

CORRESPONDENCE

19 FEB 06 10:22AM

CITY CLERK



February 5th, 2019

Dear Council Members,

We are business owners in the City of Pasadena proudly going on 19 years now. We would like to address our concerns with the minimum wage increase that Council so hastily voted on.

Increasing it at this rate has left us cash strapped and forced us to make drastic changes to our business model that quite honestly I never thought I would have to do in my 45 year restaurant career. If you do not believe me then I am offering (once you agree to sign an N.D.A.) to open my books to all of you for the past three years and you can see for yourselves how crippling it has been. Not only has our labor cost exceeded 40% of our Profit and Loss we also have experienced a significant drop in guest counts (see attached 2016,2017,2018 sales and guest counts highlighted).

All of our non-tipped staff were already above \$ 14.00 an hour before you voted for the increases, so you only rewarded the servers (who average \$ 34 an HOUR in TIPS alone already). You can see by our declining sales the last three years which we strongly feel is the fact that we have priced ourselves out of what was once our core market base. Hence my staff is waiting on less guests and missing out on crucial tips so at the end of the day they are making less money today than they did three years ago.

Could the City of Pasadena stay open for business if you were told that all City employees would be receiving a 35% wage increase over a 4-year period???? When it comes to a budget that all of you are held accountable for you would make the right decision to make sure that the city does not go bankrupt no? I could only imagine how all of you would react if the citizens of Pasadena had the power to vote for such an ordinance and all of you had to deal with it.

I am also offering to all of you to please come and interview anyone of our staff members and ask them if they are happy with the wage increase, and more importantly if their net take home pay with your min wage increase and tips is higher or lower divided by the number of hours worked. You will discover that they are making LESS than they did three years ago.

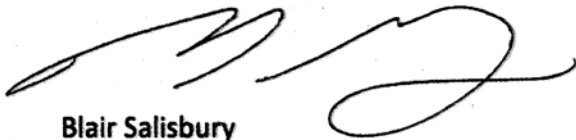
Since the first increase we did not replace our retiring chef and sous chef. We are taking care of the kitchen management responsibilities ourselves. Also as of July 1st this year the parent company of El Cholo has built a commissary at its headquarters in L.A. and all sauces, proteins, and produce will be prepared there and shipped to us. That will eliminate our 6 prep cooks.

We no longer have a host/hostess at the front desk during the lunch hours as we amongst ourselves greet and seat guest Monday-Friday.

And lastly we are re-training our table servers and will include bussing their own tables and running out their own food come July 1st. We pray every day that we will be able to maintain our service standards but quite honestly your min wage increase left us no choice as each year we are hit again with an additional \$ 75,000+ increase in wages from the previous year.

Please contact me directly if you choose to take us up on our offer to open our books to you.

Attached here is our previous last years sales and guest counts plus a copy of the menu that reveals how much we have had to raise our prices.



Blair Salisbury

El Cholo Pasadena – Owner

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Diego Fernandez

El Cholo Pasadena – Operating Partner

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El Cholo Paseo

POS Sales Report

2016

Date Range: 1/1/2016 to 12/31/2016

Report Group: El Cholo

Stores Reporting: 100%

Show Cash OS Calculation?: No

Show Sale Departments?: Yes

Count Metric: Guest

Sort Order: None

Skip Zero: Yes

Master Sale Department Totals							
Name	Net	%	Gross	Compe	Promos	Taxes	Void
FOOD	2,171,643.77	62.35%	2,455,886.64	81,766.49	355.13	202,121.25	20,326.74
BEVERAGE	112,629.15	3.23%	125,075.59	2,231.56	9.19	10,205.69	1,016.69
BEER	151,779.61	4.36%	167,192.08	1,729.54	11.41	13,671.52	1,149.28
MARGARITAS	564,402.15	16.20%	624,275.49	8,945.25	38.49	50,869.60	3,734.25
LIQUOR	318,978.80	9.16%	352,056.37	4,335.08	6.70	28,736.79	3,298.99
WINE	59,132.52	1.70%	65,378.37	907.49	2.48	5,335.88	894.88
RETAIL	3,188.81	0.09%	3,487.01	12.09	0.00	286.11	1,197.00
OTHER	101,139.95	2.90%	110,546.35	303.60	0.00	9,102.80	647.65
Totals:	3,482,894.76	100.00%	3,903,897.90	100,231.10	423.48	320,348.64	32,265.48

Daypart Breakdown							
Name	Net	%	Gross	Guests	G Avg	Checks	C Avg
Lunch	1,009,755.98	28.99%	1,133,491.06	48,701.00	21.62	22,012.00	45.87
Dinner	2,457,032.51	70.55%	2,752,377.47	98,793.00	24.87	46,871.00	52.42
Breakfast	16,106.27	0.46%	18,029.37	273.00	59.00	28.00	575.22
Totals:	3,482,894.76	100.00%	3,903,897.90	145,767.00	23.89	68,911.00	50.54

Order Mode Breakdown							
Name	Net	%	Guests	G Avg	Checks	C Avg	
(Unspecified)	(50.00)	0.00%	0.00	0.00	4.00	(12.50)	
Order	3,438,179.91	95.89%	142,119.00	24.18	65,548.00	52.42	
To Go	147,419.35	4.11%	3,648.00	40.41	3,359.00	43.89	
Totals:	3,583,549.26	100.00%	145,767.00	24.58	68,911.00	52.00	

Sale Department Totals							
Name	Net	%	Gross	Compe	Promos	Taxes	Void
Beer	151,779.61	4.36%	167,192.08	1,729.54	11.41	13,671.52	1,149.28
Beverage	112,629.15	3.23%	125,075.59	2,231.56	9.19	10,205.69	1,016.69
CATERING	99,931.68	2.87%	109,096.59	170.67	0.00	8,994.04	608.95
Desserts	23,328.81	0.67%	26,231.06	792.59	1.28	2,106.38	407.37
Food	2,116,517.36	60.77%	2,393,244.19	79,227.08	352.77	197,146.88	19,391.61
Happy Hour Food	31,797.60	0.91%	36,411.39	1,746.82	1.08	2,865.89	527.76
Happy Hour Liquor	121,425.72	3.49%	133,272.63	901.28	1.50	10,944.13	692.00
Liquor	197,553.08	5.67%	218,783.74	3,433.60	5.20	17,791.68	2,608.99
Margaritas	564,402.15	16.20%	624,275.49	8,945.25	38.49	50,869.60	3,734.25
Retail	3,188.81	0.09%	3,487.01	12.09	0.00	286.11	1,197.00
To Go	1,208.27	0.03%	1,449.76	132.73	0.00	108.76	38.70
Wine	29,034.46	0.83%	32,354.09	690.12	2.48	2,627.03	460.62
Wine And Canvas	30,098.06	0.86%	33,024.28	217.37	0.00	2,708.85	434.28
Totals:	3,482,894.76	100.00%	3,903,897.90	100,231.10	423.48	320,348.64	32,265.48

Revenue Center Breakdown							
Name	Net	%	Gross	Guests	G Avg	Checks	C Avg
Bar	756,786.12	21.70%	851,380.29	31,818.00	23.75	21,535.00	35.10
Patio	560,717.61	16.10%	624,940.50	23,368.00	24.00	7,909.00	70.90
Main Dining Rm	1,678,269.96	48.19%	1,861,659.32	73,206.00	22.93	32,245.00	52.05
To Go	198,694.95	5.70%	239,061.53	6,016.00	33.02	4,690.00	42.37
Fiesta Room	227,862.48	6.54%	257,345.02	9,043.00	25.20	1,714.00	132.94
Bar Lounge	61,563.64	1.77%	69,511.24	2,314.00	26.60	818.00	75.26
Totals:	3,482,894.76	100.00%	3,903,897.90	145,767.00	23.89	68,911.00	50.54

Miscellaneous							
Auto Gratuity	71,575.52		Mode Charges	0.00	Deposit Tenders	731,680.34	
Surcharges	0.00		Tip Share	0.00	All Tips	408,729.24	
GR Card/Card	16,111.32		Refunds	(1,417.44)	Paid Outs	(71,127.68)	
GC Comps	50.00		Tip Reduction	0.00	Theo. Deposit	802,808.02	
GC Promos	0.00		Commission	0.00	Actual Deposit	322,931.93	
External CC	0.00		Deposit Discrepancy	0.00	Calculated Cash O/S	(479,876.09)	
Non Sales Rev	0.00		Refunded Tax	0.00	Posted Cash O/S	(1,034.29)	
No Sale Rings	17,338.00						

El Cholo Paseo

POS Sales Report

2018

Date Range: 1/1/2018 to 12/31/2018

Report Group: El Cholo

Stores Reporting: 100%

Show Cash OS Calculation?: No

Show Sale Departments?: Yes

Count Metric: Guest

Sort Order: None

Skip Zero: Yes

Master Sale Department Totals							
Name	Net	%	Gross	Comps	Promos	Taxes	Voids
FOOD	1,970,243.26	61.82%	2,236,966.45	73,502.00	957.54	192,263.65	20,729.40
BEVERAGE	107,647.31	3.38%	119,856.94	1,933.01	32.18	10,244.44	1,074.70
BEER	126,972.98	4.05%	142,779.78	1,521.24	40.08	12,245.48	1,371.45
MARGARITAS	516,899.57	16.22%	573,842.39	7,614.28	130.90	49,197.64	5,337.15
LIQUOR	281,922.15	8.85%	311,889.28	3,035.44	108.49	26,823.20	5,306.26
WINE	39,156.19	1.23%	43,517.76	627.05	6.26	3,728.28	972.00
RETAIL	1,942.02	0.06%	2,145.63	3.96	15.12	184.53	806.00
OTHER	140,424.29	4.41%	154,619.42	746.12	108.56	13,340.45	5,045.65
Totals:	3,187,207.77	100.00%	3,585,617.65	88,983.10	1,399.13	308,027.85	40,642.61

Daypart Breakdown							
Name	Net	%	Gross	Guests	G Avg	Checks	C Avg
Lunch	1,011,030.49	31.72%	1,132,606.19	45,858.00	22.14	19,058.00	53.05
Dinner	2,173,836.61	68.21%	2,450,355.11	86,428.00	25.15	38,178.00	56.94
Breakfast	2,340.77	0.07%	2,656.35	85.00	27.54	11.00	212.80
Totals:	3,187,207.77	100.00%	3,585,617.65	132,169.00	24.11	57,247.00	55.67

Order Mode Breakdown							
Name	Net	%	Guests	G Avg	Checks	C Avg	
(Unspecified)	20.03	0.00%	0.00	0.00	7.00	2.86	
Order	3,127,870.31	95.43%	127,506.00	24.53	53,778.00	56.16	
To Go	149,898.66	4.57%	32.10	32.10	3,462.00	43.24	
Totals:	3,277,599.00	100.00%	132,169.00	24.80	57,247.00	57.25	

