first reaction seems to be "no." And I think that this change in their behavior is coming from poor leadership and it makes me feel really sad because I've lived here for over 40 years.

She seemed green but promising when she was hired. I am really sad by how she's turned out.

Thanks,
Rhoda Fry

Lauren Sapudar

From: Debbie Timmers <datimmers@gmail.com>
Sent: Monday, April 28, 2025 6:56 PM
To: City Council
Cc: City Clerk
Subject: Subject: Public employee performance evaluation; Title: City Manager;

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Clerk, Please include the following in written communications for the April 29 city council meeting:

Dear Mayor Chao, Vice Mayor Moore, and Councilmembers,

I am a resident of Cupertino and wish to speak on this topic. This is the second closed session on City Manager Pamela Wu since April 2, 2025 — an unusual frequency for a leader who has guided Cupertino through major challenges, improved internal processes, and boosted employee morale.

Pam Wu's performance was formally evaluated in November 2024 and again a few weeks ago. This frequency creates an appearance of harassment, especially given Cupertino's history of staff turnover and prior Grand Jury findings.

Pam Wu has managed council meetings professionally, answered questions appropriately, and referred complex issues to the appropriate department, which is a responsible and necessary approach. Under her leadership, Cupertino achieved Housing Element certification, managed the budget crisis with excellent public outreach, and made progress at Vallco — all major wins for our city!

Our council must focus on collaboration, professionalism, and forward progress — not division. Respecting our staff ensures strong retention, effective governance, and benefits all residents. Disrespect, on the other hand, costs us greatly, with a loss in reputation, more inefficiencies (having to continually train new staff), and this divisiveness tears our community apart. Let's work together constructively to move our community forward.

Best regards,

Debbie Timmers

Lauren Sapudar

From: Abby Porter <abbyporter305@gmail.com>
Sent: Monday, April 28, 2025 5:49 PM
To: Cupertino City Manager's Office; City Clerk; City Council
Subject: Letter about Pam Wu Performance Review

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening, Councilmembers,

I'm here to strongly oppose this second closed-session evaluation of City Manager Pamela Wu.

Ms. Wu just had her annual evaluation in November 2024 — and another review just a few weeks ago, on April 2nd. Now, once again, she's being dragged into another evaluation with no clear justification. **This repeated targeting creates the appearance of harassment, not professional oversight.**

Pamela Wu has steered Cupertino through major crises with skill and professionalism:

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- She led the city through a financial crisis with an open, transparent budget process.
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- She secured Housing Element certification, protecting us from unwanted Builder's Remedy projects.
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- She helped move forward the long-stalled Vallco development after years of legal gridlock.
-
-
-

Under her leadership, staff turnover has dropped, morale has improved, and stability has returned — after years of chaos when Cupertino had seven different city managers in four years.

Some recent emails attacking Ms. Wu have been personal, inaccurate, and repetitive — calling her “arrogant” or “communist” — with no basis in her actual job performance. Public employees should be evaluated based on **their results and professionalism**, not political bias or personal grudges.

Ms. Wu has appropriately managed council meetings, giving accurate answers or referring questions to the right departments when needed. That’s not disrespect — it’s competence and caution, ensuring that council and the public get correct information.

I urge the Council to reject this pattern of antagonism. **Leadership comes with the responsibility to foster a respectful environment for staff and residents alike.** We must focus on moving Cupertino forward, not falling into cycles of instability that hurt everyone.

Sincerely,
Abigail Porter

Lauren Sapudar

From: J Shearin <shearin.jen@gmail.com>
Sent: Monday, April 28, 2025 5:23 PM
To: City Council; City Clerk; Cupertino City Manager's Office
Subject: Cancel the off-cycle "performance review" of our City Manager

Follow Up Flag: Follow up
Flag Status: Flagged

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Chao, and City Councilmembers, and senior city staff:

We residents have been through a lot of tumult in the last 10 years. We had the Covid crisis, the Apple sales tax decision, the Housing Element mess, the big housing projects in our residential neighborhoods (more still coming), we've had the ongoing disaster of Vallco, and of course the Grand Jury report including the financial issues. We've seen six (or more) City Managers and multiple City Attorneys come and go.

