



SPECIAL MEETING OF THE MILPITAS CITY COUNCIL



AGENDA

FRIDAY, OCTOBER 24, 2025

CITY COUNCIL CHAMBER, 455 E. CALAVERAS BLVD, MILPITAS, CA
11:30 AM

For assistance in the following languages, you may call:

Đối với Việt Nam, gọi 408-586-2400

Para sa Tagalog, tumawag sa 408-586-3051

Para español, llame 408-586-3072

** To access written translation during the meeting, scan the QR Code.*

The City Council meeting is held in the City Council Chamber at City Hall, 455 E. Calaveras Blvd.,
Milpitas and via teleconference/Zoom webinar.

You may watch the Council meeting without providing public comment by accessing it via links here.

Meeting shall be livestreamed - Go to:

Facebook: <https://www.facebook.com/CityofMilpitas/>

YouTube: <https://www.milpitas.gov/youtube>

Web Streaming: <https://www.milpitas.gov/webstreaming>

PUBLIC COMMENT INSTRUCTIONS

Oral public comments may only be provided live during the City Council meeting in person, unless the City Council approves remote public comment. All comments provided shall be limited to three minutes or less as determined by the Mayor. All members of the public will be limited to one comment per agenda item, and one comment for non-agenda items. Members of the public may submit written comments by email to CityClerk@milpitas.gov

The meeting will be streamed via Zoom for viewing purposes only unless the City Council approves remote public comment. To watch via Zoom, please register at:

https://ci-milpitas-ca-gov.zoom.us/webinar/register/WN_AS7iC5l9T5KaYOnn41e6Tw

NOTE: If a member of the public wishes to share any presentation materials for Council consideration, they must be submitted to the Clerk's Office by email to CityClerk@milpitas.gov by 12:00 p.m. on the day of the meeting. No presentations will be accepted in person in the Council Chambers.

MILPITAS CITY COUNCIL CODE OF CONDUCT

- Be respectful and courteous (words, tone, and body language).
- Model civility.
- Avoid surprises.
- Praise publicly and criticize privately.
- Focus on the issue, not the person.
- Use electronic devices appropriately while on the Council dais.
- Disclose conflicts of interest and affiliations related to agenda items.
- Separate governing from campaigning.
- The Council speaks with one voice after making policy on issues.
- Respect the line between policy and administration.
- Council will hold one another accountable to comply with this Code of Conduct.

CALL MEETING TO ORDER by Mayor and ROLL CALL by City Clerk (11:30 AM)

PLEDGE OF ALLEGIANCE

PUBLIC FORUM

Members of the public are invited to speak on items listed on today's agenda only. Comments will be limited to three minutes or less at the Mayor's discretion. When called to speak, you are encouraged to state your name for the record.

ANNOUNCEMENT OF CONFLICT OF INTEREST AND CAMPAIGN CONTRIBUTIONS

READING OF THE CITY COUNCIL CODE OF CONDUCT

APPROVAL OF AGENDA

AGENDA ITEMS

1. **Report on Violations of the City's Code of Conduct, Council Handbook, Open Government Ordinance, and Municipal Code (Staff Contact: Deanna J. Santana, City Manager, 408-586-3050)**

Recommendation: Discuss violations and determine manner in which the Council will hold one another accountable consistent with the Council Code of Conduct and other applicable rules and policies.

ADJOURNMENT

KNOW YOUR RIGHTS UNDER THE OPEN GOVERNMENT ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions and other City agencies exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and City operations are open to the people's review. For more information on your rights under the Open Government Ordinance or to report a violation, contact the City Attorney's office at Milpitas City Hall, 455 E. Calaveras Blvd., Milpitas, CA 95035
e-mail: ccreech@milpitas.gov / Phone: 408-586-3040

The Open Government Ordinance is codified in the Milpitas Municipal Code as Title I Chapter 310 and is available online at the City's website www.milpitas.gov by selecting the Milpitas Municipal Code link.

Materials related to an item on this agenda submitted to the City Council after initial distribution of the agenda packet are available for public inspection at the City Clerk's office at Milpitas City Hall, 3rd floor 455 E. Calaveras Blvd., Milpitas and on City website. City Council agendas and related materials can be viewed online: www.milpitas.gov/government/council/agenda_minutes.asp (select meeting date)

APPLY TO SERVE ON A CITY COMMISSION

Commission application forms are available online at www.milpitas.gov or at Milpitas City Hall. Contact the City Clerk's Office at 408-586-3001 for more information.

If you need assistance, per the Americans with Disabilities Act, for any City of Milpitas public meeting, please call the City Clerk at 408-586-3001 or send an e-mail to CityClerk@milpitas.gov prior to the meeting. You may request a larger font agenda.



**CITY OF MILPITAS
AGENDA REPORT
(AR)**

Item Title:	Report on Violations of the City's Code of Conduct, Council Handbook, Open Government Ordinance, and Municipal Code (Staff Contact: Deanna J. Santana, City Manager, 408-586-3050)
Category:	Leadership and Support Services
Meeting Date:	10/24/2025
Recommendation:	Discuss violations and determine manner in which the Council will hold one another accountable consistent with the Council Code of Conduct and other applicable rules and policies.

The City Council continued this item from its October 21, 2025 City Council meeting, by directing staff to schedule a meeting for October 24, 2025 and to produce more materials on this topic from August 26 to September 5, 2025.

On October 22 and 23, the following search was conducted using the requested keywords and sender/recipients.

Keywords	City Attorney, Attorney Interview, Meeting, Closed Session, Interview
Sender/Recipients	Candidate 1 , Candidate 2 , suyeda@alliancerc.com ; gbarbadillo@milpitas.gov , cmontano@milpitas.gov , mrodriguez@milpitas.gov ; dsantana@milpitas.gov ; mcano@milpitas.gov ; echua@milpitas.gov ,
Date Range	8/20/25 - 9/5/25
Records Returned	183 (Includes duplicates – For example, the sender's sent message will show up in the recipient's Inbox. Both are counted as unique messages.)

The production of emails was conducted by the Information Technology Department and followed the standard procedures, which are:

- The same discovery process used for PRA searches was followed.
- Even if users deleted or purged items, those messages are produced as part of discovery.
- All exported emails are organized into subfolders corresponding to each date within the range.

The above is the same process used earlier, as referenced at the October 21 Council meeting. With dates added, more emails have been produced and are attached to this report in order by date and time.

POLICY OPTIONS:

The policy options remain the same as provided at the October 21 City Council meeting. However, on Wednesday afternoon, Councilmember Hon Lien submitted to the City Clerk a request to initiate the Censure Policy, and that request is now with the Acting City Attorney and has been provided to the Council. The submission to initiate the Censure Policy does not remove the Council's consideration today any of the options below, including the three lesser remedies that are not governed by the Censure Policy. In addition, Councilmembers are permitted to amend or withdraw requests for censure and/or bring additional or different requests for censure if they so wish based upon discussions.

If the Council desires a more robust conversation on these issues, the Council will need to:

1. By motion and majority vote, waive the confidentiality of the Acting City Attorney's attorney-client memorandum dated October 8, 2025.

By this action, the findings in the above referenced report would be public. However, it is worth noting that this is already not a confidential matter, nor are the materials documenting this series of violations: the text

messages, resignation email, District Attorney's letter, recruiter emails, and other materials included in this report are not protected or designated as confidential information. Confidentiality is only limited to the Acting City Attorney's legal opinion of Councilmember Chua's violations: therefore, this is already a public issue and, should be, as the public has the right to know when violations of this nature have occurred.

Given that the City's Code of Conduct explicitly states that Councilmembers "will hold one another accountable," there are options for the Council to consider. These actions can occur regardless of whether the confidentiality of the memorandum mentioned above is waived:

1. **Note and File** – This action would accept this report without taking further action to hold the Councilmember accountable. This action would most likely be in conflict with the City's Code of Conduct.
2. **Council Action Short of Accountability and Censure**-- Council, by majority vote, can adopt a statement which disapproves of these actions.
3. **Accountability** – Council can verbally admonish by motion at this Council Meeting or, by a majority vote, direct staff to return with a formal resolution to admonish at a future scheduled meeting. With these listed policy options, the Council may take accountability measures by directing training, requesting a formal apology, and/or other consequences relative to formal duties.
4. **Censure** – Councilmembers may act to Censure Councilmember Chua as detailed in the attached in the City's Censure Policy (Exhibit 5).

ATTACHMENT(S):

Attachment 1: October 21, 2025 Agenda Report, Item 12

Attachment 2: Emails from August 26, 2025 through September 5, 2025 – Councilmembers

Attachment 3: Emails from August 26, 2025 through September 5, 2025 -- Staff



CITY OF MILPITAS AGENDA REPORT (AR)

Item Title:	Report on Violations of the City's Code of Conduct, Council Handbook, Open Government Ordinance, and Municipal Code (Staff Contact: Deanna J. Santana, City Manager, 408-586-3050)
Category:	Leadership and Support Services
Meeting Date:	10/21/2025
Recommendation:	Discuss violations and determine manner in which the Council will hold one another accountable consistent with the Council Code of Conduct and other applicable rules and policies.

The City of Milpitas has a Code of Conduct, Council Handbook, Municipal Code, and various laws that establish rules and regulations for a Councilmember's conduct, authority and, overall, how to perform the work of an elected official. The Council Code of Conduct specifically states that the Council will "respect the line between policy and administration" and "hold one another accountable to comply with this Code of Conduct."