Sale Department Totals							
Name	Net	%	Gross	Comps	Promos	Taxes	Voids
Beer	126,972.98	4.05%	142,779.78	1,521.24	40.08	12,245.48	1,371.45
Beverage	107,647.31	3.38%	119,856.94	1,933.01	32.18	10,244.44	1,074.70
CATERING	139,636.48	4.38%	153,396.20	397.14	97.00	13,265.58	5,015.80
Desserts	18,841.29	0.59%	21,323.16	866.71	5.08	1,790.08	416.83
Food	1,945,145.24	61.03%	2,208,408.72	72,441.84	946.64	189,875.00	20,168.57
Happy Hour Food	6,256.73	0.20%	7,234.57	373.45	5.82	598.67	144.00
Happy Hour Liquor	95,650.18	3.00%	105,119.14	341.86	28.96	9,098.14	891.00
Liquor	186,271.97	5.84%	206,770.14	2,693.58	79.53	17,725.06	4,415.26
Margaritas	516,899.57	16.22%	573,842.39	7,614.28	130.90	49,197.64	5,337.15
Retail	1,942.02	0.06%	2,145.63	3.96	15.12	184.53	806.00
To Go	787.81	0.02%	1,223.22	348.98	11.56	74.87	292.85
Wine	39,156.19	1.23%	43,517.76	627.05	6.26	3,728.28	972.00
Totals:	3,187,207.77	100.00%	3,585,617.65	88,983.10	1,399.13	308,027.85	40,642.61

Revenue Center Breakdown							
Name	Net	%	Gross	Guests	G Avg	Checks	C Avg
Bar	660,779.19	20.73%	741,250.10	29,703.00	22.25	17,447.00	37.87
Patio	427,581.20	13.42%	480,234.71	17,430.00	24.54	4,821.00	86.71
Main Dining Rm	1,620,133.80	50.83%	1,805,740.44	67,419.00	24.03	28,386.00	57.08
To Go	212,100.46	6.65%	257,152.32	7,214.00	29.40	4,500.00	47.13
Fiesta Room	208,134.10	6.53%	235,922.63	8,197.00	25.39	1,585.00	131.31
Bar Lounge	58,379.02	1.83%	65,317.55	2,206.00	26.46	508.00	114.92
Totals:	3,187,207.77	100.00%	3,585,617.65	132,169.00	24.11	57,247.00	55.67

Miscellaneous							
Auto Gratuity	53,962.32		Mode Charges	0.00	Deposit Tenders	621,901.85	
Surcharges	0.00		Tip Share	0.00	All Tips	382,122.02	
Gift Cert/Card	16,489.00		Refunds	0.00	Paid Outs	(25,987.44)	
GC Comps	0.00		Tip Reduction	0.00	Theo. Deposit	647,889.29	
GC Promos	0.00		Commission	0.00	Actual Deposit	537,393.68	
External CC	0.00		Deposit Discrepancy	0.00	Calculated Cash O/S	(110,495.61)	
Non Sale Rev	0.00		Refunded Tax	0.00	Posted Cash O/S	(13,700.33)	
No Sale Rings	13,487.00						

El Cholo Paseo

POS Sales Report

2017

Date Range: 1/1/2017 to 12/31/2017

Report Group: El Cholo

Stores Reporting: 100%

Show Cash OS Calculation?: No

Show Sale Departments?: Yes

Count Metric: Guest

Sort Order: None

Skip Zero: Yes

Master Sale Department Totals								Daypart Breakdown							
Name	Net	%	Gross	Comps	Promos	Taxes	Voids	Name	Net	%	Gross	Guests	G.Avg	Checks	C.Avg
FOOD	2,077,477.46	62.16%	2,341,194.63	66,945.25	224.71	194,547.41	23,777.22	Lunch	864,951.89	28.87%	1,076,989.81	44,110.00	21.88	19,813.00	48.70
BEVERAGE	103,959.49	3.11%	115,265.14	1,860.60	7.86	9,437.19	1,168.30	Dinner	2,361,820.81	70.67%	2,645,090.40	95,438.00	24.75	43,088.00	54.81
BEER	140,626.11	4.21%	155,472.54	2,094.46	8.35	12,743.62	1,397.76	Breakfast	15,491.96	0.46%	16,870.48	311.00	49.81	14.00	1,106.57
MARGARITAS	552,434.21	16.53%	610,466.38	7,886.12	33.44	50,112.61	5,422.15	Totals:	3,342,264.66	100.00%	3,738,950.69	139,859.00	23.90	62,915.00	53.12
LIQUOR	317,005.76	9.48%	350,232.88	4,389.31	23.71	28,814.10	3,744.69								
WINE	37,205.61	1.11%	41,252.27	675.86	5.88	3,364.92	651.43								
RETAL	5,035.87	0.15%	5,500.69	4.40	0.00	460.42	831.12								
OTHER	108,520.15	3.25%	119,565.96	1,197.70	0.00	9,848.11	1,359.70								
Totals:	3,342,264.66	100.00%	3,738,950.69	67,053.70	303.95	309,328.38	38,352.37								

Sale Department Totals							
Name	Net	%	Gross	Comps	Promos	Taxes	Voids
Beer	140,626.11	4.21%	155,472.54	2,094.46	8.35	12,743.62	1,397.76
Beverage	103,959.49	3.11%	115,265.14	1,860.60	7.86	9,437.19	1,168.30
CATERING	106,533.26	3.19%	117,215.78	1,013.64	0.00	9,668.86	1,359.70
Desserts	22,709.89	0.68%	25,830.80	852.48	0.95	2,067.46	482.42
Food	2,046,485.67	61.23%	2,306,159.76	67,717.59	222.84	191,733.68	23,060.80
Happy Hour Food	8,281.90	0.25%	9,404.27	375.18	0.92	746.27	224.00
Happy Hour Liquor	84,776.83	2.54%	93,038.11	573.34	5.33	7,882.81	538.00
Liquor	232,228.93	6.95%	257,194.77	3,815.97	18.38	21,131.49	3,208.69
Margaritas	552,434.21	16.53%	610,466.38	7,886.12	33.44	50,112.61	5,422.15
Retail	5,035.87	0.15%	5,500.69	4.40	0.00	460.42	831.12
To Go	1,986.89	0.06%	2,350.16	184.06	0.00	179.23	0.00
Wine	34,198.67	1.02%	37,972.19	665.86	5.88	3,101.78	622.50
Wine And Canvas	3,006.94	0.09%	3,280.08	10.00	0.00	263.14	28.93
Totals:	3,342,264.66	100.00%	3,738,950.69	67,053.70	303.95	309,328.38	38,352.37

Order Mode Breakdown							
Name	Net	%	Guests	G.Avg	Checks	C.Avg	
(Unspecified)	39.50	0.00%	0.00	0.00	9.00	4.39	
Order	3,282,722.00	95.72%	135,519.00	24.22	59,235.00	55.42	
To Go	146,860.61	4.28%	4,340.00	33.64	3,671.00	40.01	
Totals:	3,429,622.31	100.00%	139,859.00	24.52	62,915.00	54.91	

Revenue Center Breakdown							
Name	Net	%	Gross	Guests	G.Avg	Checks	C.Avg
Bar	715,046.16	21.39%	800,633.05	33,313.00	21.46	19,516.00	36.64
Patio	501,722.67	15.01%	557,924.62	19,810.00	25.33	6,282.00	79.87
Main Dining Rm.	1,656,398.89	49.62%	1,842,520.74	69,056.00	24.02	30,045.00	55.20
To Go	186,134.65	5.57%	220,411.59	6,978.00	26.67	4,566.00	40.77
Fiesta Room	213,021.57	6.37%	240,688.96	8,401.00	25.36	1,913.00	111.35
Bar Lounge	67,942.82	2.03%	76,571.81	2,301.00	29.53	593.00	114.57
Totals:	3,342,264.66	100.00%	3,738,950.69	139,859.00	23.90	62,915.00	53.12

Miscellaneous							
Auto Gratuity	65,139.35		Mode Charges	0.00	Deposit Tenders	641,869.42	
Surcharges	0.00		Tip Share	0.00	All Tips	404,022.98	
Gift Cert/Card	18,860.65		Refunds	(589.32)	Paid Outs	(59,366.97)	
GC Comps	0.00		Tip Reduction	0.00	Theo. Deposit	701,236.39	
GC Promos	0.00		Commission	0.00	Actual Deposit	233,728.89	
External CC	0.00		Deposit Discrepancy	0.00	Calculated Cash O/S	(467,509.50)	
Non Sales Rev	0.00		Refunded Tax	0.00	Posted Cash O/S	1,049.70	
No Sale Rings	15,902.00						

2016

"There was a time when a state of mind could be defined or cured by a good martini. It was a benchmark for a good time, a good lunch, a good date, a great place... No more. Now, more often than not, in more places than most, that American measuring stick has given way to the new king: The Margarita. I don't know where or when or even how this started. I just know it's here."

Robert Redford, Actor, Film Producer and Founder of Sundance Resort.

Taken from The Great Margarita Book by Al Lucero, owner of Maria's New Mexican Kitchen, Santa Fe.

TABLESIDE ^{GF} GUACAMOLE

Creation of Ted & Sally Doll (2000)

Freshly made at your table with
Hass avocados 11.95

ANTOJITOS

AGED CHEESE QUESADILLA (1969)

Cheddar and Jack Cheeses Grilled in a
Handmade Flour Tortilla 7.95

(with Beef, Roasted Pork or Chicken, add 1.95)

SONORA STYLE NACHOS (1983) ^{GF}

Frijoles, Simmered Tomato Sauce, Sour Cream
and Guacamole 8.95

CARMEN'S ORIGINAL NACHOS (1959) ^{GF} 7.75

FIESTA PLATTER (1995)

Crab and Beef Taquitos, Nachos, Quesadillas,
Chimichangas, Guacamole and Sour Cream
For 2 10.95 For 4 19.95

TORTILLA SOUP (1991)

Avocado, Grilled Chicken, Cheese,
Roasted Poblano Chile with Strips of Tortillas
Cup 4.95 Bowl 5.95

JOE'S TRADITIONAL ALBONDIGAS (1923)

Cup 4.95 Bowl 5.95

"FELIX'S" CAESAR SALAD (1991) ^{GF}

Entree Portion 8.25 Side Portion 5.25

HOUSE GUACAMOLE (1955) 1/2 portion 6.50 ^{GF}

HANDMADE FLOUR TORTILLA (1923) 1.35

MARGARITAS

L.A. LEMONADE

1800, Sauza Commemorativo,
Herradura Silver and Cointreau,
Hand-Shaken and Served Up 11.00

GRAN TRADICIONAL

Cuervo Tradicional, Herradura Silver,
Cointreau and a float of Cuervo Reserva
de la Familia 12.00

THE EL CHOLO MARGARITA

Our Classic since 1967 9.00

ENCHILADAS

BLUE CORN CHICKEN ENCHILADAS (1985)

Marinated Breast of Chicken, Tomatillo Sauce,
Sour Cream and Avocado Garnish,
Black Beans and Rice 15.75

SONORA STYLE ENCHILADA (1923)

(First Enchilada Served at El Cholo)
Layered Corn Tortillas, Chicken Simmered in a
Tomato-Onion-Cilantro Broth, Fried Egg 12.25

CRABMEAT ENCHILADA (1971) ^{GF}

Spinach Cream Sauce, Sour Cream, Avocado,
Black Beans and Rice 14.95

ENCHILADA SUIZA (1976)

Breast of Chicken, Light Salsa Verde,
Sour Cream, Beans and Rice 12.25

ANNIE'S EARLY CALIFORNIA ENCHILADA (1992)

Mixed Garden Vegetables, Spinach, Corn,
Sautéed Mushrooms, Crushed Pecans 11.25

^{GF} Gluten-Free

NOTE FOR
JWD 4/12/23

Pasadena 07-14

COMBINACIONES (1938)

11.85

- No.1 Cheese Enchilada and Rolled Beef Taco No.4 Two Cheese Enchiladas
No.2 Cheese Enchilada and Chile Relleno No.5 Chile Relleno and Rolled Beef Taco
No.3 Cheese Enchilada and Tamal No.6 Choice of One 8.75

All Combination Plates Served with Spanish Rice and Refried Beans.
To Add Chicken, Roasted Pork or Beef, Add \$1.95 per Enchilada.



