

## Jomsky, Mark

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**From:** Sarah Horner Fish <sarah@tomsawycamps.com>  
**Sent:** Monday, February 01, 2016 3:05 PM  
**To:** City\_Council  
**Cc:** Tom Horner; Mike Horner; Guy Fish; Jomsky, Mark  
**Subject:** Vote on Potential Minimum Wage Increase

**Importance:** High

Dear Mayor Tornek and City Council,

My husband and I live on Paloma Street (91107). Our family is long time business owners in the city of Pasadena. I wanted to share our perspective on the minimum wage proposal that Pasadena is considering.

My parents, brother and sister in law and I own and operate Tom Sawyer Camps. Toms Sawyer Camps has been operating since 1926, and moved to the Arroyo in the early 1940's. This year we are celebrating our 90<sup>th</sup> Birthday.

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 with each other, customers and the kids we serve. We give young workers skills they can build their education and careers upon.

However, a job at Tom Sawyer is not a career job that will ever support a family or help someone buy a house. It will help pay for some college expenses. Our staff come and go after short employment stints. About 50% work more than one summer. About a third are high school juniors and seniors.

The proposed increase of the minimum wage will effect decisions we make about the number of staff we hire and types of programs we can offer. Any increase in the minimum wage will force us to either raise tuition, which could reduce registration (and in turn revenue), or to hire fewer local students in the summer. Likely it would be some combination of the two. We estimate that a \$12.50 minimum wage would be an increase of \$175,000 before additional taxes and workers comp and a \$15.00 minimum wage would be an increase of \$350,000 before additional taxes and workers comp. With 1500 campers served that is a \$233 increase per camper. I don't know how we just pass that on to families.

We hope that Pasadena will consider an exemption for summer jobs for student workers like summer camp counselors. We'd suggest a percentage of minimum wage. Resident camps have a California state exemption to pay 85% of minimum wage based on a 40 hour work week. Despite over a decade of attempts to include camps like Tom Sawyer Camps in the Health Department regulations, they still pay the full minimum wage.

In the end, we hope any increase in minimum wage is limited to \$12.50 an hour. In addition to summer camp, we employ many young workers in our after school camps. It is likely those operations would face closing under such heavy minimum wage requirements.

If I can be of any other assistance please contact me.



Sarah Horner Fish  
Executive Director  
Tom Sawyer Camps  
[www.tomsawycamps.com](http://www.tomsawycamps.com)

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## **Jomsky, Mark**

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**From:** Jacqueline Robinson <jacque\_robinson@yahoo.com>  
**Sent:** Monday, February 01, 2016 4:18 PM  
**To:** Jomsky, Mark  
**Cc:** Madison, Steve; Gordo, Victor; Tornek, Terry; McAustin, Margaret; Hampton, Tyron; Masuda, Gene  
**Subject:** Please include in public record for Agenda Item Number 6: Vote YES on Raising the Pasadena Minimum Wage

Dear Mayor Tornek, Ed Tech Chairman Gordo, and Members of the City Council:

I hope this message find you well. I am writing to urge all of you to vote YES on raising the minimum wage in Pasadena- tonight and without delay. \$15 per hour by 2020 should be the target you are aiming for.

As you make this decision, ponder the last time you made \$15 per hour? Did you believe your work was your worth? Was it enough? If you have kids or had kids, could you care for your family?

I have watched and read over the past several months as proponents and opponents have presented their arguments to you, all of them with varying degrees of validity in the context of support for their position. There are a few items I urge you to consider and adjust with respect to staff recommendations:

1. Enact a clear path to \$15 by 2020 should mirror the policies of our neighboring cities as much as possible: Enforcement will be the biggest challenge in enacting this ordinance. It is imperative that the City Council lay out a clear plan for enforcement, whether that is utilizing existing or new city staff (which I support) or contracting out. In my former life as a law student, I volunteered at the Legal Aid Foundation Los Angeles wage enforcement clinic. Employers who take advantage of workers is much more prevalent than we think, especially for our undocumented population.
2. Study any impact of the new study but do not stop progress: Staff suggests studying the impacts of the increased minimum wage in 2019, suggesting a vote by the City Council at that time to continue the path. I cannot think of such a broad scale project or change in Pasadena with the possibility of being discontinued after only two years of implementation? It is almost as if we are *planning* for this to fail. An impact study is prudent, however, I would urge you to ELIMINATE any overall new vote on the matter until the conclusion of the first full term of implementation AND make it clear that \$15 an hour is the floor, not the ceiling. To be frank, \$15 is not enough now and will not be enough in 2020.
3. CPI adjustment is fair and in line with the practices of other cities, as well as the method of adjustment for city council salaries. There is no need to select an arbitrary adjustment rate.