In accordance with the above, the purpose of this memo is to formally report to the Council that there has been a series of violations by Councilmember Evelyn Chua and allow for the Council to discuss its Code of Conduct and determine next steps. I am delayed in sharing this information because I have been coordinating this public report with the Acting City Attorney who issued an attorney-client memorandum on October 8, 2025.

BACKGROUND:

During the week of August 24, 2025, Councilmember Chua took several actions in violation of the Code of Conduct, Council Handbook, and Municipal Code when an Office Specialist was directed to schedule a Special City Council Closed Session meeting to interview a city attorney candidate with the full Council in attendance. In the process of trying to schedule this meeting, Councilmember Chua did not consult with the appropriate staff responsible for the City's noticing requirements and directed an Office Specialist that the meeting needed to be confidential without any other staff involvement, to poll the Council for availability, and reserve a room for this Council meeting (Exhibit 1).

In California, when a Councilmember directs staff to schedule a meeting that is not legally noticed, it can lead to a violation of the Ralph M. Brown Act--the state's open meeting law. The Act prohibits secret meetings and requires that the public be given notice and an opportunity to participate in local government. A Councilmember who violates these rules can face both civil and criminal penalties. Please see below for more information about Brown Act Violations:

Intentional violation:

- A councilmember who intentionally acts in violation of the Brown Act to deprive the public of information is guilty of a misdemeanor.
- Illegal action: The Brown Act requires local agencies to hold meetings in public and post a proper agenda for special meetings at least 24 hours in advance. If a special meeting is called without this notice, any decision made during that meeting can be declared void by a court.
- Subverting the process: The Brown Act applies to any gathering of a majority of a legislative body to "hear, discuss or deliberate" on matters within its jurisdiction. Directing staff to subvert the public notice process to conduct a meeting in secret is a serious violation of the act's mandate for transparency.

Civil and administrative penalties:

- Voiding the action: Any action taken during a meeting that violates the Brown Act can be challenged in court and declared null and void.
- Legal fees: The city could be sued to invalidate the action, with the agency responsible for paying the legal costs and attorney's fees if the challenge is successful.

- Reputation and trust: Violations of open meeting laws cause significant damage to the public trust and erode confidence in local leadership.

Criminal penalties:

- Misdemeanor charge: An individual councilmember who intentionally conspires with staff to hold an illegal meeting can be charged with a misdemeanor. The penalty could include a jail term of up to six months and/or a fine of up to \$1,000.
- Removal from office: In cases of willful or corrupt misconduct, an elected official's actions could lead to removal from office.

ANALYSIS:

Brown Act Violation Averted

Councilmember Chua's text messages to the Office Specialist (Exhibit 1) demonstrate directives to hold a Closed Session Council meeting that would be confidential and without staff involvement. Had this meeting taken place, a Brown Act violation would have occurred with severe consequences for Councilmember Chua, the city, and the city attorney recruitment. The city is fortunate that the Assistant City Manager immediately recognized the existing risk when the Office Specialist casually commented that she was working on Councilmember Chua's directives. Through discussion with the Assistant City Manager when he learned of these directives, he stated that he was surprised that a request was being made by a Councilmember to set up a Council meeting without going through the proper channels and that the Office Specialist was immediately directed (1) to stop working on the Councilmember's tasks and (2) to ask the Councilmember to reach out to the City Manager to facilitate this request. The Assistant City Manager then called the City Manager advising her to intervene immediately, which resulted in this meeting not being held. The interview was later scheduled with proper procedure and Brown Act compliance.

Key to Councilmember Chua's directives is that the Office Specialist asked for Councilmember Chua to work with the City Manager, so that she could get formal direction and assistance with "figuring this out," (which was at the direction of the Assistant City Manager). The Office Specialist role is not responsible for convening Council meetings or ensuring compliance with the Brown Act, and this request did not follow the process used for other interviews. Rather than Councilmember Chua calling to coordinate the meeting with the City Manager, Councilmember Chua's directives were restated and reinforced. The below text messages transpired, while the Assistant City Manager and the Office Specialist were on a conference call working through these issues. Based on a discussion with the Assistant City Manager, it was clear that the Councilmember was continuing to direct the Office Specialist despite her request for the City Manager to get involved (Exhibit 4). Below is the communication that took place:

Chua	Thanks Michelle! Only Mayor, 4 CMs, Sherrill & [REDACTED], the CA candidate. We can have the closed session OR 3 rd floor conference room for the zoom call. Did you get confirmation of the date/time from the everybody?
Michelle	Thank you for the clarification. Would you mind checking in with Deanna to discuss this so that I can get direction from her I will need her help figuring this out. Thank you so much.
Chua	This is only for elected officials and no staff involved. This is the task: (1) scheduling the time good for the elected officials and (2) save the conference room. Let me know if you have any questions. Thanks.

During the brief process of trying to avert this Brown Act violation, a discussion took place between Councilmember Chua and Interim City Manager Santana. The discussion is summarized in an email dated August 29, 2025 (Exhibit 2). While some details differ between Councilmember Chua and City Manager Santana's recollection of this call, both agree that the call ended with Santana resigning. The City Manager then called the City Manager's Office staff advising of her resignation resulting from the tense telephone call and awareness of the severity of Councilmember Chua's actions to overlook the duties of the city, Councilmembers, City Attorney, City Clerk, City Manager, Assistant City Manager, city attorney candidates and recruitment process, and governance in whole.

This matter was reported to the Santa Clara County District Attorney's Office's Public Integrity Unit for review and determination. The District Attorney reviewed the materials and determined that there was an effort to convene a nonpublic and non-noticed Council interview/meeting, and that had that meeting occurred in violation of the Brown Act, "any subsequent appointment of a new city attorney would have been subject to nullification, and the individual councilmembers potentially subject to criminal prosecution." The District

Attorney's Office concluded, "Fortunately, the system worked as it should, and the city manager was able to avert the violation." (Exhibit 3) It is important to note that it is a misdemeanor to intentionally deprive the public of information it is entitled to under the Brown Act, regardless of if the member intends to violate the law. (Gov. Code, § 54959.) Similarly, a violation occurs where a member has "reason to know" the public is entitled to that information regardless of if the member does not actually know.

Councilmember Interference

With the Brown Act violation averted, there remain other violations that the Council has not yet addressed. Councilmember Chua engaged in interference by directing an Office Specialist to schedule a Council meeting (Exhibit 4). Council requests for a closed session must go through the City Attorney. (Council Handbook, Ch. V, § B(1) and (2).) Council requests for meeting agendization must go through the City Manager (Council Handbook, Ch. V, § B(1) and (2)), who is responsible for coordination and administration of the City's open meeting rules (MMC I-310-4.20), including the posting and creation of meeting agendas and related disclosures (MMC I-310-2.30). Only the Mayor, or the Council by majority vote, can call a special meeting (Council Handbook, Ch. IV, § D(2)), and only the Council by majority vote can similarly place items on a future meeting agenda (Council Handbook, Ch. V, § B). An individual Councilmember working through the Office Specialist does not have authority to schedule, notice, and agendize a Council meeting, let alone a "confidential" meeting "with no staff involvement." A Councilmember giving direct orders to staff to sidestep official procedures can:

- Violate the council-manager form of government,
- Cause needless distress for all staff members impacted by attempts to interfere,
- Overstep legislative authority resulting in interference, and
- Expose the city to an undesirable reputation, legal issues, and overall poor image of governance.

Specifically, Section VI-I-2.04 of the Milpitas Municipal Code explicitly states, "Except for purposes of inquiry, the City Council and its members shall deal with the administrative staff solely through the City Manager." Exhibit 4 provides detail of how the Office Specialist felt stressed, lack of job security, and possibly subjected to inappropriate treatment from Councilmember Chua for not following her directives. Upon returning to work, the Office Specialist asked the City Manager if she would be terminated, not understanding whether she had done something wrong by not following Councilmember Chua's directives. Council interferences is a very serious violation and, in this case, caused for a resignation and months of distress for City Manager and City Attorney Office staff. Councilmember Chua's interference has created workplace discomfort for staff, stress of what will happen next and if it will happen again and, in all, questions of whether there is an understanding on the part of Council and Councilmember Chua, specifically, of how severe these actions were for the staff team.

Other Policy and Procedural Violations

In addition to Councilmember Interference, there were other Code of Conduct and Council Handbook violations which are summarized below:

1. **Avoid Surprises and Model Civility (Code of Conduct Violation)** – Staff was not aware of the need to schedule a Special Council meeting on September 2, 2025, until about 4:15 p.m. on Friday, August 29, 2025. Staff delayed the City Council Agenda production process to get more information about this request. The City Manager learned of this request around 4:30 p.m. by City staff and efforts were made to resolve this matter before 5 p.m. Staff was caught by surprise on a late Friday afternoon and had to redirect not only the City Council Agenda production process, but other priority work that staff needed to complete before close of business and three-day weekend. This type of "surprise" and redirection of staff capacity lacks workplace civility and could have been entirely avoided with advanced coordination as specifically requested by the Office Specialist. Staff in the City Manager's Office, City Attorney's Office, and City Clerk's Office was left needlessly scrambling on a late Friday afternoon about the status of the Council Agenda packet production and Councilmember Chua's request.
2. **Respect the line between policy and administration (Code of Conduct, Council Handbook, and Municipal Code Violation)** – See above re Council Interference and Exhibit 4 for how Council Interference has impacted the Office Specialist.
3. **City Council Meeting Agendas (Council Handbook, Open Government Ordinance, and Council Handbook Violation)** – The City Attorney is responsible for producing Closed Session agendas. The City's Open Government Ordinance states that the City Manager is responsible for the coordination and

administration of open meeting rules. Both the City Attorney and City Manager should have been informed by Councilmember Chua and work with the Council to ensure that all administrative logistics were handled to enable a legally noticed meeting of the Council. No effort was made to adhere to these requirements: in fact, direction was given to the Office Specialist that it was to be confidential with no staff involved.