A TASTE OF HISTORY (1996)



Cheese Enchilada, Rolled Beef Taco,
Chile Relleno & Tamal . . . 15.25
Spanish Rice and Refried Beans

FAJITAS (1984) ©

Sauteed with Fresh Vegetables, Served on a Sizzling Skillet

- Marinated Tender Strips of **STEAK** 16.25 Our House Specialty **SHRIMP** 16.95
Delicate Chunks of **CHICKEN** 15.75 A Fresh **VEGETABLE** Medley 11.85

COMIDAS ESPECIALES

CHICKEN TOSTADITA (1973)

Fresh Garden Vegetables, Grilled Chicken,
Avocado and Crispy Tortilla Strips 13.25

CHICKEN CHIMICHANGAS (1967)

Crisp Flour Tortilla, Guacamole,
Rice and Beans 12.75

BURRITO DORADO (1977) ©

Chile con Carne, Beans, Rice, Cheddar Cheese,
Tomato Sauce, Sour Cream and Guacamole 12.75

TOSTADA COMPUESTA (1923)

An El Cholo Tradition with an Array of
Garden Vegetables, Beans and Chorizo 10.75

GREEN CORN TAMALES (1923)

Corn off the Cob, Cheddar Cheese and
Ortega Chile, Steamed in its own Husk,
Beans and Rice 11.85

(May thru October Only)

FILET MIGNON TACOS (2009) ©

Three Handmade Corn Tortillas with Molcajete
Salsa, Cilantro Rice and Black Beans 16.25

CARNE ASADA (1984) ©

New York Steak, Beans, Rice, Pico de Gallo
and Guacamole 17.25

TRES TACOS AL CARBON (1990) ©

Marinated Top Sirloin, Bacon, Jack Cheese,
Tomatillo-Chipotle Salsa, Black Beans and Rice 15.25

PLATO DE CARNITAS (1989) ©

Roasted Pork, Fresh Avocado Relish, Escabeche
Onions, Pico de Gallo, Rice and Beans 14.25

CHILE COLORADO (1923) ©

Tender Beef, Traditional Chile Sauce with Beans,
Rice and a Cup of Guacamole 12.25

© Gluten-Free

"I cannot imagine Los Angeles without El Cholo." **Caroline Bafes** Gourmet Magazine

Pasadena 07-14

2018

TABLESIDE GUACAMOLE

Creation of Ted & Sally Doll (2000)

Freshly made at your table with
Hass avocados **12.95**

ANTOJITOS

AGED CHEESE QUESADILLA (1969)

Grilled in a Handmade Flour Tortilla - **9.65**
(with Beef, Roasted Pork or Chicken, add **2.00**)

SONORA STYLE NACHOS (1983)

Frijoles, Tomato Salsa, Sour Cream, Guacamole
- **10.25**

WESTERN QUESADILLA

Monterey Jack Cheese, Vegetables Medley,
Topped with Ancho Chile Apricot and Spinach
Cream Sauces-**11.75**
(with Chicken, Beef or Carnitas add **2.00**)

**CARMEN'S
ORIGINAL NACHOS (1959)**
8.65

FIESTA PLATTER (1995)

Crab and Beef Taquitos, Nachos,
Quesadillas, Chimichangas, Guacamole and
Sour Cream

For 2 - **13.95** / For 4 - **25.95**

SKILLET NACHOS
Choice of Beef, Chicken or Carnitas -
15.75

CEVICHE TOSTADA (2006)

Shrimp and Scallops, Citrus Marinade, Extra Virgin
Olive Oil - **15.95**

STREET TACOS

3 Soft Tacos, Asada Chicken or Carnitas - **13.75**
Served with Guacamole, and Pico de Gallo

BAR CHICKEN CHIMI
Served with Guacamole - **9.45**

HANDMADE FLOUR TORTILLA (1923) - 1.75

ENCHILADAS

BLUE CORN CHICKEN ENCHILADAS (1985)

Tomatillo Salsa, Sour Cream and
Avocado Garnish **18.95**

SONORA STYLE ENCHILADA (1923)

(First Enchilada served at El Cholo)
Layered Corn Tortillas, Chicken, Tomato-Onion-Cilantro
Broth, Fried Egg - **15.95**

CRABMEAT ENCHILADA (1971)

Spinach Cream Sauce, Black Beans, Rice, Sour Cream,
Avocado - **17.75**

ENCHILADA SUIZA (1976)

Breast of Chicken, Light Salsa Verde, Beans, Rice
Sour Cream - **15.75**

**ANNIE'S EARLY CALIFORNIA ENCHILADA
(1992)**

Mixed Garden Vegetables, Spinach, Corn, Sautéed
Mushrooms, Crushed Pecans - **14.95**

ENCHILADAS MARISCOS (1999)

Lobster, Scallops and Shrimp, Jack Cheese, Chipotle
Cream Sauce - **20.75**

SANTA BARBARA ENCHILADAS (1995)

Shrimp and Chicken, Sautéed Mushrooms, Onions,
Guajillo Chile Salsa, Jack Cheese - **19.75**

ENCHILADAS DE CARNE PICADA (2009)

Filet Mignon, Black Beans, Guajillo and Chili de Arbol
Salsa- **17.95**

SOPAS AND ENSALADAS

TORTILLA SOUP (1991)

Avocado, Grilled Chicken, Cheese, Roasted Poblano Chile
with strips of Tortillas. Cup - **5.75** / Bowl - **7.75**

JOE'S TRADITIONAL ALBONDIGAS (1923)

Cup - **5.75** / Bowl - **7.75**

"FELIX'S CAESAR SALAD (1991)

Entree Portion - **9.95** / Side Portion - **6.95**

MIX GREEN SALAD (1991)

Entree Portion - **9.95** / Side Portion - **6.95**

SALMON SALAD

Romaine, Fresh Balsamic Vegetable Medley and Orage Lime
Vinaigrette - **18.25**

COMBINACIONES (1938)

- No. 1 Cheese Enchilada and Rolled Beef Taco
- No. 2 Cheese Enchilada and Chile Relleno
- No. 3 Cheese Enchilada and Pork Tamal

- No. 4 Two Cheese Enchiladas
- No. 5 Chile Relleno and Rolled Beef Taco
- No. 6 Choice of One - **9.95**

14.50

All Combination Plates served with Spanish Rice and Refried Beans. To add Chicken, Roasted Pork or Beef, add \$2 per Enchilada

Al Fuego Chile Relleno substitution, add \$2

GREEN CORN TAMALES (1923)

Corn off the Cob, Cheddar Cheese and Ortega Chile, steamed in its own Husk, Beans and Rice - **14.50**
(Available May through October)



A TASTE OF HISTORY (1996)

Cheese Enchilada, Rolled Beef Taco, Chile Relleno and Pork Tamal,
Spanish Rice and Refried Beans - **19.23**

COMIDAS ESPECIALES

COCHINITA PIBIL

Tender Pork, Roasted under Banana Leaves, Orange and Achiote Spices - **18.95**

CHILE VERDE

Tender Pork, Nopalitos, Tomatillo Sauce, Beans, Rice and Choice of Tortillas - **18.95**

FILET MIGNON TACOS (2009)

Fresh Corn Tortillas with Molcajete Salsa, Cilantro Rice and Black Beans - **18.95**

CARNE ASADA (1984)

Grilled Steak, Pico de Gallo and Guacamole - **21.25**

FISH TACOS (2001)

Grilled Mahi Mahi, Corn Tortilla, Cabbage Escabeche, Pico de Gallo and Chipotle Aioli - **19.10**

PLATO CARNITAS (1989)

Roasted Pork, Fresh Avocado Relish, Escabeche, Onions, Rice and Beans - **17.95**

CHILE COLORADO (1923)

Tender Beef, Traditional Chile Sauce with Beans, Rice and Guacamole - **16.95**

BURRITO DORADO (1977)

Chile con Carne, Beans, Rice, Cheddar Cheese, Tomato Salsa, Sour Cream and Guacamole - **15.75**

TRES TACOS AL CARBON (1990)

Marinated Top Sirloin, Bacon, Jack Cheese, Tomatillo-Chipotle Salsa, Black Beans and Rice **18.75**

CHICKEN CHIMICHANGAS (1967)

Crisp Flour Tortilla, Guajillo Chicken, Pico de Gallo, Cheese and Guacamole **15.75**

TOSTADA COMPUESTA (1923)

An El Cholo Tradition with an Array of Garden Vegetables, Beans and Chorizo - **12.75**

SOUTHWEST CHICKEN TOSTADA (2008)

Blackened Chicken, Black Beans, Queso Fresco, Avocado, House Vinaigrette - **16.95**

FAJITAS (1984)

Sautéed with Fresh Vegetables, served on a Hot Skillet

- Marinated Tender Strips of STEAK - **19.75**
- Delicate Chunks of CHICKEN - **18.95**

- Our House Specialty SHRIMP - **20.75**
- A Fresh VEGETABLE Medley - **15.75**



19 FEB 07 02:49PM
CITY CLERK

February 1, 2019

Mayor Terry Tornek and Pasadena City Council
100 North Garfield Avenue
Pasadena, CA 91109

Re: Minimum Wage in Pasadena

Dear Mayor Tornek and Pasadena City Council Members,

(Please excuse the length of this letter. I prefer to be brief and concise wherever possible, but there is a lot of information to share on the experience of your local business constituents as it relates to the Pasadena minimum wage ordinance passed in 2016.)

In January 2019 the Pasadena Chamber of Commerce and Civic Association polled our members about the impacts of the recent minimum wage increases on their operations.

I would like to share the results with you.

First, who responded?

We received 416 responses to the poll from among the nearly 2000 who received it. (This is not a scientifically conducted poll.)