Some residents, such as the ones that seem to write you long letters about an issue almost every meeting, or speak every time at Council, may relish the crises, infighting and chaos, and want to keep it going. But the typical resident does not. They just want a sensible and thoughtfully run city government with councilmembers that can get along and be professional with staff and other leadership. Residents don't want the constant churn of new city management and really don't want excellent talented staff to avoid applying for positions with the city because the candidates can see how unpleasant it could be to work for our city.

Every Councilmember action on almost every issue can have longterm consequences. Your decision to have a an off-cycle employee evaluation of our City Manager in closed session is one such action that likely will have long term negative ones. **I urge you to cancel the closed session on the dais or end it as soon as it begins for the sake of our city and our residents.** This type of arbitrary and personally motivated action not only is detrimental to keeping a city manager that has led our city soundly through major crises, but also sends a strong signal to other future city manager candidates that they will be subject to other capricious action if they accept a future position as Cupertino City Manager.

Pamela Wu has performed well as our City Manager through two very difficult years. The budget is balanced with significantly more public outreach and input than previously, we have excellent systematic processes now for the CIP and Work Program, and staff turnover is much better. Concerns for residents are handled thoughtfully and civilly even with great provocation. Pamela has made it a priority to expand her dialogue with commissioners and with the residents, being open to talking about issues big and small.

The complaints I have heard regarding City Manager Wu are mainly of how she states during meetings she "cannot" or "will not" answer when a questions out of the scope of the agenda item are asked. It is unreasonable to ask our City Manager, without access to files or without being able to discuss with her

staff, questions which require research and expect an answer immediately. Questions such as these should have been asked in advance or can be asked after the Council meetings. Other complaints from two residents, which include hyperbolic negative slurs such as Cupertino now being a “communist government” and personal attacks such as “embarrassment to our city”, don’t merit a response. The silliness of complaining about a hotel room someone stayed in—which I saw was \$177 a night, about half of what a hotel night costs here in Cupertino—is also not worth wasting our city’s time discussing in a Council meeting. None of this merits the upheaval of a performance review off cycle and the potential to bring our city more troubled turnover after our City Attorney just left.

Let’s do the right thing for our city and its residents, and not create a crisis out of personal motivations. That means ending this review as soon as it’s begun.

Thank you for considering my input on this issue, and your work on behalf of Cupertino.

Sincerely.

Jennifer Shearin
19511 Howard Court, Cupertino

From: [Lisa Warren](#)
To: [City Council](#); [City Clerk](#)
Cc: [City Attorney's Office](#); [Floy Andrews](#)
Subject: City Council Meeting CLOSED SESSION agenda item City Manager
Date: Tuesday, April 29, 2025 3:44:11 PM
Attachments: [Exception to Brown Act for closed session Real Estate transaction discussion .DOC.docx](#)
[summary of key points from Supl Rpt re PULLED consent #12 CC mtg June 18, 2024.docx](#)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I REQUEST THAT THIS EMAIL COMMUNICATION AND ATTACHMENTS BE INCLUDED THIS AS WRITTEN COMMUNICATION FOR THE April 29, 2025 CLOSED SESSION MEETING OF CUPERTINO CITY COUNCIL.

Note: This was information shared at a previous Closed Session performance review for City Manager Pamela Wu. July 9, 2024

Please note the two attachments to this email, in addition to the Turnkey definitions below. They are meant to be informational and available to the public in relation to today's closed session agenda.

As you already know, I have great concerns related to the misrepresentation that Cupertino City Manager used in the Supplemental 'slide deck' that was in no way part of the June 18, 2024 agenda* - consent item 12.

*The supplemental came into play when members of the public and city councilmember 'pulled' the consent item for discussion.

Thankfully the item was able to be openly discussed, but I believe that the claims made by CM Wu were false and misleading.

NEW COMMENT 2025.... The discussion and consent item related to a commercial building purchase for any purpose, has been dormant IN PUBLIC view for months.

Tax payers were paying for consultants and staff time for a never publicly discussed potential real estate purchase that we seriously mis represented by CM Wu.

I do very much hope that such discussions are not still being held out of public view.

Definition of Turnkey property

...

what is a turnkey property

A turnkey property is one that you can buy and immediately occupy. That's because it is fully renovated

and repaired.

What Is a Turnkey Property?