4. **Calling of a Special Council Meeting (Municipal Code and Council Handbook Violation)** – A Councilmember does not have the authority to call for a Special City Council Meeting. Special meetings can be called by the Mayor or by City Council majority. See # 3 above for more detail.
5. **Sub-Committee Procedures (Council Handbook)** – Several procedural violations took place with respect to the rules for working as a Council sub-committee. Councilmember Chua acted independent of the Sub-Committee and Council by attempting to schedule an interview with a candidate, without the Council or sub-committee consent, and did not work appropriately with the staff to support subcommittee work. The Council Handbook is clear that subcommittees shall obtain Council concurrence before they proceed in any direction different from the original instructions of the Council, and that Subcommittees should not implement policy, provide direction that would result in incurring additional expenses or provide direction to staff to take any actions that are not consistent with existing Council direction without first obtaining Council approval for such actions. There was no new direction from Council, from August 26 through August 29, 2025, to schedule a meeting of this nature.

POLICY ALTERNATIVES:

If the Council desires a more robust conversation on these issues, the Council will need to:

1. By motion and majority vote, waive the confidentiality of the Acting City Attorney's attorney-client memorandum dated October 8, 2025.

By this action, the findings in the above referenced report would be public. However, it is worth noting that this is already not a confidential matter, nor are the materials documenting this series of violations: the text messages, resignation email, District Attorney's letter, recruiter emails, and other materials included in this report are not protected or designated as confidential information. Confidentiality is only limited to the Acting City Attorney's legal opinion of Councilmember Chua's violations: therefore, this is already a public issue and, should be, as the public has the right to know when violations of this nature have occurred.

Given that the City's Code of Conduct explicitly states that Councilmembers "will hold one another accountable," there are options for the Council to consider. These actions can occur regardless of whether the confidentiality of the memorandum mentioned above is waived:

1. **Note and File** – This action would accept this report without taking further action to hold the Councilmember accountable. This action would most likely be in conflict with the City's Code of Conduct.
2. **Council Action Short of Accountability and Censure**– Council, by majority vote, can adopt a statement which disapproves of these actions.
3. **Accountability** – Council can verbally admonish by motion at this Council Meeting or, by a majority vote, direct staff to return with a formal resolution to admonish at a future scheduled meeting. With these listed policy options, the Council may take accountability measures by directing training, requesting a formal apology, and/or other consequences relative to formal duties.
4. **Censure** – Councilmembers may act to Censure Councilmember Chua as detailed in the attached in the City's Censure Policy (Exhibit 5).

ATTACHMENT(S):

Exhibit 1: Text Messages and emails from week of August 24, 2025

Exhibit 2: Correspondence with District Attorney's Office

Exhibit 3: Interim City Manager Resignation email from Friday, August 29, 2025

Exhibit 4: Report from Office Specialist

Exhibit 5: City of Milpitas Censure Policy

EXHIBIT 1

10:09

LTE



+1 (408) 208-6318 >

Thursday 6:32 AM

Good morning, Michelle.

I know you're off today. This is for Friday when you get back.

For the confidential meeting with [REDACTED] I'm only available Monday and Tuesday next week. Monday is a holiday so Tuesday is ideal.

Please refer to the related email and thanks.

CM Chua

Thursday 8:11 AM

Thank you!

Also, if everyone is available on Monday, a holiday. We can do it at City Hall when there no employees around. Something to think about. Thanks

I don't think anyone will be available but I can certainly inquire!



iMessage



10:09

LTE



+1 (408) 208-6318 >

Thursday 2:12 PM

K

Friday 3:15 PM

Anytime Tuesday is good then.

Closed session starts at 6pm.
Maybe 4pm will be good. We'll
just do zoom.

Later on, We can do in person if
the Council decides. Thanks,
Michelle.

Thank you

Kindly let Sherrill know the
confirmed time so she can let [REDACTED]
[REDACTED] know. 🙏

Will do Councilmember!

Hi Councilmember, just so I make
sure I am being diligent I want to
confirm that all council and
Sherrill is to be on this zoom
meeting Tuesday at 4pm to meet
with the candidate?



iMessage



10:09

LTE



+1 (408) 208-6318 >

I have the calendar marker ready to go with your approval thank you!

Thanks, Michelle!

Only Mayor, the 4 CMs, Sherrill, & [REDACTED] the CA candidate.

We can have the closed session OR 3rd floor conference room for the zoom.

Did you get confirmation of the date/time from the everybody? 🙏

Thank you for the clarification, would you mind checking in with Deanna to discuss this so I can get direction from her I will need her help figuring this out. Thank you so much!

Delivered

This only for the elected officials and no staff involved.

This is the task:
1) scheduling the time good for the elected officials



iMessage



her help figuring this out. Thank you so much!

Delivered

This only for the elected officials and no staff involved.

This is the task:

- 1) scheduling the time good for the elected officials
- 2) save the conference room

Let me know if you have any questions. Thanks



iMessage





From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 8:43 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Third CA Candidate

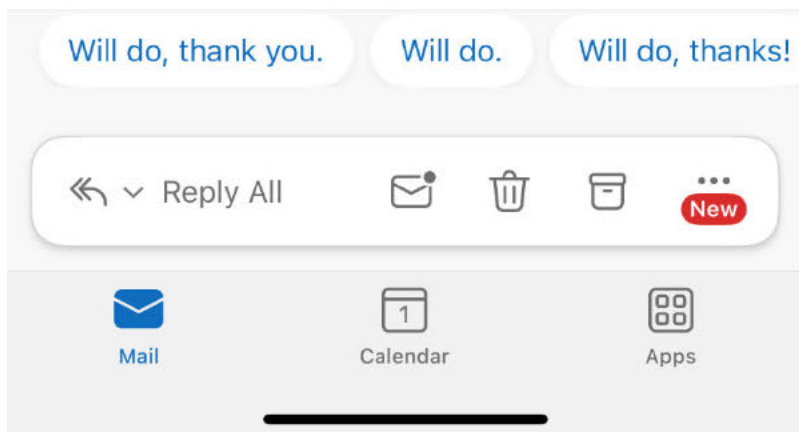
Hello Sherrill,

Can you please connect with the third candidate,
[REDACTED] for a zoom interview. The
sooner he's available the better.

Please let me know if you need anything else.

Thanks,
Councilmember Chua

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 9:30:03 AM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: Third CA Candidate

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. Report suspicious messages to the IT security team using the Phish Alert button in your Outlook.

Hi Councilmember Chua,

I am confirming we are checking his dates of availability.

Best,
Sherrill

⏮️ ∨ Reply All



Mail



Calendar



Apps

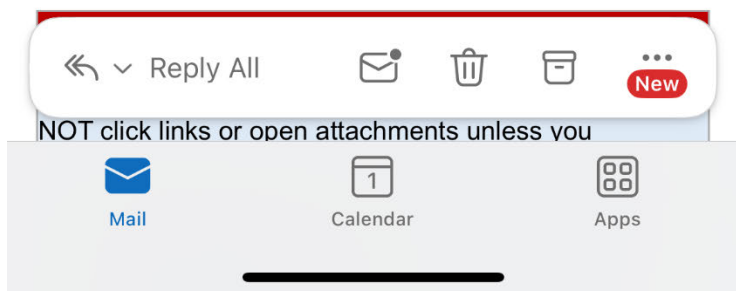


From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 10:12 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Re: Third CA Candidate

Great, thanks for the update.

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 9:30:03 AM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: Third CA Candidate



**CAUTION: EXTERNAL SENDER**

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. Report suspicious messages to the IT security team using the Phish Alert button in your Outlook.

Hi Councilmember Chua and Vice Mayor Barbadillo:

Here is [REDACTED] availability:

I can try to do a zoom call on Friday 8/29 around noon. Otherwise, I get back into town [on Sunday night](#). Given that Monday is a holiday, I can meet [on Tuesday 9/2](#), Wednesday 9/3 or [Friday 9/5](#), preferably mid-morning or early afternoon but can adjust depending on everyone's schedules. It would be great to have the in-person interview next week if possible. I appreciate it, thank you!

Please let me know how to proceed and schedule.

Best,

Sherrill



Reply All



New



Mail

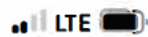


Calendar



Apps

10:28



To You, Garry Barbadillo, +1



Hello Michelle,

Please confidentially reach out to the Mayor and Councilmembers to setup a meeting based on [REDACTED] availability. Please refer to the email thread. The location is to be determined later.

Please let me know if you have any questions.

Thanks,
Councilmember Chua

Get [Outlook for iOS](#)

From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 3:40:59 PM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: Third CA Candidate

CAUTION: EXTERNAL SENDER



Reply All



New



Mail



Calendar



Apps

EXHIBIT 2

From: [Jared Hernandez](#)
To: [Deanna Santana](#)
Subject: FW: Possible Brown Act Violation
Date: Thursday, September 4, 2025 9:49:57 AM
Attachments: [In Re THE HONORABLE MIKE THOMPSON 80 Ops Cal Attv Gen 308 \(1997\).docx](#)

From: Chase, John <jchase@dao.sccgov.org>
Sent: Thursday, September 4, 2025 9:43 AM
To: Jared Hernandez <jhernandez@milpitas.gov>
Subject: Possible Brown Act Violation

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. [Report suspicious messages](#) to the IT security team using the [Phish Alert](#) button in your Outlook.