Of those who responded:

- 8.74% (36 respondents) are traditional small retailers
- 0.97% (4 respondents) are large retailers
- 3.88% (16) are fast food restaurants
- 2.91% (12) are fast casual restaurants
- 18.45% (76) are full service restaurants
- 0.97% (4) are coffee shops
- 7.77% (32) are office-based businesses, such as insurance, finance, etc.
- 2.91% (12) are banks and credit unions
- 1.94% (8) are cleaners, laundries and laundry services
- 2.91% (12) are home health care providers
- 0.97% (4) are large health care providers (hospitals, medical groups, etc.)
- 0.97% (4) are educational institutions
- 2.91% (12) are child care and day care providers
- 2.91% (12) are automotive sales and repair
- 6.8% (28) are non-profits
- 6.8% (28) are consultancies
- 2.91% (12) are contractors or builders
- 0.97% (4) are architects and designers
- 0.24% (1) is a car wash
- 0.24% (1) is in entertainment
- 0.24% (1) is a small technology retailer
- 0.24% (1) is in light manufacturing
- 0.24% (1) is a concessionaire
- 0.97% (4) are printers

- 0.97% are hair, beauty salons and spas
- 2.91% (12) are hotels, motels and other lodging
- The remaining respondents identified as "other" which included attorneys, realtors, alternative medicine providers, yoga studios and others.

(Please note, despite the assertions of some that they are the only ones concerned about the rapidly rising minimum wage, full service restaurants accounted for fewer than 20% of respondents.)

92.8% of respondents are located in Pasadena. Of the remaining 7.2%, all but two are co-located in Pasadena and another city in the area. Two are located in South Pasadena and one in Burbank.

4.81% of those responding have only themselves and family members as employees. 22.12% have one to five employees. 8.65% have six to ten; 14.42% have eleven to twenty; 12.5% have 21 to 30; 9.62% have 31 to 50; 14.42% have 50 to 100; and 13.46% have more than 100 employees.

26.92% of respondents have no minimum wage employees. 24.04% have one to five minimum wage employees; 10.58% have six to ten; 11.54% have 11 to 20; 5.77% have 21 to 30; 8.85% have 30 to 50, 10.58% have 50 to 100 and 1.92% have more than 100 minimum wage employees.

Of the respondents, 71.84% had no tipped employees. 5.82% have one to ten tipped employees, 8.74% have 11 to 20 tipped employees, 13.59% have more than 20 tipped employees.

How did they adjust to the recent local minimum wage increases (multiple answers total more than 100%)?

- 18% did not make adjustments as a result of the increase
- 40% decreased their workforce
- 41% did not hire new employees
- 38% did not hire temporary or seasonal youth employees
- 11% decreased operating hours
- 54% raised prices (more than 90% also reduced employee hours/payroll)
- 7% changed the way they interact with customers (more online sales,
- 9% relocated outside Pasadena
- 3% closed
- 4% expanded to attract more customers
- 29% found other ways to reduce expenses (more aggressively bid out supplies, forego health insurance, reduce employee benefits, no employee bonuses, cut marketing expenses, expand off-site services that require fewer employees, reduced donations to local non-profits, renegotiate vendor costs) (All also made cuts to employee hours.)
- 15% found ways to increase sales (all of these also made cuts to employee hours)
- 32% demand a higher skill level from minimum wage employees
- 9% laid off less productive employees

Your own consultants, while drawing differing conclusions from the data (or in the case of one, dismissing it altogether), each point out that the number of businesses and wages paid since 2015 have remained relatively stable. For predominantly minimum wage industries, there has been no wage growth since 2015. (Reich, page 17) despite the 30+% increase in the minimum wage. And in some industries, such as janitorial these has been a steep decline in overall wages paid.

When you compare the experience in Pasadena with other metropolitan areas, we cannot help but note that wage growth here has trailed behind those other areas (Reich, page 18). Similarly, employment growth in Pasadena has lagged behind other areas (Reich, page 19).

Essentially, what the data is saying from everyone who has studied and tallied information about employment and practices is that there are the same number of businesses paying the same amount in payroll, despite the increase in the minimum wage.

What about our Pasadena non-profits?

Of the non-profits that responded to the Chamber employer poll, 21.74% have decreased services offered since 2016, 43.48% have maintained service levels and 34.78% have increased services. Operating costs for those nonprofits have increased for 72.73%; decreased for 9.09% and remained about the same for 18.18%. Revenues have increased for 23.81%, decreased for 28.57% and remained the same for 47.62% of non-profits.

What will Pasadena Businesses do when faced with further increases?

More of the same. In the build-up to the \$13.25 per hour minimum wage employers in Pasadena reduced employee hours from between 7.5 per week to more than 700 per week. While not everyone reduced their workforce or work hours, payrolls were reduced as much as \$500,000 per year for larger employees of minimum wage workers. Small local businesses reported hourly employee reductions of between 7.5 hours per week and 300 hours per week. While hourly rates increased, work hours were reduced to maintain payrolls at sustainable levels. Another rapid ramp-up in minimum wage locally will result in the loss of more employee hours and employment opportunities.
Our conclusion?

In the past three years we have seen the minimum wage increase by more than 30%. During that same period, we have seen overall payroll expenditures remain static while the number of businesses, including those that employ minimum wage workers, also remain static. Each of the studies commissioned by the City of Pasadena to determine impacts of the minimum wage increase verify this. But what does this tell us? Simply that the amount paid to employees is the same as it was prior to enacting the minimum wage increase while the number of employers has remained the same. Same number of employers paying out the same in payroll after a 30+% increase translates into fewer hours for employees and workers who are making the same amount of money they did before the increase.

If the minimum wage rose 30+% since 2016 while the employment base and the payroll expense remain the same in 2019, what can we reasonably conclude? The same number of employees are earning the same amount of money, which means they are working fewer hours for those employees in 2019.

So, what can you do?

The Chamber and our members recognize that the minimum wage in California and Pasadena is rising to \$15 per hour. The State of California minimum wage rises to \$15 per hour in 2022, while Pasadena could accelerate that schedule to reach \$15 per hour by 2020. We believe evidence, research and experience here in Pasadena all prove the accelerated schedule would be detrimental to employment opportunities in Pasadena, especially those you most want to benefit from the increased minimum wage.

The Pasadena Chamber and our members, especially our small business members, would encourage the City Council to defer to the state schedule and not further increase the minimum wage here in Pasadena. We are not asking that you roll back the current Pasadena minimum wage, but simply defer increases so that the State of California will eventually catch up (and exceed) the Pasadena minimum wage.

That would lessen the impact on employment opportunities, especially for low-wage and low skilled workers and create a more stable environment for our small businesses.

Thank you for your service to Pasadena and your constituents.

Sincerely,



Paul Little
President and Chief Executive Officer

cc: S. Mermell, M. Jomsky, Pasadena Chamber Board of Directors

Minimum Wage Update Information

Presented by
Chamber of Commerce and Civic
Association of Pasadena
February, 2019

Pasadena Employment Information

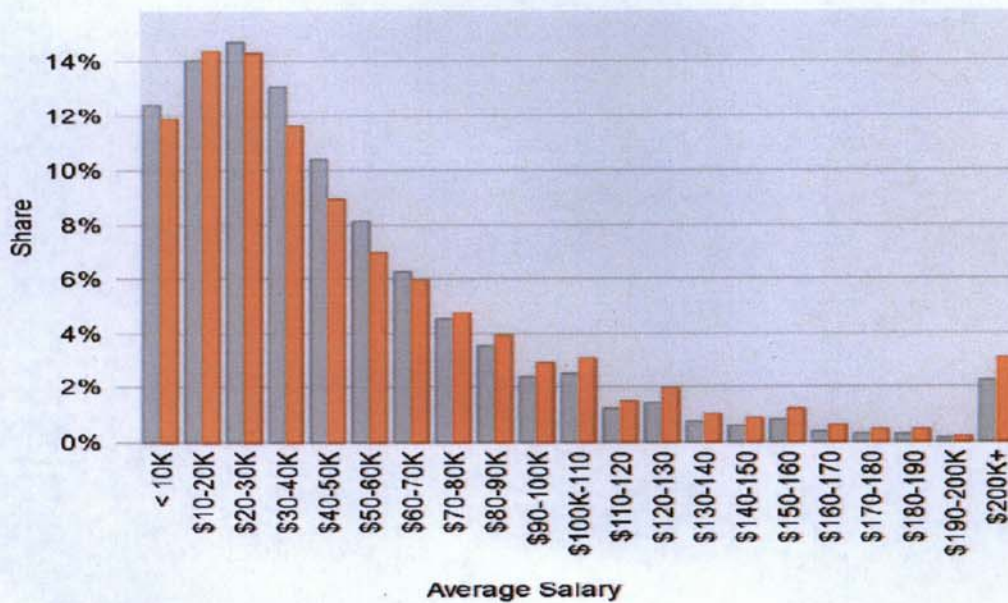
- Who works here?

Residents (2017 Census estimate)	Median Household Income	Per capita Income	Pasadena Residents Living in Poverty	Total Employment (jobs) in Pasadena (City of Pasadena)	Minimum wage workers employed in Pasadena
142, 647	\$76,264	\$44,263	22,110 (15.5%)	110,737 72,083 full time	19,932

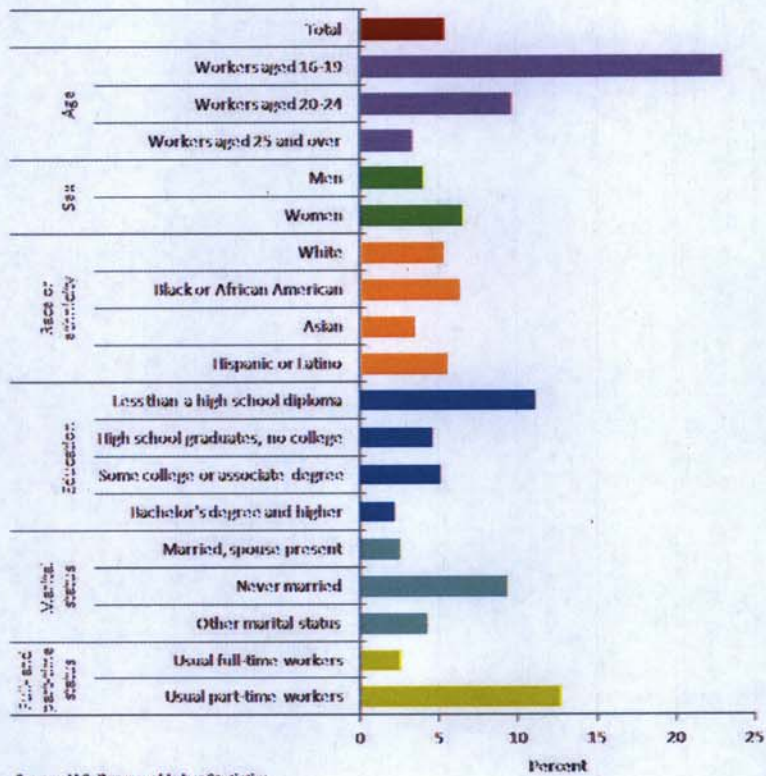
Who Does What? Employment by Category in Pasadena



Wage Distribution for Pasadena Residents Compared to National Average



Who makes minimum wage?