A turnkey property is a fully renovated home or apartment building, or other commercial building that an [investor](#) can purchase and immediately rent out. A turnkey home is often a property purchased from a company that specializes in the restoration of older properties. Those same firms may also offer [property management](#) services to buyers, minimizing the amount of time and effort they have to put into the rental.

--- Lisa Warren

The Real-Estate-Negotiations Exception To The Brown Act Permits Closed-Session Discussion Of The Amount Of Consideration The Public Agency Is Willing To Pay, The Form, Manner, And Timing Of Payment, And Items Essential To Arriving At Authorized Price And Payment Terms

By **Heather DeBlanc**
Liebert Cassidy Whitmore

Apr 12, 2012

The Attorney General has issued an opinion as to what items may be discussed under the real-estate-negotiations exception to the open meeting requirements of the Ralph M. Brown Act. The Brown Act permits a governing body to meet in closed session with its real estate negotiator "to grant authority to its negotiator regarding the price and terms of

payment" for a proposed purchase, sale, exchange, or lease of identified real property.

The real-estate-negotiations exception does not permit closed-session discussion of any and all aspects of a proposed transaction that could effect price or payment terms. The wisdom of the proposed transaction cannot be discussed in closed session. The Attorney General opined that the real-estate-negotiations exception to the open meeting requirements of the Brown Act permits closed-session discussion of the following:

1. the amount of consideration the local agency is willing to pay or accept in exchange for the real property rights to be acquired or transferred in the particular transaction;
2. the form, manner, and timing of how that consideration will be paid; and
3. items essential to arriving at the authorized price and payment terms, such that their public disclosure would be tantamount to revealing the information that the exception permits to be kept confidential.

The agenda item must specify the property, identification of agency negotiator, names of negotiating parties, and whether the negotiation concerns, price, terms of payment, or both. The Attorney General noted that the word "terms" is modified by "of payment" which rules out the possibility that all terms of the transaction as a whole may be discussed under the exception.

The AG concluded that "a closed-session discussion regarding price or terms of payment must allow a public agency to consider the range of possibilities for payment that the agency might be willing to accept, including how low or how high to start the

negotiations with the other party, the sequencing and strategy of offers or counteroffers, as well as various payment alternatives. Information designed to assist the agency in determining the value of the property in question, such as the sales or rental figures for comparable properties, should also be permitted, because that information is often essential to the process of arriving at a negotiating price."

Attorney General Opinion No. 10-206 (Dec. 27, 2011) [2011 WL 6917511].

This article was written by [Heather DeBlanc](#), an attorney with the full service education law firm of Liebert Cassidy Whitmore. Ms. DeBlanc is an Associate in the Los Angeles office and can be reached at (310) 981-2000 or at hdeblanc@lcwlegal.com. For more information regarding the information above or our firm please visit our website at www.lcwlegal.com, or contact one of our offices below.

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Comments from another source:

The starting point for our analysis is, necessarily, the language of the exception itself, together with related provisions of the Brown Act.¹⁵

The real-estate-negotiations exception provides, in relevant part, as follows:

Notwithstanding any other provision of this chapter, a legislative body of a local agency may hold a closed session with its negotiator prior to the purchase, sale, exchange, or lease of real property by or for the local agency to grant authority to its negotiator regarding the price and terms of payment for the purchase, sale, exchange, or lease.

However, ***prior to the closed session, the legislative body of the local agency shall hold an open and public session in which it identifies its negotiators, the real property or real properties which the negotiations may concern, and the person or persons with whom its negotiators may negotiate.***

16 The disclosure requirement set forth in **the second quoted sentence** mirrors a more general Brown Act provision to the same effect.

17 Both of these notice provisions reinforce the Act’s general notice requirement that, “[a]t least 72 hours before a regular meeting, the legislative body of the local agency, or its designee, shall post an agenda containing a brief general description of each item of business to be transacted or discussed at the meeting, including items to be discussed in closed session.”