Dear Chief Hernandez,

I have reviewed the materials you provided and determined that there is no role for the District Attorney's Office at this time regarding the attempted convening of a nonpublic, non-noticed city council interview of a potential city attorney appointee. Fortunately, a Brown Act violation was avoided.

Although Government Code section 54957, subdivision (b), permits such interviews to be conducted outside the public's view (see the attached Attorney General opinion), they must take place in a properly noticed closed session. As I understand the facts, public notice of the interview was not contemplated here.

Had the interviews been conducted in violation of the Brown Act, any subsequent appointment of a new city attorney would have been subject to nullification, and the individual councilmembers potentially subject to criminal prosecution.

Fortunately, the system worked as it should, and the city manager was able to avert the violation.

Regards,

John Chase
Deputy District Attorney

EXHIBIT 3

From: Deanna Santana <dsantana@milpitas.gov>
Sent: Friday, August 29, 2025 5:30:45 PM
To: City Council <city_council@milpitas.gov>
Cc: Christopher Creech <ccreech@milpitas.gov>; Matt Cano <mcano@milpitas.gov>
Subject: CONFIDENTIAL: Two Month Notice -- As required by my Employment Agreement

Good Evening City Council,

The purpose of this notice is to advise the City Council that I am submitting my notice of intention to resign.

Over the past two weeks, I feel that Councilmember Chua has engaged in some poor practices between the Councilmember:Manager relationship and I have felt tension toward me from her. I have tried to respond in the best way possible to support the City Council, but I feel that the tension toward me does not allow for me to fulfill my duties.

The most recent being this evening (at 4:30 p.m.). Without any notice to me, Councilmember Chua reached out to Michelle and asked her to reserve a room, poll the city council for a meeting to be held on Tuesday at 4 p.m., and to reach out to the third City Attorney candidate for to confirm an interview.

Michelle immediately called Matt and then me. I reached out to Councilmember Chua by phone and sent an urgent text for her to call me. When I did not hear back from her, I called the Mayor asking if she can get in touch with Chua so that she could call me because staff was getting ready to leave and we did not know anything about this request.

Michelle called stating that she got a directive from Chua asking for the above requests of holding a room for Council only, polling the Council, and confirming the candidate. I was providing Michelle the instructions of what she could do (hold the room and poll the Council), when Councilmember Chua called at 4:55 p.m.

Councilmember Chua ask why I was calling and I explained to her that a Special Meeting was required to convene the full Council for an interview, she did not agree and stated that it was just an interview. I advised that only the City Attorney or City Manager could notice the meeting and that Michelle did not know how to do that and her response was that I had five minutes. I stated that I was only trying to make sure the meeting was properly noticed and in compliance with state law. She disagreed, and I clarified that a meeting of the full Council requires an agenda and that only the City Attorney and City Manager could initiate that, not Michelle. This caused tension from her toward me.

This is not how to support the Council with its needs, it would have been better for her not to disclose the candidates name and number to Michelle, and instead work through the City Manager or City Attorney. She was frustrated my explanation of the requirements and concern that Michelle play this role.

I expressed to Councilmember Chua that I felt like there was some tension coming from her and that I wanted to talk it over. The conversation got worse and I stated that if she wasn't happy with my work that I would resign. She stated that that is a conversation for next week. Given the above and two other recent examples that I feel have caused tension from her toward me, I told her that I would resign.

I came to Milpitas to help fix the organization, not to fight or be disrespected. Unfortunately, over the last two weeks, both have happened with Councilmember Chua.

Please accept this as my two-month notice, I will fulfill my professional duties and wish you all the best.

Sincerely, Deanna

EXHIBIT 4

October 16, 2025

Dear Milpitas City Council,

I am writing this letter to talk about my interaction with Councilmember Evelyn Chua that took place on Friday, August 29, 2025.

She asked me to schedule a meeting with the city attorney candidate, the recruiter, and the full council. I asked her to clarify if she wanted the whole council present for this meeting, and she confirmed that she did.

Shortly after that request, I had an impromptu call with Matt about a separate scheduling issue. During that call, I mentioned what I had been asked to do. I was unsure if this was something I should be doing, and I was stressed about completing the direction appropriately. A councilmember had made a request, and I wanted to fulfill it, but something about it didn't feel right.

Matt listened and explained why I could not schedule that kind of meeting. He told me to draft a text to CM Chua asking her to connect with the City Manager instead. While I knew that getting the City Manager involved was the right thing to do, that made me nervous, and I told him that. I was nervous because I knew CM Chua would not appreciate the delay in scheduling or the fact that I had not simply followed her direction of having no staff involved. This added more stress and made me feel like I was going to be in trouble with CM Chua.

My role as Office Specialist is to support the Council and their requests, and I take pride in being able to do that. I feel that because I am committed to following through and always trying to meet expectations, I was placed in a situation where I could have been blamed if something went wrong. This made me feel somewhat manipulated by being asked to do something that I had never done and did not know how to do but was asked to keep all of this confidential from my bosses.

I composed the text and sent it. She responded, saying, "this is for elected officials and no staff involved," and then restated the task. At this point, I felt conflicted, unsure, and stressed. I have never been asked to complete work without being able to go to the City Manager or Assistant City Manager and I knew that this was not the right way to work. The tone of her message made me feel like she was unhappy with me, not just for not scheduling the meeting, but also possibly for pushing back by asking her to go through the City Manager. I felt like I was being asked to compromise my regular way of working with the

City Manager and Assistant City Manager to accommodate her need for secrecy. It felt wrong and I felt like she was pressuring me.

So, after thinking this through, I called Matt back, and he had the City Manager on the line. I told them what she had said. I was then asked if I had the authority to schedule a special meeting, because that is what this would be. I said no, because I do not have that authority.

Now it was almost 5 PM, and I was nervous, anxious, and worried. I felt afraid of what was going to happen. I was scared about a councilmember being upset with me. Would that put my job at risk? If I had scheduled the meeting, it could have created a serious issue for the City and my name would have been all over it. I would have been involved in something that could have broken the law, made me look like a co-conspirator, and damaged the City's reputation. Just realizing that was incredibly scary.

I also felt like I looked incompetent for not scheduling it. But if I had scheduled it, I would have looked just as incompetent for not knowing the limits of my role after two years with the City and for putting so many things at risk.

I spent the entire weekend sick to my stomach and worried. Was I in trouble? Did I handle it wrong? Would I be fired first thing Tuesday morning? Should I have just scheduled it and not involved Matt or the City Manager? Can a councilmember have me fired? Will she try to have me fired or retaliate against me for not following her direction?

On Tuesday, I wanted to call in sick because I was unsure what was waiting for me. I was scared to run into her in case she was angry. I've felt that kind of tension before, and the fear of being shut out or on the receiving end of anger made it hard to show up.

This whole situation has been a rollercoaster of emotions for me. Even though both Matt and the City Manager have assured me that I did the right thing, I still cannot shake the anxiety. I am so grateful for Matt being there to guide and support me. Without him and his quick response, I could have made a serious and costly mistake for myself professionally and for the City. I wish that CM Chua would have left me out of this, it has caused for a lot of stress.

Sincerely,

A handwritten signature in black ink, appearing to read 'Michelle Rodriguez', with a stylized, flowing script.

Michelle Rodriguez

EXHIBIT 5

RESOLUTION NO. 8703

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILPITAS APPROVING A
CENSURE POLICY FOR THE CITY COUNCIL**

WHEREAS, on May 16, 2017, the City Council of the City of Milpitas directed staff to draft a policy to allow for censure of members of the City Council and authorized more than four hours staff time to do so; and

WHEREAS, on August 1, 2017, the City Council considered, but did not adopt a proposed censure policy for the City Council; and

WHEREAS, on October 3, 2017, the City Council again considered a proposed censure policy and directed staff to return with a revised version of the policy to have the City Attorney appoint the ad hoc subcommittee charged with reviewing requests for censure, and to provide the City Council with other disciplinary options in addition to a formal resolution of censure.

WHEREAS, staff has drafted a revised censure policy as directed, a copy of which is attached hereto and incorporated herein as Exhibit A; and

NOW, THEREFORE, the City Council of the City of Milpitas hereby finds, determines, and resolves as follows:

1. The City Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.
2. The City Council hereby approves the City of Milpitas Censure Policy, attached hereto as Exhibit A.