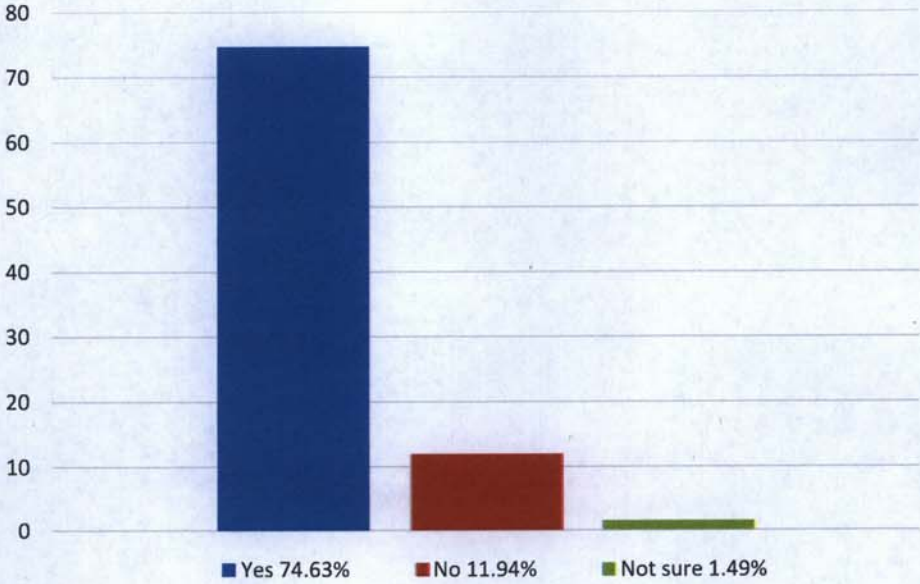
Source: U.S. Bureau of Labor Statistics.

Pasadena Business Profile

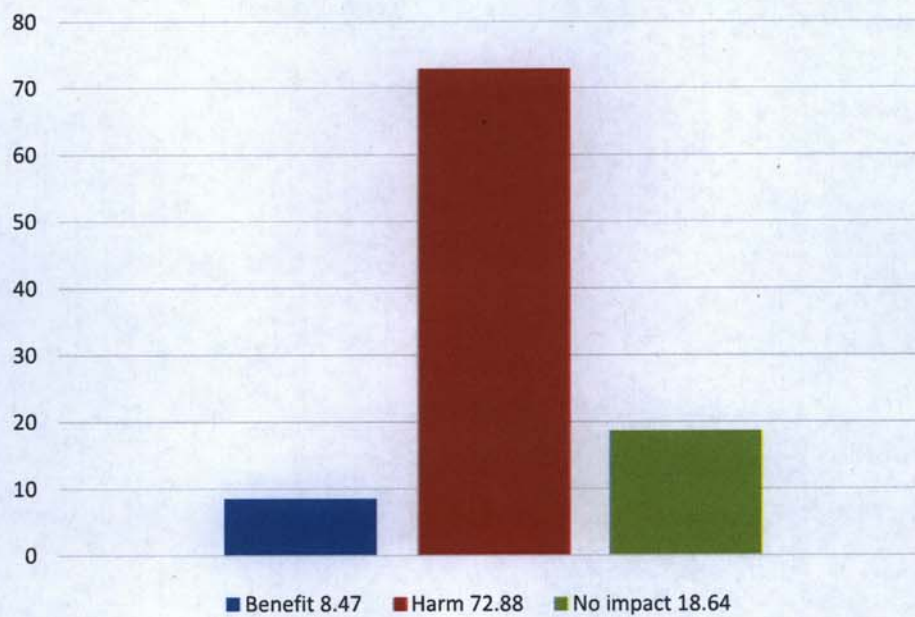
Total Businesses (Census Bureau 2012)	Small locally and owned business	Non-profits (Pasadena- based) – from CalNonProfits
19,718 (2,334 home-based)	16,048	1021

Chamber member response to 2016 minimum wage increase

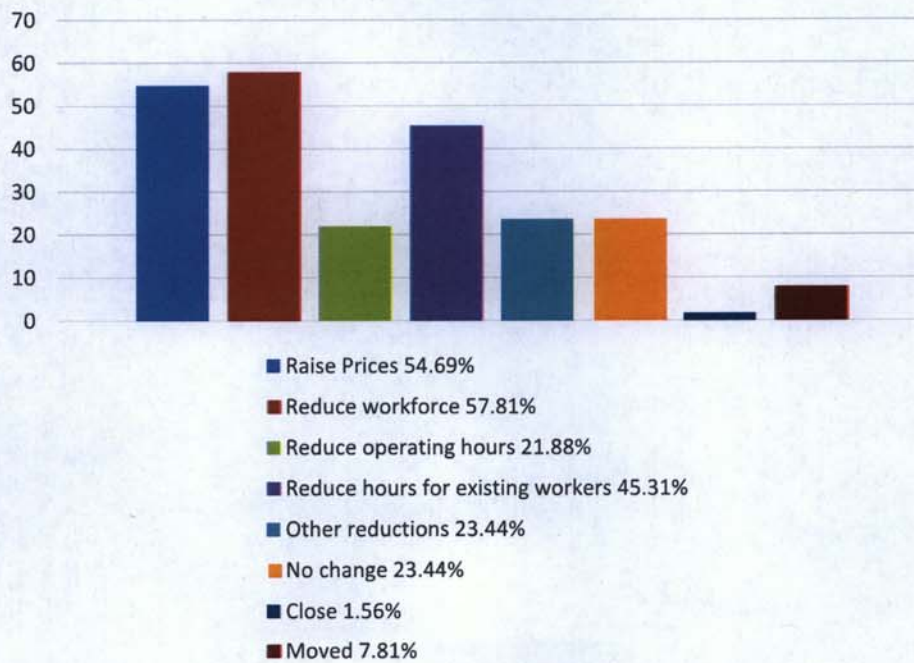
Did it impact your business?



How did it impact your business?



How did you adjust to the 2016 minimum wage increase?



- Note, multiple responses total to more than 100%

Industries most impacted

- **HOME HEALTH CARE** – set insurance and medical reimbursements for services – leaves clients without providers or with higher costs.
- **BEAUTY AND SPA** – dependent on unskilled or low skilled workers (exclusive of certified personnel). Can't raise costs enough to remain competitive. Closed and /or moved to adjacent areas with lower wage scale.
- **CHILD CARE AND EARLY CHILDHOOD EDUCATION**– student to caregiver ratios force wages down, raised costs to meet higher wages and state requirements – makes care less affordable for families.
- **SENIOR LIVING** – fixed income residents, costs rose with wage increases. Fewer low wage opportunities. Hiring more experienced workers and requiring them to do more.
- **RESTAURANTS** –revenues flat with expenses rising. Can't raise prices enough to cover additional costs, resulted in reduced work hours, fewer new hires, only hire with experience and some skills, loss of entry level jobs, curtailed operating hours.
- **NON-PROFITS** –state and federal funding levels flat, fundraising flat – forced to hire fewer people - result in fewer services to clients and community, higher caseload for existing staff.
- **LOCAL RETAILERS** – dependent on part-time minimum wage employees and seasonal employees. Face increased pressure from online sales. Can't raise prices enough to cover additional costs – cope by offering fewer employment opportunities.

Survey respondent data – since 2016 jobs have been lost

- Survey respondents reported added costs of between \$7,500 and \$500,000 per year.
- Survey respondents reduced employee hours by between 32 hours per month and 2000 hours per month (employers with more than 100 minimum wage jobs.)
- Eight businesses reported increased earnings during the minimum wage period (six are non-profits). 36 said there was no impact and 20 weren't sure if the increased minimum wage had an impact on their revenues. 240 business reported decreased revenues during the same period.
- Among non-profits, 6 reported stable operating costs since 2016, 8 reported decreased operating costs and 14 reported increased operating costs. 4 non-profits have seen revenues increase, 10 have seen revenues decrease, 14 saw revenues stagnate. 4 maintained service levels constant since 2016. 8 have increased services and 12 have decreased services.
- Twelve respondents reported closing Pasadena operations.
- Consultants hired by the City (Reich and Leamer) report that wage and employment have remained constant in all sectors. However, in minimum wage occupations total wages paid have remained flat since 2015, despite the 30% increase and there being 500 additional full-service restaurant seats in Pasadena. Employers have cut hours for employees to make finances work.

What do Pasadena business operators have to say?

- “Our CAREGivers wages range from the minimum to 20% above, so yes, these increases are a challenge for our organization. Especially since we are also offering health, dental and vision and a 401K with 4% match. Just like other employers, to manage the cost of labor we have no choice but to raise rates. In our industry this is pricing several seniors out of the quality home care that allows them to maintain their independence at home.”
- “Labor cost increases are greatly exceeding revenue growth, and this requires the business to contract. The hours and pay lost by our workforce nullify's any income gains from the wage increase. There is no growth achieved by cutting, so we have now found our business is contracting for our employees rather than growing. This puts all of our employees in a vulnerable position. The rate of increase of minimum wage in Pasadena is accelerating faster than the local economy can support.”
- “We have stopped hiring as a result.”
- “Not only are a lot of our costs higher -- beyond just wages -- but the gross revenue has decreased, even though we have raised prices.”
- “We close early, which makes the pay for our hourly workers very unpredictable.”

- “Minimum wage increases affect hiring labor that provides its own tools (carpenters, mechanics, landscaping, painting, residential remodel construction, etc.). These trades make more than minimum wage already. But to have these trades provide their own tools, they must be paid at least 2x minimum wage. So, whereas in 2016, a skilled carpenter with tools could be paid \$21.00 per hour (2x \$10.50), by January 2020 we will need to pay that same carpenter at least \$30.00 per hour (2x \$15.00). That's an average increase of 10% per year, far outpacing the Consumer Price Index and inflation. Are customers ready to absorb that increase?”
- “Associates who have been working here for 5 years and associates who just started make the same amount of money or will if the proposed is approved. It is not that we don't want the associates to make more money - it is the fact that the money has to come from somewhere - increasing the price of everything here in Pasadena.
- “For businesses like ours where all we are selling is labor and those costs are 60% of revenue a wage increase truly is impactful. Even though the employees weren't minimum wage earners THEY can't become minimum wage earners either.”
- “Hired more associates and positions as Part time status. We offered less 8 hours shifts. we staggered hours and lessened the overlap for shifts. We increased certain people who have more time in position or additional skills to retain them - since they were making the same as less skilled workers.”
- “We've cut everything we can in terms of expenses and are aggressively looking at ways to increase sales (though that's always been the case). The only areas left to cut more are payroll and downgrading our employee health insurance. We have raised prices, as indicated above, but 70% of our merchandise is fixed price so we can't raise those prices to keep up.”
- “Will need to increase fundraising in a tight fundraising market; will continue to tighten up all expenses which impacts vendors and others.”