18 14 Id. 15 See Shapiro v. San Diego City Council, 96 Cal. App. 4th at 924. 16 § 54956.8. 17 § 54957.7(a) (“Prior to holding any closed session, the legislative body of the local agency shall disclose, in an open meeting, the item or items to be discussed in the closed session”) 18 § 54954.2(a) (emphasis added). 4 10-206 With regard to the real-estate-negotiations exception, the Act provides that it is sufficiently specific (or within a “safe harbor”) to describe the agenda item as follows:

CONFERENCE WITH REAL PROPERTY NEGOTIATORS Property: (Specify street address, or if no street address, the parcel number or other unique reference, of the real property under negotiation.) Agency negotiator: (Specify names of negotiators attending the closed session.) (If circumstances necessitate the absence of a specified negotiator, an agent or designee may participate in place of the absent negotiator so long as the name of the agent or designee is announced at an open session held prior to the closed session.) Negotiating parties: (Specify name of party (not agent).) Under negotiation: (Specify whether instruction to negotiator will concern price, terms of payment, or both.)

19 The Act provides that, “in the closed session, the legislative body **may consider only those matters covered in its [agenda] statement.**”

The [agenda] statement

| | | | |
|---------------|--|---------------|------------------------------|
| Type: | Consent Calendar | Status: | Agenda Ready |
| File created: | 6/5/2024 | In control: | City Council |
| On agenda: | 6/18/2024 | Final action: | |
| Title: | Subject: Consider acquisition of property located at 19400 Stevens Creek Blvd, and appointment of real property negotiator for acquisition of property | | |

CC 06-18-2024

#12

Consider acquisition of property located at 19400 Stevens Creek Blvd

Bullet points from slide #4 of ‘Supplemental Report’ to Consent Item #12 on June 18 City Council meeting Agenda

Key Elements and Opportunities

- **Turnkey** office space located at 19400 Stevens Creek Boulevard
- 1.2-acre lot, 20,700 square feet of office
- Accessible location for the community
- **Could serve as** an interim City Hall **while potential** partnership and funding options **are explored** for current site

From: chitrasv@yahoo.com
To: [City Council](#); [City Clerk](#); [City Attorney's Office](#)
Subject: Concerns Regarding City Manager Pamela Wu's Conduct and Use of City Resources
Date: Tuesday, April 29, 2025 7:52:36 PM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor Chao, Vice Mayor Moore, and Respected Councilmembers,

I am a Cupertino resident of Indian origin who cares deeply about the proper use of public funds and the respectful functioning of our city government. I am writing to express my serious concerns about the conduct and decisions of City Manager Pamela Wu.

One issue that stood out to me, especially as someone familiar with India, is Ms. Wu's recent trip to India using city funds. This trip included airfare, hotel, and salary expenses paid by the City of Cupertino. What is especially troubling is that she spent part of this trip in Bangalore, even though Cupertino's sister city is Bhubaneswar.

As someone who knows the geography and cost of travel in India, I can say clearly that there is no valid reason to travel to Bangalore when the official purpose is to visit Bhubaneswar. The two cities are far apart and unrelated. It is well known that Bangalore is one of the most expensive cities in India, and staying at the Ritz Carlton only adds to unnecessary cost. Spending a weekend in Bangalore at city expense does not align with any reasonable city business and appears more like a personal side trip. This is extremely disappointing, especially when residents are being told the city cannot afford basic services and facilities.

In addition to this, I would like to highlight several other concerns about Ms. Wu's leadership:

She has spoken disrespectfully to Mayor Chao and Vice Mayor Moore during public meetings. Her tone is often dismissive and unprofessional.

She frequently changes rules for public comments and communications, making it harder for residents to participate in council meetings.

She allowed \$50 million to sit in low-interest accounts for a long time. Even when this was pointed out, she only took minimal steps to improve the situation, causing the city to lose out on much-needed interest income.

Important contracts and real estate decisions have been rushed to the council without enough time for review or transparency. The public is often left in the dark.

Her behavior shows signs of political bias. She favors certain councilmembers and residents while dismissing others. This is not how a city manager should operate.

These are serious issues. If Ms. Wu is not already on a performance improvement plan, I request that the Council consider placing her on one. If there is no improvement, the Council should begin a search for a new City Manager who puts residents first, treats everyone equally, and uses public money carefully.

Thank you for your time and for listening to the concerns of ordinary residents like me.

Sincerely,
Chitra Iyer
Cupertino Resident
Indian-American Community Member

From: [Alex Mao](#)
To: [Cupertino City Manager's Office](#); [City Clerk](#); [City Council](#)
Subject: Support Good Governance — End the Harassment of Our City Manager
Date: Tuesday, April 29, 2025 7:50:33 PM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good evening, Councilmembers,

I'm here to strongly oppose this second closed-session evaluation of City Manager Pamela Wu.