PASSED AND ADOPTED this 7th day of November, 2017, by the following vote:

AYES: (5) Mayor Tran, Vice Mayor Grilli, Councilmembers Barbadillo, Nuñez and Phan

NOES: (0) None

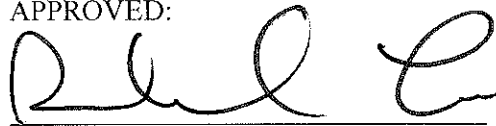
ABSENT: (0) None

ABSTAIN: (0) None

ATTEST:


Mary Lavelle, City Clerk

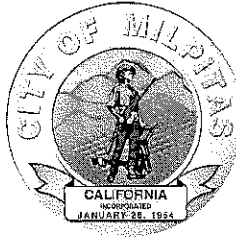
APPROVED:


Rich Tran, Mayor

APPROVED AS TO FORM:


Christopher J. Diaz, City Attorney

EXHIBIT A



CITY OF MILPITAS CENSURE POLICY

- (a) Purpose: This policy provides the mechanism by which the City Council, acting as a whole, may adopt a resolution of censure expressing the Council's disapproval of the conduct of a Councilmember if the Council finds, subject to the procedures set forth herein, that a Councilmember's conduct violates federal, state or local law, or any by-law, standing order, or policy of the City Council.
- (b) Request for Censure: A request for censure may be submitted by any Councilmember or the Mayor in writing to the City Clerk. The request must contain the specific charges on which the proposed censure is based.
- (c) Ad Hoc Committee Consideration: Upon receipt of a request for censure, the City Clerk shall forward the request to the City Attorney. The City Attorney shall appoint an ad hoc Committee of the Council to conduct preliminary review of the request. The ad hoc Committee shall not include the Councilmember making the request or the Councilmember who is the subject of the request.
- (1) The City Clerk shall deliver a copy of the request for censure and the charges to each member of the City Council at least 72 hours prior to the first meeting of the ad hoc Committee to give preliminary consideration to the request.
 - (2) At a meeting held no sooner than 72 hours of receipt by all Councilmembers of the above notice, the ad hoc Committee shall consider the request together with any evidence or testimony submitted by the Councilmember making the request and the Councilmember subject to the request, and shall determine whether:
 - (i) Further investigation of the charges is required; or
 - (ii) The charges should be forwarded to the Council for censure hearing; or
 - (iii) No action is required.
 - (3) If the ad hoc Committee determines that no further action should be taken with regard to the request, the Committee shall make such report to the Council at the earliest opportunity.
 - (4) If the Committee determines that further investigation is required, the Committee shall conduct an investigation and arrive at a recommendation regarding the request and report its conclusions, findings and a summary of its proceedings to the Council at its earliest opportunity.

(5) If the ad hoc Committee does not report its recommendations and findings to the Council within 30 days of the formation of the Committee, the matter shall automatically be sent to the Council for consideration.

(d) Council Consideration: Upon receipt of the report of the ad hoc Committee, or at the expiration of the time for the ad hoc Committee to report, the City Clerk shall place the matter on the Council's next agenda in order for the Council to receive the Committee report and determine whether a censure hearing is warranted. If the Council decides to set the matter for censure hearing, it shall schedule the hearing no sooner than two weeks after its determination to hear the matter. The Council shall not schedule the matter during any previously scheduled excused absence of the subject Councilmember. A Councilmember who is the subject of an alleged violation shall be ineligible to vote on any matter related to a disciplinary action including, but not limited to, agendizing the hearing and adopting a resolution of censure.

(1) Written notice of the hearing shall be delivered in person to the Councilmember subject to the censure hearing at least ten (10) days in advance of the scheduled hearing.

(2) At the censure hearing, the Councilmember who is the subject of the request for censure shall be given the opportunity to make an opening and a closing statement, to call witnesses on his or her behalf and to question his or her accusers. The subject Councilmember may be represented by a person or persons of his or her choice whether or not an attorney at law and may have that representative speak or question witnesses on his or her behalf. The questioning or cross-questioning of witness may be reasonably limited by the Mayor or Vice-Mayor if the Mayor is the subject of the censure. Testimony shall be taken only from witnesses having direct knowledge of facts or circumstances relevant to the specific charges under consideration. However, the rules of evidence and judicial procedure applicable in courts of law shall not be apply to this hearing, and the procedures shall be generally informal.

(e) Disciplinary Action. If, at the close of the censure hearing, a majority of the City Council finds that the subject member's conduct violates federal, state or local law, or any by-law, standing order, or policy of the City Council, the Council may take one or more of the following measures:

(1) Admonition. An admonition may be directed to all members of the City Council, reminding them that a particular type of behavior is in violation of law or City policy.

(2) Direction to Correct. The direction should be given to the subject Councilmember to correct the result of the particular behavior that violated law or City policy.

(3) Informal reprimand. The reprimand should be directed to the subject member of the City Council based on a particular action (or set of actions) that is determined to be in violation of law or City policy, but is considered by the Council to be not sufficiently serious to require formal censure.

(4) Resolution of Censure. The City Council may adopt a resolution of censure based on clear and convincing facts supporting the allegations of misconduct giving rise to the censure. A resolution of censure may include the imposition of sanctions against the Councilmember as a majority of the City Council deems appropriate. Such sanctions may include removal from a committee and restrictions on City-related travel privileges.



Re: Confidentiality of Finalists

From Sherrill Uyeda <suyeda@alliancerc.com>
Date Sun 8/24/2025 1:21 PM
To Evelyn Chua <echua@milpitas.gov>
Cc Garry Barbadillo <gbarbadillo@milpitas.gov>

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Ok. I will let Deanna know about this preferred process. Thanks!

Sherrill

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From: Evelyn Chua <echua@milpitas.gov>
Sent: Saturday, August 23, 2025 3:54:45 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Re: Confidentiality of Finalists

Hi Sherrill,

There is no need. I prefer that ONLY the final candidate will meet with the Acting CA.

The meeting can happen right after the selection of the entire Council on Tuesday, 8/26. Also, anytime before the final candidate tentatively accepts the offer OR anytime during the job contract negotiation.

Thanks,
Councilmember Chua

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From: Sherrill Uyeda <suyeda@alliancerc.com>

Sent: Friday, August 22, 2025 5:51:03 PM

To: Evelyn Chua <echua@milpitas.gov>

Subject: Confidentiality of Finalists

CAUTION: EXTERNAL SENDER

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Good evening Councilmember Chua,

I notified Deanna that there are ■ finalists. She is asking for the names because she would like them to meet with the City Attorney before the final interviews with the Council. Please let me know if I can release the names to her.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com



Re: Sub Comte Outcome

From Sherrill Uyeda <suyeda@alliancerc.com>

Date Mon 8/25/2025 9:29 AM

To Deanna Santana <dsantana@milpitas.gov>; Garry Barbadillo <gbarbadillo@milpitas.gov>; Evelyn Chua <echua@milpitas.gov>

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Yes, that works. Thank you!



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Deanna Santana <dsantana@milpitas.gov>

Sent: Monday, August 25, 2025 9:29:02 AM

To: Sherrill Uyeda <suyeda@alliancerc.com>; Garry Barbadillo <gbarbadillo@milpitas.gov>; Evelyn Chua <echua@milpitas.gov>

Subject: Re: Sub Comte Outcome

Good afternoon,

We have the room reserved from 12 to 5.... If council gets there at 12, they can have lunch and you can prepare the food council for the interview interviews... Interviews can go from one to four and then council can make a decision from 4 to 5? Does that work?

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From: Sherrill Uyeda <suyeda@alliancerc.com>

Sent: Monday, August 25, 2025 9:24 AM

To: Deanna Santana <dsantana@milpitas.gov>; Garry Barbadillo <gbarbadillo@milpitas.gov>; Evelyn Chua

<echua@milpitas.gov>

Subject: Re: Sub Comte Outcome

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Thank you Deanna.

What times should I schedule the finalists for?

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Deanna Santana <dsantana@milpitas.gov>

Sent: Sunday, August 24, 2025 1:29:34 PM

To: Garry Barbadillo <gbarbadillo@milpitas.gov>; Evelyn Chua <echua@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>

Subject: Sub Comte Outcome

Good afternoon,

I have learned from Alliance that the interviews yielded candidates to advance to the full Council, and of the subcommittee's interest in maintaining confidentiality. With that interest, I am removing from the original schedule the ability for Chris to meet with the candidates and provide input.

Tomorrow, we will post the closed session agenda noticing that candidate interviews, direction to negotiate a contract, and we have a placeholder for fact-finding, if needed.

Please let me know if you have any questions,

Deanna

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Outlook

Re: Lunch order Tuesday, 8/26

From Michelle Rodriguez <mrodriguez@milpitas.gov>**Date** Mon 8/25/2025 10:28 AM**To** Carmen Montano <cmontano@milpitas.gov>

Thank you, how would you like that cooked?

From: Carmen Montano <cmontano@milpitas.gov>**Sent:** Monday, August 25, 2025 10:26 AM**To:** Michelle Rodriguez <mrodriguez@milpitas.gov>**Cc:** Deanna Santana <dsantana@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>**Subject:** Re: Lunch order Tuesday, 8/26

Ribeye

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From: Michelle Rodriguez <mrodriguez@milpitas.gov>**Sent:** Monday, August 25, 2025 9:49:07 AM**Cc:** Deanna Santana <dsantana@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>**Subject:** Lunch order Tuesday, 8/26

Good morning Mayor and Councilmembers (bcc'd),

You will have your City Attorney candidate interviews tomorrow, **Tuesday, August 26, at 1:00 PM**. Please plan to arrive at 12:00 PM for lunch. I've attached the lunch menu and kindly ask that you send me your selections today so I can place the order.

The interviews will be held at the **Sonesta, 777 Bellew Drive, Milpitas**, in the **Krystall B meeting room**. There will be signs and someone available to direct you if needed.



Thank you,



Michelle Rodriguez
Office Specialist - City Manager's Office
Phone: 408.586.3015
Email: mrodriguez@milpitas.gov
455 E. Calaveras Blvd, Milpitas, CA 95035
www.milpitas.gov



Outlook

Re: Lunch order Tuesday, 8/26

From Michelle Rodriguez <mrodriguez@milpitas.gov>**Date** Mon 8/25/2025 12:09 PM**To** Evelyn Chua <echua@milpitas.gov>

Thank you Councilmember!