Thank you
For your time.



Jomsky, Mark

From: Christy Zamani <christy@godayone.org>
Sent: Monday, February 04, 2019 6:13 PM
To: Gordo, Victor; Hampton, Tyron; Tornek, Terry; Masuda, Gene; Kennedy, John; McAustin, Margaret; Madison, Steve
Cc: Jomsky, Mark; Mermell, Steve
Subject: Support for City of Pasadena Minimum Wage Increase

CAUTION: This email was delivered from the Internet. Do not click links or open attachments unless you know the content is safe.

Dear Mayor Tornek and Respected members of the City Council ,
My apologies for not being able to join you in person tonight for public comment. I did however want to express me deep support for the City of Pasadena's minimum wage Increase.

As you know, Day One has actively worked hand in hand with all of you to constantly advance the quality of life in our city. We see the minimum wage increase fundamental to this value.

As a small nonprofit who had served Pasadena for over 30 years, we believe in this value so much that we have transitioned to paying all hourly employees a minimum of \$15 per hour. This has only added to the value, motivation, and growth of our organization.

We do this knowing the high cost of living, and what it takes to support a family in this time and age. It cost a family of four \$60.00 just to see a movie down the street at the ArcLight. Everyone deserves to have access to a comfortable living and this ordinance is a step in the right direction.

I hope that you move forward with adopted increases.

Thank you in advance for your leadership,
Christy

Christy Zamani,
Pasadena Resident and
Executive Director of Day One

--
Christy Zamani
Executive Director, Day One
175 N. Euclid Avenue
Pasadena, California 91101
626-229-9750
Christy@goDAYONE.org

**Day One builds vibrant, healthy cities
by advancing public health,
empowering youth, and
igniting change**



Pasadena's Minimum Wage Ordinance

19 FEB 05 06:34 AM
CITY CLERK

January 27, 2019

Dear Mayor Tornek,

As residents, workers and shoppers in the City of Pasadena, we write to urge you to protect the minimum wage ordinance the Pasadena City Council unanimously approved in 2016, and continue the path to \$15/hour by 2020 so as to improve the living conditions of low wage workers in this region.

While Pasadena is the home to great institutions and enormous wealth among its residents, there is also unreasonable suffering among poor individuals and families, including many children. According to the report "Pasadena's Tale of Two Cities" by Peter Dreier and Mark Maier, approximately 1/3 of workers in Pasadena earn less than \$15 per hour in low-paying industries like food service, hospitality, health care, education services, construction and retail trade. These adults often work multiple jobs to meet their basic needs and those of their families. Of all Pasadena households, 19% attempt to get by on incomes below \$25,000. This is outrageous considering that In Los Angeles County, a family with two income earners and two children needs an annual household income of \$74,679 to make ends meet; a family with two parents, one of whom works, and two children, needs to earn \$59,338 a year to make ends meet; a single-parent family with two children needs to earn \$65,865 a year to make ends meet; and a single adult needs to make \$29,217 to make ends meet. Continuing with the incremental wage increases in 2019 and 2020 as outlined in the Pasadena minimum wage ordinance (which replicates the wage increased schedule for the LA City and LA County) will further reduce poverty, stimulate the economy, and enable people to spend more money in Pasadena.

As members of the All Saints Church faith community, which is a member of Pasadenans Organizing for Progress (POP!), we stand up for and with those who, as members of our human community, deserve fair and respectful treatment, coupled with just wages. Our society suffers when a segment of our community suffers. Do right by low wage workers who depend on you to do the right thing. Support the path to \$15/hour in the City of Pasadena. A first class city shares its prosperity.

Sincerely,
We the Undersigned at All Saints Church, Pasadena

Signature	Street Address	Zip Code
Hope Assoc	449 Fern Dell Pl Glendora	91741
Patricia Moore	422 S Orange Street Pasadena	91105
Family Manager Sandra	1031 Arcadia Ave Arcadia, CA	91105 91105
Mary Casdona	2258 DORRIS PL.	91007
Pam Cox	385 S. Robles Ave #5 Pasadena Ca	90031
Laura Parsons	3371 Glendale Bl #139	91101
Guillelmo	358 W. California #304 Pasadena CA	91105
Robin Lee	750 Coniston Rd Pasadena, CA	91103
	5716 Corsa Ave #110 Westlake Village, CA	91107



Pasadena's Minimum Wage Ordinance

January 27, 2019

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Sincerely,

We the Undersigned at All Saints Church, Pasadena

Signature	Street Address	Zip Code
Mallina	4645 Marwood dr, LA	90065
Emily Gouz	278 E. Colorado Blvd Apt 1366 Pasadena CA	91101
Jeffrey Distenfeld	1267 N. Hill Ave., Pasadena CA	91104
Carla	2445 E Del Mar St Pasadena CA	91107
Pat	155 Monterey Rd. So Pasadena CA	91030
Janet	90 North Michigan Ave. Pasadena	91106
John - M	3800 SAINT JOHN SWOOD Dr LA	91364
Bob	1511A Creekside Ct Pasadena	91107
Jane Brust	1735 Mission St, South Pasadena	91030
Jeanne Raab	842 E Villa St, Pasadena, CA	91101



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Signature	Street Address	Zip Code
	960 N. CHESTER AVE. PASADENA 91104	91104
Donald Dick	311 S. Gardenglen St., W. Covina 91790	91790
	3740 SHAKESPEARE DR. OXNARD	93033
Howard Den Hartog	2889 San Pasqual St. Pasadena, CA	9107
Linda Langford	1827 Barker Way, Placentia	92870
	4053 Glenalbyn Dr. Los Angeles CA	90065
	3931 Edenhurst Ave Los Angeles	90039
	4536 New York Ave La Habra	91214
Lupine Sprung	572 N. Oakland Pasadena	91101
Steve Williams	1511A Creekside Ct Pasadena	91107



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Signature	Street Address	Zip Code
<i>Auth McDermott</i>	185 SEQUOIA DRIVE PAS., CA	91105
<i>Phyllis Bogar</i>	6007 N. Muscotel San Geronimo	91775
<i>R. Rhodes Tussell</i>	3780 Centfield Rd Pasadena	91107
<i>Jeffrey Gray</i>	1761 Fair Oaks Ave Pasadena, CA.	91103
<i>Clara F. Led.</i>	1916 Caphart Ave. Duarte CA	91010
<i>Nancy Goodell</i>	429 Bellmore Way Pas CA	91103
<i>Tom Wiggins</i>	556 E. Fair Oaks Ave. STE 101 Pas CA	91105
<i>Humuhumana</i>	151 N Hudson Ave #12, Pasadena CA	91101
<i>Bender On</i>	177 Sierra View Pasadena	91105
<i>Robert Antall</i>	500 E. Del Mar, Pasadena	91101



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Signature	Street Address	Zip Code
	2830 Chadwick Circle, LA, CA 90032	90032
	3437 Yonkers Drive Rd	91107
	985 E. California Blvd	91006
	700 S Lake Avenue Unit #107	91106
	2322 Vestal Ave CA CA	90026
	8828 Clarinda Ave ^{Pico River}	90650
	4211 Aralia Rd Altadena	91001
	224 N Maryland Ave apt 12 ^{Glendale}	91206
	2219 Hill Avenue, Altadena	91001
	4170 Bakman Ave, Studio City CA	91602



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Signature	Street Address	Zip Code
	65 W. Dayton St #409 Pasadena	91105
	1267 N Hill Ave Pasadena	91104
	1575 Yosemite Dr. Los Angeles, CA	90041
	155 S. Orange Grove Blvd, Unit C	91105
	410 Raymondale Dr. So. Pas.	91030
	1065 N. Chester Ave. Pas	91104
	6325 Church St., Los Angeles CA	90042
	244 HICKORY AVE Pomona	91767
	234 S Glenora	91724
	1316 N. Summit Ave Pasadena	91103



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Signature	Street Address	Zip Code
<i>Anthony Lane</i>	2355 Casa Grande St. Pasadena, CA	91104
<i>Edward P. Brown</i>	1347 Calumet Ave Los Angeles, CA	90026
<i>Janet Lee Davis</i>	1220 N. Ave. 45 Los Angeles CA	90044
<i>Eric Heston</i>	PO. Box 1626 Norwood, CA	91017
<i>Maura Santos</i>	2170 N. Rancho Ave. Glendale ^{colton} CA. 92324	92324
<i>Donita K Rice</i>	360 W. LINDEN AVE., BURBANK, CA	91506
<i>Delia</i>	540 Woodland Rd Pasadena CA	91106
<i>Julie Busby</i>	612 E Washington Blvd #4, Pasadena	91106
<i>Blanca Hernandez</i>	465 W. Vermont St. Alhambra	91001
<i>Pat</i>	234 S. Glendora	91724



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Signature	Street Address	Zip Code
<i>Janet Gwell</i>	1125 N. Hudson Ave Pas	91104
<i>Chy POP</i>	623 Prospect Ave #3	91030
<i>Mulu</i>	111 S. Orange Grove Blvd	91105
<i>AA</i>	2012 Mission St S. Pas, CA	91030
<i>Tracy Turner</i>	4260 Via Arbolada #116 LA, CA	90042
<i>Joe B</i>	310 E. Poppyfield Dr, Pasadena CA	91001
<i>Timon</i>	147 E. Holly St # 301 Pasadena	91103
<i>[Signature]</i>	" " " " "	" "
<i>Elliott Ryder</i>	800 W. 1st St # 2903 Los Angeles CA	90012
<i>Nebra Victory</i>	760 Atchison St Pasadena	91104



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Signature	Street Address	Zip Code
	3116 Fair Oaks Ave Altadena, CA	91001
	10706 Colima Rd, # 703, Whittier, CA	90604
	96 N. Loma St Apt B San Mateo	91024
	912 ARCADIA AVENUE UNIT 9 ARCADIA, CA	91007
	63 Glenhurst Blvd Glendale	91206
	2411 Loma Vista St Pasadena	91104
	2411 LOMA VISTA ST. PASADENA	91104
	37375 Wigg's Creek Dr,	37375
	1121 W. 27th St LA	90007
	2072 Santa Rosa, CA	91005



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Signature	Street Address	Zip Code
<i>Myler Williams</i>	889 N Mar Vista Ave	91104
<i>[Signature]</i>	1616 1/2 Rockwood St.	90026
<i>[Signature]</i>	297 S MALIBU AVE	91105
<i>Gloria Antad</i>	500 E Del Mar Pasadena	91101
<i>[Signature]</i>	807 GRAND AVE S. PASADENA	91030
<i>Ann Pinyo</i>	842 E Villa Pasadena	91103 91101
<i>Hugh Swamey</i>	912 ARCADIA AVE, ARCADIA, CA	91007
<i>Barbara Washington</i>	3374 Trevan Rd Pasadena	91107
<i>[Signature]</i>	6201 LePas Dr. Woodland Hills	91367
<i>Margot Webb / Jh</i>	2470 LAS LUNAS ST PA	91107



