

Jomsky, Mark

From: Kristin Harrison <ktharrison@sbcglobal.net>
Sent: Monday, February 11, 2019 11:36 AM
To: Jomsky, Mark
Cc: Tornek, Terry; Wilson, Andy
Subject: Minimum Wage Increase

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February 11, 2019

Mayor Tornek and City Council

Pasadena City Hall

100 N. Garfield Ave

Pasadena, CA 91101

Dear Mayor and City Council,

I am writing to ask that you not amend the minimum wage ordinance (chapter 5.02 of the Pasadena Municipal Code) but rather defer the increase to match the California State schedule. I am frustrated by this city feeling like it needs to be the leader in these changes before the rest of the state. Governor Jerry Brown put in much time and careful consideration as to the best way to bring up the minimum wage in California, I am not sure why we as a community would think that we have different information or situations where the negative impact of doing it too quickly would be different for us.

I have lived in Pasadena my entire life and have always enjoyed the small town feel of this city. Pasadena is filled with boutique stores and non-chain restaurants that has always given this city its' own unique personality. With this early wage increase to our city I believe these small boutique stores and restaurants will move to neighboring cities allowing them to still make a profit while supplying for their same clientele. If I were a small store owner that is what I would do.

I understand that the workers need to make a fare wage but that is exactly what the state has provided for us. Pasadena is no more expensive to live in than Santa Monica, Westwood or Downtown LA; why do we need to make it more difficult and less desirable for any business to want to be located in our city, and particularly our unique boutique vendors.

I have seen too many retail and restaurant operations go out of business because they are not only costly to run, but they are also very time consuming. If we as a city make it difficult for them to not only earn the kind of money it takes for them to stay afloat, but also enough to make it worth their while, why would they stay open.

Not to mention all the hourly employees at our many non – profit organizations. At a certain point, these organizations trying to provide services to those in need will have to close their doors, or solely be raising money to try and keep their doors open with very few funds actually getting to the ones they are trying to help.

Thank you for your consideration,

Kristin Harrison

Jomsky, Mark

From: Shepherd, Rob <Rob.Shepherd@WillisTowersWatson.com>
Sent: Monday, February 11, 2019 11:54 AM
To: 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.

Dear Mayor and City Council,

I am writing to ask that you not amend the minimum wage ordinance (chapter 5.02 of the Pasadena Municipal Code) but rather defer the increase to match the California State schedule. I ask you to carefully consider the following points as opportunities to mitigate the negative impact of the increased wage on our local businesses and residents. With the potential slowdown in the economy I think putting additional financial stress on local businesses is unfair and against the fiduciary duties of elected officials. We need to treat our local small businesses with the same respect we treat our citizens.

Thank you for your consideration!
Rob Shepherd

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Jomsky, Mark

From: Jomsky, Mark
Sent: Monday, February 11, 2019 4:26 PM
To: Jomsky, Mark
Subject: FW: Message from Contact Form on District 7

From: Allison Hill <ahill@vromansbookstore.com>
Sent: Monday, February 11, 2019 4:20 PM
To: Jomsky, Mark <mjomsky@cityofpasadena.net>
Cc: Wilson, Andy <awilson@cityofpasadena.net>; Thyret, Pam <pthyret@cityofpasadena.net>
Subject: RE: Message from Contact Form on District 7

I support a minimum wage increase for Pasadena and ask that the city council implement this increase *no earlier* than January 2020 so as to give businesses time to catch up from the last increase.

Our expenses are increasing at a faster rate than our sales are increasing and we need time to implement new strategies in order to keep up. We do not have the ability to increase prices to offset expenses as 70% of our sales are from books, a product with prices set by the publishers that we have no control over.

Implementing the next minimum wage increase too quickly puts businesses, especially the independent, local businesses that are critical to the Pasadena economy and culture, in jeopardy.

Thank you for your consideration.

Allison K Hill
President/CEO
Vroman's Bookstore

Martinez, Ruben

Subject: FW: Vote FOR Proceeding to \$15 Minimum Wage by 2020--2/11/19 Council Agenda

From: **Alan Knoerr** <knoerr@oxy.edu>
Date: Mon, Feb 11, 2019 at 3:43 PM
Subject: Vote FOR Proceeding to \$15 Minimum Wage by 2020
To: <mmcaustin@cityofpasadena.net>

Dear Councilwoman McAustin,

As a long-time (since 1991) homeowner in the district you serve, I am writing to urge you to vote to proceed with the \$15 minimum wage in Pasadena by 2020.