From: Evelyn Chua <echua@milpitas.gov>**Sent:** Monday, August 25, 2025 12:04 PM**To:** Michelle Rodriguez <mrodriguez@milpitas.gov>**Cc:** Deanna Santana <dsantana@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>**Subject:** Re: Lunch order Tuesday, 8/26

Grilled Sea Bass and molten lava chocolate cake, please and thanks, Michelle,

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From: Michelle Rodriguez <mrodriguez@milpitas.gov>**Sent:** Monday, August 25, 2025 9:49:07 AM**Cc:** Deanna Santana <dsantana@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>**Subject:** Lunch order Tuesday, 8/26

Good morning Mayor and Councilmembers (bcc'd),

You will have your City Attorney candidate interviews tomorrow, **Tuesday, August 26, at 1:00 PM**. Please plan to arrive at 12:00 PM for lunch. I've attached the lunch menu and kindly ask that you send me your selections today so I can place the order.

The interviews will be held at the **Sonesta, 777 Bellew Drive, Milpitas**, in the **Krystall B meeting room**. There will be signs and someone available to direct you if needed.



Thank you,



Michelle Rodriguez
Office Specialist - City Manager's Office
Phone: 408.586.3015
Email: mrodriguez@milpitas.gov
455 E. Calaveras Blvd, Milpitas, CA 95035
www.milpitas.gov



Outlook

RE: Interviews Tuesday, 8/26

From Sherrill Uyeda <suyeda@alliancerc.com>**Date** Mon 8/25/2025 2:26 PM**To** Michelle Rodriguez <mrodriguez@milpitas.gov>**CAUTION: EXTERNAL SENDER**

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Thank you!

**Sherrill Uyeda**Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Michelle Rodriguez <mrodriguez@milpitas.gov>**Sent:** Monday, August 25, 2025 2:25 PM**To:** Sherrill Uyeda <suyeda@alliancerc.com>**Subject:** Re: Interviews Tuesday, 8/26

No, perfect timing! Again, Lunch will be served at 12:00 PM, I think Deanna already shared that with you. Have a great day!

Thank you

From: Sherrill Uyeda <suyeda@alliancerc.com>**Sent:** Monday, August 25, 2025 2:23 PM**To:** Michelle Rodriguez <mrodriguez@milpitas.gov>**Subject:** RE: Interviews Tuesday, 8/26**CAUTION: EXTERNAL SENDER**

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Thank you Michelle! Sorry I am just now responding. Is it too late to order the Quesadilla?

**Sherrill Uyeda**

Founding Partner
Executive Recruitment

☎ (562) 901-0769 x 331

✉ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Michelle Rodriguez <mrodriguez@milpitas.gov>

Sent: Monday, August 25, 2025 9:51 AM

To: Sherrill Uyeda <suyeda@alliancerc.com>

Subject: Interviews Tuesday, 8/26

Good morning, Sherrill,

I hope your Monday morning is off to a good start.

I wanted to share details for tomorrow's interviews, which will take place at the Sonesta, 777 Bellew Drive, Milpitas, in the Krystall B meeting room at 1:15 PM. Deanna will be on site, and I'll also be available if you need any assistance. You can reach me at 408-890-8711 by call or text.

I've just sent an email requesting lunch selections and would appreciate receiving yours as well. For your convenience, I've attached the menu to this email.

Thank you

**Michelle Rodriguez**

Office Specialist - City Manager's Office

Phone: 408.586.3015

Email: mrodriguez@milpitas.gov

455 E. Calaveras Blvd, Milpitas, CA 95035

www.milpitas.gov



Outlook

RE: Confidentiality of Finalists

From Sherrill Uyeda <suyeda@alliancerc.com>
Date Mon 8/25/2025 2:31 PM
To Evelyn Chua <echua@milpitas.gov>
Cc Garry Barbadillo <gbarbadillo@milpitas.gov>

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Hi Councilmember Chua and Vice Mayor Barbadillo,

I am confirming we are meeting with [REDACTED] of the finalists for tomorrow. The [REDACTED] candidate, [REDACTED] is out of the country until August 31st and is available to meet the following week. [REDACTED] apologizes and realizes this may take [REDACTED] out of the running.

Regards,
Sherrill

**Sherrill Uyeda**

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Saturday, August 23, 2025 3:55 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Re: Confidentiality of Finalists

Hi Sherrill,

There is no need. I prefer that **ONLY** the final candidate will meet with the Acting CA.

The meeting can happen right after the selection of the entire Council on Tuesday, 8/26. Also, anytime before the final candidate tentatively accepts the offer **OR** anytime during the job

contract negotiation.

Thanks,
Councilmember Chua

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From: Sherrill Uyeda <suyeda@alliancerc.com>

Sent: Friday, August 22, 2025 5:51:03 PM

To: Evelyn Chua <echua@milpitas.gov>

Subject: Confidentiality of Finalists

CAUTION: EXTERNAL SENDER

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Good evening Councilmember Chua,

I notified Deanna that there are [REDACTED] finalists. She is asking for the names because she would like them to meet with the City Attorney before the final interviews with the Council. Please let me know if I can release the names to her.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com



Re: [REDACTED] CA Candidate

From Evelyn Chua <echua@milpitas.gov>
Date Wed 8/27/2025 8:48 AM
To Sherrill Uyeda <suyeda@alliancerc.com>
Cc Garry Barbadillo <gbarbadillo@milpitas.gov>

Also, please ask [REDACTED] the following:

[REDACTED]

[REDACTED]

Thanks,
Councilmember Chua

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From: Evelyn Chua
Sent: Wednesday, August 27, 2025 8:43:04 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: [REDACTED] CA Candidate

Hello Sherrill,

Can you please connect with the [REDACTED] candidate, [REDACTED] for a zoom interview. The sooner [REDACTED] available the better.

Please let me know if you need anything else.

Thanks,
Councilmember Chua

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Re: [REDACTED] CA Candidate

From Sherrill Uyeda <suyeda@alliancerc.com>
Date Wed 8/27/2025 11:09 AM
To Evelyn Chua <echua@milpitas.gov>
Cc Garry Barbadillo <gbarbadillo@milpitas.gov>

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. Report suspicious messages to the IT security team using the Phish Alert button in your Outlook.

Hi Councilmember Chua,

Thank you for your message. I am waiting to hear back from [REDACTED] who is out of the country.

This morning I asked [REDACTED] to submit a memo addressing the follow up questions. Once I receive [REDACTED] document, I will forward to you and the Vice Mayor.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 10:11:33 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Re: [REDACTED] CA Candidate

Great, thanks for the update.

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 9:30:03 AM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua,

I am confirming we are checking [REDACTED] dates of availability.

Best,
Sherrill

**Sherrill Uyeda**

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 8:43 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: [REDACTED] CA Candidate

Hello Sherrill,

Can you please connect with the [REDACTED] candidate, [REDACTED] for a zoom interview. The sooner [REDACTED] available the better.

Please let me know if you need anything else.

Thanks,
Councilmember Chua

Get Outlook for iOS



RE: [REDACTED] CA Candidate

From Sherrill Uyeda <suyeda@alliancerc.com>
Date Wed 8/27/2025 3:41 PM
To Evelyn Chua <echua@milpitas.gov>
Cc Garry Barbadillo <gbarbadillo@milpitas.gov>

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua and Vice Mayor Barbadillo:

Here is [REDACTED] availability:

I can try to do a zoom call on Friday 8/29 around noon. Otherwise, I get back into town on Sunday night. Given that Monday is a holiday, I can meet on Tuesday 9/2, Wednesday 9/3 or Friday 9/5, preferably mid-morning or early afternoon but can adjust depending on everyone's schedules. It would be great to have the in-person interview next week if possible. I appreciate it, thank you!

Please let me know how to proceed and schedule.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 10:12 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Re: [REDACTED] CA Candidate

Great, thanks for the update.

Get [Outlook for iOS](#)

From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 9:30:03 AM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua,

I am confirming we are checking [REDACTED] dates of availability.

Best,
Sherrill

**Sherrill Uyeda**

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Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 8:43 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: [REDACTED] CA Candidate

Hello Sherrill,

Can you please connect with the [REDACTED] candidate, [REDACTED] for a zoom interview. The sooner [REDACTED] available the better.

Please let me know if you need anything else.

Thanks,
Councilmember Chua

Get [Outlook for iOS](#)



FW: Milpitas follow up questions

From Sherrill Uyeda <suyeda@alliancerc.com>

Date Wed 8/27/2025 3:45 PM

To Evelyn Chua <echua@milpitas.gov>

Cc Garry Barbadillo <gbarbadillo@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua and Vice Mayor Barbadillo,

Please see the response from [REDACTED] below.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

Intentionally removed

Intentionally removed



Re: CONFIDENTIAL: [REDACTED] CA Candidate

From Evelyn Chua <echua@milpitas.gov>

Date Thu 8/28/2025 6:20 AM

To Michelle Rodriguez <mrodriguez@milpitas.gov>

Cc Garry Barbadillo <gbarbadillo@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>

Hello Michelle,

Please confidentially reach out to the Mayor and Councilmembers to setup a meeting based on [REDACTED] availability. Please refer to the email thread. The location is to be determined later.

Please let me know if you have any questions.