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Signature	Street Address	Zip Code
	360 S. Euclid Ave #331 Pasadena, CA	91101
	621 N. Coronado St #3 Los Angeles, CA 90026	90026
	439 S. Catalina Pasadena	91106
	400 Arroyo Ter Pas	91103
	400 Arroyo Terraco; Pasadena	91103
	1951 Jefferson Dr. Pasadena	91104
	637 Wapello St.	91101
	730 N. Wash. Bl	91103
	175 S. Lake Ave. #314	91101
	1420 Santo Domingo Ave	91103



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Signature	Street Address	Zip Code
<i>Cindy Fong</i>	214 - N. Avenue 66 Los Angeles	90042
<i>K. Poole</i>	160 S. Hudson Ave #206 Pasadena	91101
<i>Gene Parks</i>	1101 S. El Molino "	91106
<i>Mark Agram</i>	146 S. Michigan, #305, Pasadena	91106
<i>Marie Celeste Torres</i>	2221 Manning Ave, L.A.	90064
<i>Over Peters</i>	2130 Navarro Ave Altadena	91001
<i>Brojel Bunnia</i>	2130 Navarro Ave Altadena	91001
<i>ML Hugh</i>	6201 Wbad woodland hills	91367
<i>Alqui Dallen</i>	330 Cordova Street #362 Pasadena	91101
<i>Elizabeth Cole</i>	355 S. Marengo Ave #101, Pasadena	91101



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Sincerely,

We the Undersigned at All Saints Church, Pasadena

Signature	Street Address	Zip Code
<i>Bill Bunker</i>	2414 S. Barrington Ave. #112 LA- CA 90064	90064
<i>Margaret C. Pomeroy</i>	3003 Maiden Lane Pasadena, CA	91001
<i>Jessie Courtney</i>	211 South Almansor Street B4 Athens GA 30601	91801
<i>Olga</i>	586 N Oakland Ave	91101
<i>Est R</i>	1916 Caphart Ave, Duarte	91010
<i>Janet Kravitz</i>	2833 E Glenoak Blvd	91206
<i>JP</i>	79 Patrician Way #3A Pasadena CA	91105
<i>PL</i>	3330 Appleton St. LA, CA	90039
<i>Li</i>	441 MAPLE Way #4 PASADENA	91101
<i>Ellen Laffer</i>	11171 Wakefield Ave.	92840



Pasadena's Minimum Wage Ordinance

January 27, 2019

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Signature	Street Address	Zip Code
	1510 Maroon Dr. Glendale, CA	91205
	10438 1/2 Marcus Av Tujunga	91042
VIRGINIA TANZMAN	371 ARROYO TERRACE PASADENA	91103
	1615 Rex Villa St. Pasadena	91106
	1615 Rose Villa St, Pasadena	91106
Maurice Shader-Fredette	3690 Mayfair Dr, Pasadena	91107
Catherine Jimin	412 Gordon Terrace Pas	91105
	3690 Mayfair Dr	91107
	1031 Arcadia Ct #100	91007
	356 Stanton St.	91103

MORE - PLEASE TURN OVER



Pasadena's Minimum Wage Ordinance

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Signature	Street Address	Zip Code
Rebecca Crocker	ALL SAINTS MEMBER	
Olga Lamarche	211 S. 6th St #203 Alhambra	91801
Diane Miller	111 S Orange Grove Blvd #100	91105
Jan McFarlane	All Saints member	
Marsha J Dawe	ASC Member 387 S Marengo Ave #308	91101
PTD	" " "	91101
[Signature]	2107 Mar Vista Av Altadena	91001
[Signature] Ady Fyfe + goff	4453 Stillwell Ave, Los Angeles CA	90032
[Signature]	25024 High Spring Northall	91301
D Sanders	15917 mil Bkero Hwy Piermonte club CA 92272	



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Signature	Street Address	Zip Code
<i>Inula J. Worth-Clyton</i>	1551 Via del Rey South Pas.	91030
<i>Seena Powdermilk</i>	3124 Lees Ave	90808
<i>Max Reed</i>	4233 BAKMAN AVE	91602
<i>Stacy</i>	2409 Paloma St.	91104
<i>Janet A. Wilson</i>	10922 Bloomfield ST CA	91602
<i>Scott T. Dennis</i>	2275 W. 25th St. ^{#185} San Pedro	90732
<i>Jahon</i>	5100 Riverton Ave ^{#10} ^{Do} Hollywood ⁹¹⁶⁰¹	91601
<i>Annette Di Fusco</i>	3250 Faircrest Street, Apt. E/2 ^{La Crescenta}	91214
<i>Larissa Neule</i>	553 N. Catalina Ave, Pasadena CA	91106
<i>Shannon Wiggins</i>	556 S. Fair Oakes Ave ^{Ste} ¹⁰¹ Pasadena ^{CA}	91105



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Signature	Street Address	Zip Code
<i>Pete Kildall</i>	340 CHERRY DR.	91105
<i>Michelle</i>	497 E California [#] 111	21106
<i>Nada Roming</i>	I live in Sierra Madre but I support this! 470 E Grand View Ave	91024
<i>Nelius Roming</i>	470 E. Grand View Ave Sierra Madre, CA	91024
<i>John Smith</i>	8934 BAYVIEW PL. SUNLAND	91040
<i>John</i>	521 N. Alexander St. San Fernando CA	91340
<i>John</i>	496 W. Camino Real Ave, Arcadia	CA 91007
<i>John</i>	496 W. Camino Real Ave, Arcadia, CA	91007
<i>Bob</i>	11000 Weyburn Dr, Los Angeles	90024
<i>Chris</i>	3338 Appleton St	90039



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Signature	Street Address	Zip Code
<i>Susan M. Stauder</i>	8348 - Weller Av.	91104
<i>Kathleen Snow-Alvarez</i>	262 Mockingbird Ln. So. Pasadena	91030
<i>[Signature]</i>	3621 Kinney Pl. LA CA	90065
<i>Ali Grossy</i>	1825 S. Isabella Ave. ^{Monterey} Park, CA	91754
<i>Phyllis Ozon</i>	1223 Grace Dr. Pasadena	91105
<i>Amal Mendonca</i>	3124 Lee Ave Long Beach	90808
<i>T&P</i>	435 W. 9th St. #A5 Upland	91786
<i>Christina Hadjira</i>	6325 Church St Los Angeles	90042
<i>[Signature]</i>	821 E. Claremont St Pasadena	91104
<i>Kathy Walker</i>	178 South Euclid, Pasadena	91106



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Signature	Street Address	Zip Code
 ERICA FAMBLYN	3858 SYCAMORE ST PASADENA	91107
	3308 Descanso Dr	90026
	1220 N Ave 45 L.A., CA.	90041
 TROY ANDERSON	1095 Doveric Dr. Pasadena	91107
	63 S. San Marino Ave Pas	91107
	210 Segunda Dr Pas	91107
	532 Figueroa Dr. Altadena CA	91001
	1588 Casitas Ave Pasadena	91103
	2174 J. Urdley St, Pasadena	91104
	520 El Centro St South Pasadena	91030



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Signature	Street Address	Zip Code
<i>Charles Barber</i>	2072 Santa Rosa Ave.	91001
<i>Janet Ludwig</i>	234 W. WEDGEWOOD AVE. - SAN BARRIELO	91776
<i>Angie Jones</i>	389 N. Los Robles #16-A, Pasq	91101
<i>Wing Ah</i>	230 S. Madison Ave #	91101
<i>[Signature]</i>	<i>Janola Cucamonga</i>	91730
<i>[Signature]</i>	2262 NORWIC PLACE ALTADENA CA	91001
<i>Amya Janis</i>	5305 Tyler Ave #3 Temple City, CA	91780



January 27, 2019

The Honorable Mayor Tanek
Pasadena City Council
100 N. Garfield Ave. Room 228
Pasadena, CA 91101

Re: Pasadena's Minimum Wage Ordinance

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Sincerely,

(Sign & Print Name) Mark E. Villalobos

Address 1614 Don Carlos Ave.
Glendale, CA 91208



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Pasadena City Council
100 N. Garfield Ave. Room 228
Pasadena, CA 91101

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Sincerely,

(Sign & Print Name) Richard Redman

Address 1210 Gravelia St Altadena 91001

I shop and spend most money in Pasadena, and want to support those who serve me.



January 27, 2019

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Pasadena City Council
100 N. Garfield Ave. Room 228
Pasadena, CA 91101

Re: Pasadena's Minimum Wage Ordinance

Dear Council Member,

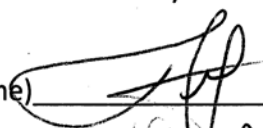
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Sincerely,

(Sign & Print Name)

 Terrie Courtney

Address

211 South Almonzor Street B4
Alhambra CA 91801



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(Sign & Print Name) Eric J. Fischer Eric J. Fischer

Address 1467 Crest DR
Altadena CA 91001



January 27, 2019

The Honorable _____
Pasadena City Council
100 N. Garfield Ave. Room 228
Pasadena, CA 91101

Re: Pasadena's Minimum Wage Ordinance

Dear Council Member,

As a resident within the City of Pasadena, I write to urge you to protect the minimum wage ordinance the Pasadena City Council unanimously approved in 2016, and continue the path to \$15/hour by 2020 so as to improve the living conditions of low wage workers in this region.

While Pasadena is the home to great institutions and enormous wealth among its residents, there is also unreasonable suffering among poor individuals and families, including many children. According to the report "Pasadena's Tale of Two Cities" by Peter Dreier and Mark Maier, approximately 1/3 of workers in Pasadena earn less than \$15 per hour in low-paying industries like food service, hospitality, health care, education services, construction and retail trade. These adults often work multiple jobs to meet their basic needs and those of their families. Of all Pasadena households, 19% attempt to get by on incomes below \$25,000. This is outrageous considering that In Los Angeles County, a family with two income earners and two children needs an annual household income of \$74,679 to make ends meet; a family with two parents, one of whom works, and two children, needs to earn \$59,338 a year to make ends meet; a single-parent family with two children needs to earn \$65,865 a year to make ends meet; and a single adult needs to make \$29,217 to make ends meet. Continuing with the incremental wage increases in 2019 and 2020 as outlined in the Pasadena minimum wage ordinance (which replicates the wage increased schedule for the LA City and LA County) will further reduce poverty, stimulate the economy, and enable people to spend more money in Pasadena.

As members of the All Saints Church faith community, which is a member of Pasadenans Organizing for Progress (POP!), we stand up for and with those who, as members of our human community, deserve fair and respectful treatment, coupled with just wages. Our society suffers when a segment of our community suffers. Do right by low wage workers who depend on you to do the right thing. Support the path to \$15/hour in the City of Pasadena. A first class city shares its prosperity.