Pasadena is a prosperous community that can afford this commitment, and will become more prosperous as a result of it. This is because enabling working people in our community to earn a living wage will reduce crime, reduce dependence on social services, and increase business revenue and our tax base as these residents spend more money in our community.

Of course this change to a more equitable and prosperous community overall will cause inconvenience and potentially even hardship for some. I certainly recognize that no one governmental decision or policy will fix every problem! But your job as the representative of me and my neighbors is not to protect selected interests but rather to act in our common interest -- which this clearly is.

I listened this morning to the conversation Larry Mantle moderated between Peter Dreier and Paul Little on his KPCC show, "Air Talk." I know both Peter and Paul, and at different times have supported each of them and their endeavors. On this issue, on balance, there is no doubt in my mind that Peter is correct in supporting this increase in minimum wage and Paul is not correct in opposing it.

Again, I urge you to vote at this evening's City Council meeting to proceed with the \$15 minimum wage in Pasadena by 2020.

Sincerely,

Alan P. Knoerr
1468 Casa Grande Street
Pasadena, CA 91104

Martinez, Ruben

Subject: FW: Support Living Wage--2/11/19 Agenda

From: Ellen Pais [<mailto:paishonowitzfamily@gmail.com>]
Sent: Monday, February 11, 2019 3:08 PM
To: McAustin, Margaret <mmcaustin@cityofpasadena.net>
Cc: Morales, Margo <mlmorales@cityofpasadena.net>
Subject: Support Living Wage

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Greetings!

Margaret, it is no surprise that Ed and I support the Living Wage ordinance in Pasadena and urge you to support its continuation, too. But what you may not know is my personal experience in implementing this law and why I believe it is essential to the well-being of families in our community.

Until last month, I was the CEO of a \$5 million dollar, 70 employee nonprofit in Los Angeles. Most of the staff came from and lived in South Los Angeles, East Los Angeles and the Northeast San Fernando Valley, some of the lowest-income neighborhoods of LA. I worked hard and made choices to make sure that all of the staff, part-time and full-time earned a living wage, had a paid health premium and retirement match. Without that salary, it is impossible to make ends meet in Los Angeles, even in lower rent districts.

I acknowledge that paying \$15 an hour is challenging for many businesses. Everything about running a business is about choices. Without setting a minimum wage that is baseline livable, many businesses make choices that benefit only a few of the employees or owners. It is important that a city, like Pasadena, one that prides itself on celebrating its history and its neighborhoods, make decisions that recognize and value the residents of every neighborhood.

On behalf of Ed and myself, we urge you to vote yes on extending the Living Wage ordinance in Pasadena.

Thank you for all you do for District 2 and for Pasadena.
Warmly,
Ellen Pais

Jomsky, Mark

From: McAustin, Margaret
Sent: Monday, February 11, 2019 1:34 PM
To: Jomsky, Mark
Cc: Morales, Margo
Subject: Fwd: min wage

Please circulate for the record, writer has okayed

Sent from my iPhone

Begin forwarded message:

From: Wil Orozco <burritoexpress1@att.net>
Date: February 11, 2019 at 11:39:19 AM PST
To: "McAustin, Margaret" <mmcaustin@cityofpasadena.net>
Subject: Re: min wage
Reply-To: Wil Orozco <burritoexpress1@att.net>

Yes it would be fine to make it public

Wil Orozco
Burrito Express Inc.
1597 E Washington Blvd Pasadena, CA. 626-296-7992 office 626-798-0844 restaurant
burritoexpresspasadena.com

On Saturday, February 9, 2019, 1:18:38 PM PST, McAustin, Margaret <mmcaustin@cityofpasadena.net> wrote:

Thanks Wil,
What I'm hearing from you is ver consistent with what I'm hearing from other small businesses- I'm going to try and get you some relief. Would it be ok for me to put your email in the official records? That means it will be public and every Councilmember will also get a copy. I won't do it without your ok.
m

Sent from my iPhone

On Feb 8, 2019, at 5:41 PM, Wil Orozco <burritoexpress1@att.net> wrote:

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Hi Margaret, Sorry I missed you, I had run to the bank and just missed you. Thank you for asking about the minimum wage issue. Even though I'm a year behind, due to having less than 25 employees, I still feel the effect of the raises. I only have 1 employee currently making minimum wage at \$12.00. The problem is that the employees that were already making a little over minimum wage have to get raises also because they have been with me for years and I can't expect them to make the same

amount as someone that has only been with us for a few months. And the employees (cooks) that were already making \$14 or \$15 dollars that have also been with me for the 11 years I've owned the business (and before me) can't be only making a couple of dollars more than the new employee that just takes orders. I can't afford to jump them up every year at the rate that the minimum wage goes up per year, but I have to come close to it to keep them on board. They could very easily leave and go work at an entry level job somewhere else and make about the same money and probably not have to work as hard. I have a cook that has been at the restaurant 20 years and makes over \$19 but I can only give him 50 cent raises per year when others are getting a dollar or more.

I feel that the workers that are making above the minimum wage are the ones that are getting the short end of the stick. I can't give them as big of an increase and yet partly because of the increase things in our community are constantly going up in price, so it's harder on them as prices go up but their incomes don't go up as much.

I have to keep increasing the price of my food to the point where I'll be charging so much for a burrito that I may lose customers because a burrito that just a couple of years ago was under \$5 is now almost \$7 and going up. Unfortunately the minimum wage isn't the only thing going up. As usual the merchandise I have to buy also goes up all the time. And as an example, the styrofoam that has been banned, which I understand is for the environment, but I went from paying \$15/16 for a box of 200 to now paying \$30/31 for a box of 150. And a substandard product that does not keep the food warm and gets soggy by the time they get it home. Other products that are slightly better are \$37/38 for 150. I'm sure straws will be next to go and the paper ones are substantially higher price also.

Workers comp rates are also so high, and the more I pay my employees the more I have to pay for that of course. The only way to get that down is to have less employees. Last December a part time employee working about 24/25 hrs a week, making just over min wage left us to go back to school and I decided not to hire a replacement to help offset some money. I picked up some hours as did my wife and spread a couple hours between the other employees. In July I laid off a full time employee (37/38 hours a week) and my wife took on 2 more days of work and I work most of the rest of the hours, and again spread a few hours to other employees, as well as more work for them as I don't do all the stuff the former employee used to do. I coincidentally spoke with him a couple of weeks ago to get his address so I could send him his tax papers and he informed me he had not been able to find work since July.

We're struggling a little and working a lot more, but we are still getting by. We just celebrated our 40 year anniversary and are hoping to be able to keep going, I'm just not sure how we'll be able to do it as time keeps going and rates keep going up. We have a great group of guys working for us and we need to keep going for them as well as for us. I have 4 years left on my lease and I will see in a couple of years where we are and how things are going in deciding whether or not to renew at the end of our lease. I know California has also adopted the \$15 min wage and even if Pasadena stopped the increases this year, we would still have to get there, but it would be at least a couple of years behind and it would buy us a little more time.

Thanks again for stopping by and taking us small businesses into consideration. I've rambled on a lot but if you have any other questions I can answer, please feel free to contact me again.

Thank you

Wil Orozco

Burrito Express Inc.

1597 E Washington Blvd Pasadena, CA. 626-296-7992 office 626-798-0844 restaurant burritoexpresspasadena.com

Martinez, Ruben

Subject: FW: minimum wage--2/11/19 Council Agenda

From: Allison Hill [mailto:ahill@vromansbookstore.com]

Sent: Monday, February 11, 2019 4:30 PM

To: Morales, Margo <mlmorales@cityofpasadena.net>

Subject: minimum wage

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Hello,

I emailed earlier but have revised my statement for the public record. Thanks, Allison

Hi

I support a minimum wage increase for Pasadena and ask that the city council implement this increase *no earlier* than January 2020 so as to give businesses time to catch up from the last increase.

Our expenses are increasing at a faster rate than our sales are increasing and we need time to implement new strategies in order to keep up. We do not have the ability to increase prices to offset expenses as 70% of our sales are from books, a product with prices set by the publishers that we have no control over.

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Thank you for your consideration.

Allison Hill

President/CEO

Vroman's Bookstore