Thanks,
Councilmember Chua

Get [Outlook for iOS](#)

From: Sherrill Uyeda <suyeda@alliancerc.com>

Sent: Wednesday, August 27, 2025 3:40:59 PM

To: Evelyn Chua <echua@milpitas.gov>

Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>

Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua and Vice Mayor Barbadillo:

Here is [REDACTED] availability:

I can try to do a zoom call on Friday 8/29 around noon. Otherwise, I get back into town on Sunday night. Given that Monday is a holiday, I can meet on Tuesday 9/2, Wednesday 9/3 or Friday 9/5, preferably mid-morning or early afternoon but can adjust depending on everyone's schedules. It would be great to have the in-person interview next week if possible. I appreciate it, thank you!

Please let me know how to proceed and schedule.

Best,
Sherrill

**Sherrill Uyeda**Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 10:12 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Re: [REDACTED] CA Candidate

Great, thanks for the update.

Get [Outlook for iOS](#)

From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 9:30:03 AM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua,

I am confirming we are checking [REDACTED] dates of availability.

Best,
Sherrill

**Sherrill Uyeda**Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 8:43 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: [REDACTED] CA Candidate

Hello Sherrill,

Can you please connect with the [REDACTED] candidate, [REDACTED] for a zoom interview. The sooner [REDACTED] available the better.

Please let me know if you need anything else.

Thanks,
Councilmember Chua

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Update on City Attorney

From Sherrill Uyeda <suyeda@alliancerc.com>
Date Thu 8/28/2025 2:49 PM
To Evelyn Chua <echua@milpitas.gov>
Cc Garry Barbadillo <gbarbadillo@milpitas.gov>

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. Report suspicious messages to the IT security team using the Phish Alert button in your Outlook.

Hi Subcommittee,

We received references from the other candidate today and will start working on them.

I will confirm with you once the [REDACTED] candidate is scheduled for the follow up interview.

Lastly, please let me know if you notified the full council about the other candidate's decision to withdraw from consideration.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Thursday, August 28, 2025 6:20:00 AM
To: Michelle Rodriguez <mrodriguez@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>
Subject: Re: CONFIDENTIAL [REDACTED] CA Candidate

Hello Michelle,

Please confidentially reach out to the Mayor and Councilmembers to setup a meeting based on [REDACTED] availability. Please refer to the email thread. The location is to be determined later.

Please let me know if you have any questions.

Thanks,
Councilmember Chua

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 3:40:59 PM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua and Vice Mayor Barbadillo:

Here is [REDACTED] availability:

I can try to do a zoom call on Friday 8/29 around noon. Otherwise, I get back into town on Sunday night. Given that Monday is a holiday, I can meet on Tuesday 9/2, Wednesday 9/3 or Friday 9/5, preferably mid-morning or early afternoon but can adjust depending on everyone's schedules. It would be great to have the in-person interview next week if possible. I appreciate it, thank you!

Please let me know how to proceed and schedule.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 10:12 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>

Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>

Subject: RE: [REDACTED] CA Candidate

Great, thanks for the update.

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From: Sherrill Uyeda <suyeda@alliancerc.com>

Sent: Wednesday, August 27, 2025 9:30:03 AM

To: Evelyn Chua <echua@milpitas.gov>

Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>

Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua,

I am confirming we are checking [REDACTED] dates of availability.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>

Sent: Wednesday, August 27, 2025 8:43 AM

To: Sherrill Uyeda <suyeda@alliancerc.com>

Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>

Subject: [REDACTED] CA Candidate

Hello Sherrill,

Can you please connect with the [REDACTED] candidate [REDACTED] for a zoom interview. The sooner [REDACTED] available the better.

Please let me know if you need anything else.

Thanks,
Councilmember Chua

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Re: Update on City Attorney

From Evelyn Chua <echua@milpitas.gov>
Date Thu 8/28/2025 5:44 PM
To Sherrill Uyeda <suyeda@alliancerc.com>
Cc Garry Barbadillo <gbarbadillo@milpitas.gov>

I'm waiting on Michelle to come back tomorrow, Friday. I'll ask her to forward your email to the rest of the Council. Thanks

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Thursday, August 28, 2025 2:49:08 PM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Update on City Attorney

CAUTION: EXTERNAL SENDER

This email originated from outside the organization. Do NOT click links or open attachments unless you recognize the sender and know the content is safe. [Report suspicious messages](#) to the IT security team using the [Phish Alert](#) button in your Outlook.

Hi Subcommittee,

We received references from the other candidate today and will start working on them.

I will confirm with you once the [REDACTED] candidate is scheduled for the follow up interview.

Lastly, please let me know if you notified the full council about the other candidate's decision to withdraw from consideration.

Best,
Sherrill

**Sherrill Uyeda**Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Thursday, August 28, 2025 6:20:00 AM
To: Michelle Rodriguez <mrodriguez@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>
Subject: Re: CONFIDENTIAL: [REDACTED] CA Candidate

Hello Michelle,

Please confidentially reach out to the Mayor and Councilmembers to setup a meeting based on [REDACTED] availability. Please refer to the email thread. The location is to be determined later.

Please let me know if you have any questions.

Thanks,
Councilmember Chua

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 3:40:59 PM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua and Vice Mayor Barbadillo:

Here is [REDACTED] availability:

I can try to do a zoom call on Friday 8/29 around noon. Otherwise, I get back into town on Sunday night. Given that Monday is a holiday, I can meet on Tuesday 9/2, Wednesday 9/3 or Friday 9/5, preferably mid-morning or early afternoon but can adjust depending on everyone's schedules. It would be great to have the in-person interview next week if possible. I appreciate it, thank you!

Please let me know how to proceed and schedule.

Best,
Sherrill

**Sherrill Uyeda**

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 10:12 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: Re: [REDACTED] CA Candidate

Great, thanks for the update.

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Wednesday, August 27, 2025 9:30:03 AM
To: Evelyn Chua <echua@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: RE: [REDACTED] CA Candidate

CAUTION: EXTERNAL SENDER

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Hi Councilmember Chua,

I am confirming we are checking [REDACTED] dates of availability.

Best,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

(562) 901-0769 x 331

suyeda@alliancerc.com

www.alliancerc.com

From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, August 27, 2025 8:43 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>
Subject: [REDACTED] CA Candidate

Hello Sherrill,

Can you please connect with the [REDACTED] candidate, [REDACTED] for a zoom interview. The sooner [REDACTED] available the better.

Please let me know if you need anything else.

Thanks,
Councilmember Chua

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Outlook

CONFIDENTIAL: CA Candidate

From Evelyn Chua <echua@milpitas.gov>**Date** Fri 8/29/2025 8:16 AM**To** Michelle Rodriguez <mrodriguez@milpitas.gov>**Cc** Garry Barbadillo <gbarbadillo@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>

Hello Michelle,

Please forward this email to Mayor, Councilmember Lien, and Councilmember Lam only.

Thanks,
Councilmember ChuaGet [Outlook for iOS](#)

From: Sherrill Uyeda <suyeda@alliancerc.com>**Sent:** Wednesday, August 27, 2025 3:45 PM**To:** Evelyn Chua <echua@milpitas.gov>**Cc:** Garry Barbadillo <gbarbadillo@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>**Subject:** FW: Milpitas follow up questions**CAUTION: EXTERNAL SENDER**

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Hi Councilmember Chua and Vice Mayor Barbadillo,

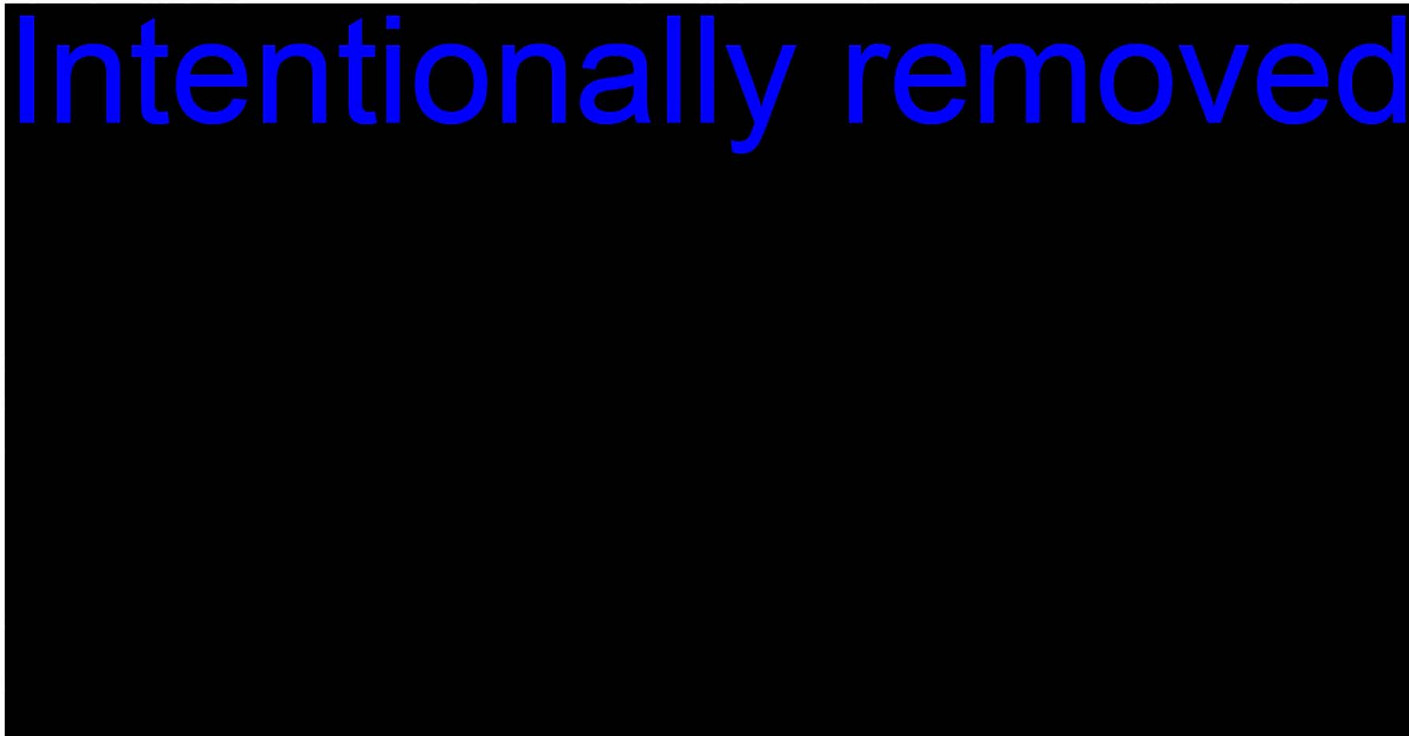
Please see the response from [REDACTED] below.