Sincerely,

(Sign & Print Name) Mary Cardona MARY CARDONA

Address 2258 DORRIS PL. L.A. 90031-1127



January 27, 2019

The Honorable _____
Pasadena City Council
100 N. Garfield Ave. Room 228
Pasadena, CA 91101

Re: Pasadena's Minimum Wage Ordinance

Dear Council Member,

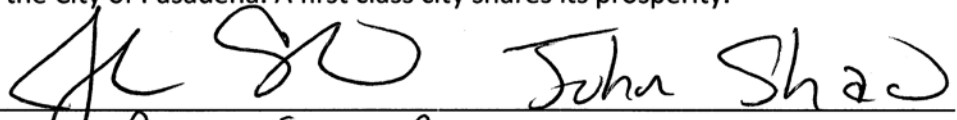
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Sincerely,

(Sign & Print Name)

 John Shao

Address

1031 Arcadia Ave Arcadia, CA 91007



Executive Offices: P.O. Box 150 • 301 S. Tippecanoe Ave., San Bernardino, California 92408 • (909) 733-5000

19 FEB 2019 9:32AM

CITY CLERK

February 5, 2019

Mayor Terry Tornek
100 North Garfield Avenue
Pasadena, California 91101

Dear Mayor Tornek and City Council Members,

You and the other members of the City Council will have the opportunity to review and consider whether or not to raise the minimum wage rate in the city in the near future. As you consider this action, I would ask you to consider the viewpoint of a unionized employer in a very labor intensive business as you make your decision in this important matter and the impact it will have on my company.

Stater Bros. is a new business to the City of Pasadena, but not to Southern California. With our new location in the city, we now operate 172 supermarkets in the seven counties of Southern California. We employ approximately 17,000 people in our stores, Distribution Center and Corporate Offices.

The vast majority of company employees are unionized and covered by collective bargaining agreements that include predetermined wage scales and progressions. We also provide health and welfare and pension benefits for all employees including both full time and part time workers. These benefits add an additional \$6.82 hr. or more to our labor costs for every hour worked by our employees.

Stater Bros., not unlike other unionized grocery companies in Southern California operates on a business model that works on a pretax margin of 3% and an after tax profit margin of less than 2%. Outside of the cost of goods, the cost of labor at 20% of total sales is the single highest factor that can affect profitability of the company.

The most recent increase to the state minimum wage on January 1, 2019 affected 6,348 of our store retail employees. Our union contracts not only require us to meet state and local minimum wage laws, but also require us to start at least 10¢ higher than the required minimum wage and also require all wage scale progressions be at least 10¢ higher than the previous progression step. (Job classifications above entry level positions require 20¢ above the minimum and Food Clerk classifications must be at least 40¢ higher than the minimum wage). Based upon current hours worked the state minimum wage increase on 1-1-19 will cost the company an additional \$12.3 million in our current fiscal year.


The City of Pasadena minimum wage law results in even higher labor costs to Stater Bros. and higher than our labor contracts require. The current minimum wage rate in the city of Pasadena is already \$1.25 over the state minimum. If it increases as scheduled in July, 2019 the additional labor costs to Stater's over the current city minimum wage is an additional \$272,000 for just this one store location in the city.

Increasing the city's minimum wage not only adds to our labor costs, but also increases our company's operational costs by complicating employee transfers, makes paying employees who work at the store for a day or two much more difficult and staffing temporary openings from surrounding stores caused by vacation and/or call offs confusing to the employees since they are paid a different wage rate for the same work that they perform at their regular store.

In a unionized company like Stater Bros. who already pays a good wage rate that is negotiated and subject to our labor agreements, who pays significant amounts to fund health and welfare and pension benefits for all employees and who operates a single store within the city limits, we would recommend that the city not implement the next scheduled minimum wage increase to \$14.25 hr. in July, 2019. This will allow Stater Bros. the opportunity to keep labor costs contained and not pass along possible price increases to our valued customers or perhaps reduce staffing in order to keep our operating costs under control.

Thank you for your consideration in this matter. If I can provide any additional information or answer any questions, please contact me at (909) 733-5610.

Sincerely,



Pete Van Helden
CEO

Jomsky, Mark

From: Andrew Lee <lee.w.andrew@gmail.com>
Sent: Monday, February 04, 2019 11:37 AM
To: City_Council; Jomsky, Mark
Subject: Minimum Wage

CAUTION: This email was delivered from the Internet. Do not click links or open attachments unless you know the content is safe.

Hi, I am a restaurant owner in Pasadena and i would like to voice my take on the wage hike. Business is already hard as a small restaurant. We simply dont have a way to pay for this increase. These hikes can only be afforded by the big well established businesses which in turns kills their competitors. Many smaller business will close from these hikes. Prices will increase to drive cost of living in Pasadena even higher. Customers will come less often, sales will go down, employee will lose jobs. Please stop the increases.

Andrew Lee
626-375-2176



Tom Sawyer Camps
Since 1926
www.tomsawycamps.com

CITY CLERK

19 FEB 04 10:33AM

February 4, 2019

Dear Councilmember Madison:

Hope you are doing well. I can't begin to imagine how old your boys are now (possibly early 20's?) – seems like just yesterday they were both campers at Tom Sawyer Camps! I am writing you regarding the City Council's consideration of the minimum wage increase in 2019 and 2020 at the upcoming meeting on February 11, 2019.

I wanted to share our perspective on the minimum wage proposal being considered. As you are probably aware, my family owns and operates Tom Sawyer Camps. We hire about 175 young people every summer, often for their first job. Most are home from college for the summer although many are still high school students. A job at Tom Sawyer Camps helps young people learn how to apply for a job, interview, show up on time and take pride in their work. We train staff how to be professional and respectful of each other, customers and the children we serve. We give young workers skills they can use in their education and careers.

However, a job at Tom Sawyer is not a career job that will ever support a family or help someone buy a house. At most it helps pay some college expenses. Our staff come and go after short employment stints. About a third are high school juniors and seniors.

The proposed minimum wage increase will affect decisions we make about the number of staff we hire and the programs we can offer. Any increase in the minimum wage will force us to hire fewer local students in the summer. We estimate that a \$14.25 minimum wage would be a major increase before additional taxes and workers comp thereby causing our payroll costs to jump more than **\$150,000 (20%)** in just two seasons! A \$15.00 minimum wage would add another **\$100,000** for a total of more than **\$250,000**. With 450 daily campers, many on scholarship as required by our City of Pasadena permit, this is simply unsustainable.

We also request that any increase in minimum wage be phased in over a longer period of time. We are simply doing this much faster than local businesses can afford. In addition to summer camp, we employ many young workers in our after-school camps and are currently reviewing whether or not to cease those operations as such heavy minimum wage increases are putting tuition out of reach for families on free or reduced cost lunch programs.

If you have any questions or wish to discuss this, please feel free to contact me. Thank you in advance for your efforts on our behalf. We've been proudly serving this community since 1926 and hope we can continue doing so but urgently need more business-friendly regulations.

Very truly yours,

Sarah H. Fish
Executive Director



Tom Sawyer Camps
Since 1926
www.tomsawycamps.com

CITY CLERK

19 FEB 04 10:33AM

February 4, 2019

Dear Councilmember Masuda:

I am writing you regarding the City Council's consideration of the minimum wage increase in 2019 and 2020 at the upcoming meeting on February 11, 2019.

I wanted to share our perspective on the minimum wage proposal being considered. My family owns and operates Tom Sawyer Camps (TSC). TSC is celebrating its 93rd anniversary this summer; we have been operating at Hahamongna Watershed Park since 1944. We hire about 175 young people every summer, often for their first job. Most are home from college for the summer although many are still high school students. A job at Tom Sawyer Camps helps young people learn how to apply for a job, interview, show up on time and take pride in their work. We train staff how to be professional and respectful of each other, customers and the children we serve. We give young workers skills they can use in their education and careers.

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Very truly yours,

Sarah H. Fish
Executive Director

Jomsky, Mark

From: Gary Howarth <gary@vaxishub.com>
Sent: Friday, February 01, 2019 6:01 PM
To: City_Council
Cc: Jomsky, Mark
Subject: Minimum Wage Increase

CAUTION: This email was delivered from the Internet. Do not click links or open attachments unless you know the content is safe.

Dear Council,

I am President of the Board of Directors for a 15 year old non profit here in Pasadena, called the Rose City Counseling Center, 595 E Colorado Unit 418.

The increase to \$14.25 will definitely put a strain on how we will be able to continue to provide mental health services to low income people here in Pasadena. Mental health is an important service to the community that we feel very strongly about.

We ask that you reconsider increasing the minimum wage to \$14.25 at this time. It will make it difficult for us to continue to provide our services to the community.

Sincerely,

Gary Howarth

--

Gary Howarth
CEO
(626) 219-6962
VaxisHub.com

**vaxis
hub**

Jomsky, Mark

From: The Pan <thepanrestaurant@gmail.com>
Sent: Friday, February 01, 2019 11:05 PM
To: Jomsky, Mark
Cc: City_Council
Subject: Minimum wage public comment

CAUTION: This email was delivered from the Internet. Do not click links or open attachments unless you know the content is safe.

hello,
my name is mercedes raffalls and I just opened a restaurant in Pasadena and for us small business owner is already hard enough with the minimum wages going up every year and if pasadena will be at 14.25 an hour, this will hurt businesses all over. it's already bad enough that consumers really dont want to go out and spend money, and raising minimum wage will be a disaster. I opposed this proposition.

thanks,
mercedes raffalls

Martinez, Ruben

From: cityclerk
Subject: FW: Inquiry from Office of the Mayor & City Council

From: City Web
Sent: Tuesday, January 08, 2019 10:36 AM
To: Tornek, Terry <ttornek@cityofpasadena.net>
Cc: Mellem, Araceli <AMellem@cityofpasadena.net>; Stewart, Jana <janastewart@cityofpasadena.net>
Subject: Inquiry from Office of the Mayor & City Council

MESSAGE	Vote "yes" on continuing the minimum wage to \$15 by 2020 and "no" to freezing it at the current level
Select One	Contact Mayor
Do you want us to contact you regarding your comment?	Yes - I would like to provide my contact information
NAME	Gerald Orcholski and Jim Phillips
EMAIL	gerryjim@sbcglobal.net
PHONE	6267973531
IP Address	68.190.196.208
User-Agent (Browser/OS)	Google Chrome 64.0.3282.140 / Windows
Referrer	https://www.cityofpasadena.net/mayor/contact/

Jomsky, Mark

From: John Cooper <ok3@pacbell.net>
Sent: Friday, January 25, 2019 12:07 PM
To: City_Council
Cc: Jomsky, Mark
Subject: Minimum Wage

CAUTION: This email was delivered from the Internet. Do not click links or open attachments unless you know the content is safe.

I don't think Pasadena should be requiring a minimum wage that is higher than state and federal requirements. We will just lose business.

John Cooper
(323) 240-3993
Fax: (866) 395-1402

Please include my comment above as public comment when the item is considered by the Council.