Ms. Wu just had her annual evaluation in November 2024 — and another review just a few weeks ago, on April 2nd. Now, once again, she's being dragged into another evaluation with no clear justification. **This repeated targeting creates the appearance of harassment, not professional oversight.**

Pamela Wu has steered Cupertino through major crises with skill and professionalism:

- She led the city through a financial crisis with an open, transparent budget process.
- She secured Housing Element certification, protecting us from unwanted Builder's Remedy projects.
- She helped move forward the long-stalled Vallco development after years of legal gridlock.

Under her leadership, staff turnover has dropped, morale has improved, and stability has returned — after years of chaos when Cupertino had seven different city managers in four years.

Some recent emails attacking Ms. Wu have been personal, inaccurate, and repetitive — calling her “arrogant” or “communist” — with no basis in her actual job performance. Public employees should be evaluated based on **their results and professionalism**, not political bias or personal grudges.

Ms. Wu has appropriately managed council meetings, giving accurate answers or referring

questions to the right departments when needed. That's not disrespect — it's competence and caution, ensuring that council and the public get correct information.

I urge the Council to reject this pattern of antagonism. **Leadership comes with the responsibility to foster a respectful environment for staff and residents alike.** We must focus on moving Cupertino forward, not falling into cycles of instability that hurt everyone.

--

Alexander Mao

From: [Elanthenral E](#)
To: [City Council](#); [City Clerk](#); [City Attorney's Office](#)
Subject: Attn: closed session Pamela Wu
Date: Tuesday, April 29, 2025 5:38:18 PM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear City Council Members,

I would like to share my concerns regarding the performance and actions of Cupertino City Manager Pamela Wu, ahead of her closed session evaluation today.

It has come to my attention that Ms. Wu has undertaken multiple international trips funded by taxpayer money, including a recent visit to Bangalore, where she stayed at the Ritz Carlton and flew business class. This trip, costing approximately \$3,200, was conducted without prior approval from the City Council. Additionally, Bangalore is not a sister city to Cupertino, raising questions about the relevance of this expenditure to her role as City Manager.

Furthermore, there have been instances of significant spending on expensive meals, such as \$425 at Breaking Dawn brunch in Los Gatos and over \$300 at Khanh's, while simultaneously cutting costs on resident amenities like coffee and snacks at council meetings and restroom cleaning at city facilities.

These actions appear to deviate from the original purpose of city programs and responsible fiscal management. I urge the City Council to thoroughly review these matters during the evaluation process and ensure accountability for the use of taxpayer funds.

Thank you for your attention to this matter.

Regards,
Elan
Cupertino Resident

From: [Neil Park-McClintick](#)
To: [City Clerk](#); [City Council](#); [Cupertino City Manager's Office](#)
Subject: In Opposition to Today's City Manager Review Session
Date: Tuesday, April 29, 2025 5:01:07 PM

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Mayor and Council,

My name is Neil, and I am a former longtime resident. I grew up in Cupertino and lived there as a young adult, recently leaving due to a lack of housing options and opportunities for joy and community for young adults like myself. My family still lives there, and I care genuinely care about the future of the city.

My hopes lie in a future where I can trust that Cupertino will be well run as a city, and do its part to solve the housing crisis, while also opening its doors to future families and young adults.

Unfortunately, Council actions like today's wholly unnecessary performance review jeopardize that future, and necessitate that all current and former community members stand up against abuse of power.

I do not know City Manager Wu very well, and neither do advocacy groups like Cupertino for All, nor do we need to. But she is the executive of the city with years of professional experience and has helped lead the city through extremely challenging times—whether it be the housing element or the CDTFA rule change on collecting revenues, which had the potential to fiscally decimate the city.

The perception of Cupertino in political circles is that it is a place of chaos, instability, and unnecessary scandal, and that is not because of its City Manager. We had 7 city managers in 4 years, and today's session only reinforces and increasingly moves us backward into that narrative. That perception hinders our ability to achieve social and economic good, and damages our partnerships at a local and regional level.

Let's do better as a City.

-Neil Park-McClintick