Best,
Sherrill**Sherrill Uyeda**Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com🌐 www.alliancerc.com

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Re: Special Meeting Availability

From Evelyn Chua <echua@milpitas.gov>
Date Fri 8/29/2025 5:59 PM
To Michelle Rodriguez <mrodriguez@milpitas.gov>
Cc Deanna Santana <dsantana@milpitas.gov>

Hi Michelle,

I just realized that I think we have to give 24-hour notice. Wednesday is out then. Kindly check with Deanna to confirm.

Thanks,
CM Chua

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From: Michelle Rodriguez <mrodriguez@milpitas.gov>
Sent: Friday, August 29, 2025 5:37:03 PM
Subject: Special Meeting Availability

Hello Mayor and Councilmembers (bcc'd),

I would like to confirm your availability for a Special Meeting to interview a City Attorney candidate. Please let me know when you are available on the following dates:

- **Wed, Sept 3**
- **Thurs, Sept 4**
- **Friday, Sept 5**

Thank you,
Michelle



Michelle Rodriguez
Office Specialist - City Manager's Office
Phone: 408.586.3015
Email: mrodriguez@milpitas.gov
455 E. Calaveras Blvd, Milpitas, CA 95035
www.milpitas.gov



Re: Update on City Attorney Recruitment

From Evelyn Chua <echua@milpitas.gov>

Date Wed 9/3/2025 8:34 AM

To Sherrill Uyeda <suyeda@alliancerc.com>; Deanna Santana <dsantana@milpitas.gov>

Cc Garry Barbadillo <gbarbadillo@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>

Hello Sherrill,

As a member of the subcommittee, I opt for #1. Let's plan to interview the candidate who wasn't able to make it last week.

Hi Deanna: Kindly plan and prepare for the entire Council to interview the above candidate. Please let me know if you need anything else.

Thank you both.
CM Chua

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From: Sherrill Uyeda <suyeda@alliancerc.com>

Sent: Tuesday, September 2, 2025 7:51:04 PM

Cc: Deanna Santana <dsantana@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>

Subject: Update on City Attorney Recruitment

CAUTION: EXTERNAL SENDER

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Good evening Mayor and Councilmembers (bcc'd),

I hope you had a great Labor Day weekend. Please see the attached memorandum regarding the City Attorney recruitment and potential next steps.

Sincerely,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com



Outlook

Re: Update on City Attorney Recruitment

From Garry Barbadillo <gbarbadillo@milpitas.gov>**Date** Thu 9/4/2025 6:49 AM**To** Deanna Santana <dsantana@milpitas.gov>**Cc** Evelyn Chua <echua@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>; Wesley Herman <wherman@alliancerc.com>

Hi all,

I and CM Chua have did decide to go forward. Please present it to the full council and continue per process. Thanks

I am not available in person from 9/7-9/18.

Please inform Christopher.

Garry Barbadillo

On Sep 3, 2025, at 1:42 PM, Deanna Santana <dsantana@milpitas.gov> wrote:

Good afternoon,

Just an update on preparing for a Council interview. Currently, only Councilmember Lam has responded to Michelle's polling request. Sherill has reached out to the candidate and asked for [REDACTED] availability over the next two weeks.

When I get those dates, Michelle will poll the City Council.

Thank you,

Deanna



Deanna J. Santana

City Manager

Phone (408) 586-3059

Email dsantana@milpitas.gov

455 E. Calaveras Blvd., Milpitas CA 95035

www.milpitas.gov



From: Evelyn Chua <echua@milpitas.gov>
Sent: Wednesday, September 3, 2025 8:34 AM
To: Sherrill Uyeda <suyeda@alliancerc.com>; Deanna Santana <dsantana@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>
Subject: Re: Update on City Attorney Recruitment

Hello Sherrill,

As a member of the subcommittee, I opt for #1. Let's plan to interview the candidate who wasn't able to make it last week.

Hi Deanna: Kindly plan and prepare for the entire Council to interview the above candidate. Please let me know if you need anything else.

Thank you both.
 CM Chua

Get [Outlook for iOS](#)

From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Tuesday, September 2, 2025 7:51:04 PM
Cc: Deanna Santana <dsantana@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>
Subject: Update on City Attorney Recruitment

CAUTION: EXTERNAL SENDER

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Good evening Mayor and Councilmembers (bcc'd),

I hope you had a great Labor Day weekend. Please see the attached memorandum regarding the City Attorney recruitment and potential next steps.

Sincerely,

Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com



Outlook

RE: Update on City Attorney Recruitment

From Sherrill Uyeda <suyeda@alliancerc.com>**Date** Thu 9/4/2025 8:17 AM**To** Garry Barbadillo <gbarbadillo@milpitas.gov>; Deanna Santana <dsantana@milpitas.gov>**Cc** Evelyn Chua <echua@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>**CAUTION: EXTERNAL SENDER**

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Good morning,

Here are the dates of availability for the [REDACTED] candidate:

- September 5 in morning or early afternoon
- September 8 in morning or early afternoon
- September 9 in morning or early afternoon
- September 11 in evening
- September 12 in morning or early afternoon
- September 15 in morning or early afternoon
- September 16 in morning or early afternoon
- September 17 in morning, afternoon or evening
- September 18 in morning, afternoon or evening
- September 19 in morning or early afternoon

Please advise on how to proceed.

Best,
Sherrill**Sherrill Uyeda**Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

🌐 www.alliancerc.com

From: Garry Barbadillo <gbarbadillo@milpitas.gov>**Sent:** Thursday, September 4, 2025 6:49 AM

To: Deanna Santana <dsantana@milpitas.gov>

Cc: Evelyn Chua <echua@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>; Wesley Herman <wherman@alliancerc.com>

Subject: Re: Update on City Attorney Recruitment

Hi all,

I and CM Chua have decided to go forward. Please present it to the full council and continue per process. Thanks

I am not available in person from 9/7-9/18.

Please inform Christopher.

Garry Barbadillo

On Sep 3, 2025, at 1:42 PM, Deanna Santana <dsantana@milpitas.gov> wrote:

Good afternoon,

Just an update on preparing for a Council interview. Currently, only Councilmember Lam has responded to Michelle's polling request. Sherill has reached out to the candidate and asked for [REDACTED] availability over the next two weeks.

When I get those dates, Michelle will poll the City Council.

Thank you,

Deanna



Deanna J. Santana

City Manager

Phone [\(408\) 586-3059](tel:(408)586-3059)

Email dsantana@milpitas.gov

455 E. Calaveras Blvd., Milpitas CA 95035

www.milpitas.gov



From: Evelyn Chua <echua@milpitas.gov>

Sent: Wednesday, September 3, 2025 8:34 AM

To: Sherrill Uyeda <suyeda@alliancerc.com>; Deanna Santana <dsantana@milpitas.gov>
Cc: Garry Barbadillo <gbarbadillo@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>
Subject: Re: Update on City Attorney Recruitment

Hello Sherrill,

As a member of the subcommittee, I opt for #1. Let's plan to interview the candidate who wasn't able to make it last week.

Hi Deanna: Kindly plan and prepare for the entire Council to interview the above candidate. Please let me know if you need anything else.

Thank you both.
CM Chua

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From: Sherrill Uyeda <suyeda@alliancerc.com>
Sent: Tuesday, September 2, 2025 7:51:04 PM
Cc: Deanna Santana <dsantana@milpitas.gov>; Wesley Herman <wherman@alliancerc.com>
Subject: Update on City Attorney Recruitment

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Good evening Mayor and Councilmembers (bcc'd),

I hope you had a great Labor Day weekend. Please see the attached memorandum regarding the City Attorney recruitment and potential next steps.

Sincerely,
Sherrill



Sherrill Uyeda

Founding Partner
Executive Recruitment

📞 (562) 901-0769 x 331

✉️ suyeda@alliancerc.com

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Re: Update on City Attorney Recruitment

From Garry Barbadillo <gbarbadillo@milpitas.gov>

Date Thu 9/4/2025 6:49 AM

To Deanna Santana <dsantana@milpitas.gov>

Cc Evelyn Chua <echua@milpitas.gov>; Sherrill Uyeda <suyeda@alliancerc.com>; Wesley Herman <wherman@alliancerc.com>

Hi all,

I and CM Chua have did decide to go forward. Please present it to the full council and continue per process. Thanks

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Garry Barbadillo

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Thank you,

Deanna

Sherrill



Sherrill Uyeda

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