Tonight you have the potential to change the lives of many Pasadenans who are living from paycheck to paycheck in our city, many of them earning the same low wage after decades of work for their respective employers. Do the right thing and and vote YES to increase our minimum wage on a clear path to \$15 per hour

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by 2020.

There are other items of interest that you should be mindful of - including being sensitive to the concerns of our business community, especially that of small business. I trust other leaders will speak to these concerns. Pasadena is a premier city and we can do this. I regret that we are not on the leading front of this effort but we can make it right and join the ranks of our neighboring cities with your positive action tonight.

Thank you for your consideration in this matter and your service to the citizens of Pasadena.

**Jacque Robinson-Baisley**  
**Councilmember, District 1, 2007-2015 (Ret.)**  
**FaceBook/Twitter/IG: @jacquerobinson**

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**Novelo, Lilia**

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**From:** jamesartmills@gmail.com on behalf of James Mills <james@millsmovies.com>  
**Sent:** Monday, February 01, 2016 1:43 PM  
**To:** cityclerk  
**Subject:** Tonight's decision of the minimum wage raise

Thank y'all for coming together tonight in representation of us, the people of Los Angeles. On a broader scale, thank you in general for all your efforts and contributions to helping make our city the very best it can be. Tonight's decision is an important one for me; not for my pockets, as I make a comfortable living (not to be confused with "lavish living") on my own salary now, but important to me as an Angelino in general. I believe a higher minimum wage will result in less crime and a higher likelihood of prolonged education for the working class.

The argument that it will create *less* jobs due to workers being priced out is a very pessimistic and assumptive one and apathetic at its core. It assumes that corporations are somehow doing their employees a favor for even hiring them now and that this rug could be pulled from under them at any point, however I disagree; I believe the profit margins of these corporations have a healthy amount of room to trickle down and share with their employees. No employer should make 300 times the amount of their employees.

Good luck tonight and I hope you guys can work it out. Thanks again for doing the dirty work for us :)

Cordially,

James Mills

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<http://millsmovies.com>  
(562) 413-9492  
[james@millsmovies.com](mailto:james@millsmovies.com)

**Novelo, Lilia**

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**From:** Chris McKee <gawara@ragcha.com>  
**Sent:** Monday, February 01, 2016 1:53 PM  
**To:** cityclerk  
**Subject:** Please raise the minimum wage to \$15/hr in Pasadena

Hello,

My name is Chris McKee. I work and shop and eat in Pasadena almost every day. I hear that you are voting tonight on whether or not to raise the minimum wage to \$15 per hour. I whole-heartedly support this.

Seattle and San Francisco have already raised their minimum wages, and if anything it has helped their economies. According to what I have read, all the cities and states that have raised their minimum wages over the past few years have experienced the same thing. I think it's because poor workers then have more money to spend. It also reduces the costs to various levels of government for the services they become able to afford on their own.

Aside from that, it's the moral thing to do. No doubt you know that the minimum wage has not kept up with inflation since 1970 - all wage growth under the top 10% has stagnated. Meanwhile, the costs of health care, insurance, college, gas and rent have all drastically increased. These people who serve us are our people. We should want them to be happy, healthy and thriving - not suffering.

I suspect this change will make Pasadena an even more glorious city. I hope you choose to raise it.

Sincerely,  
Chris McKee

[www.ragcha.com](http://www.ragcha.com)

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**Novelo, Lilia**

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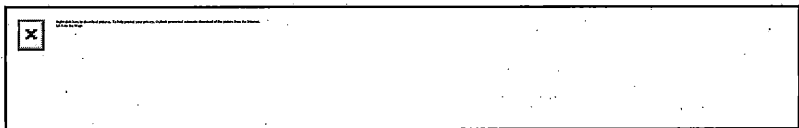
**From:** irv hershenbaum <irvhershenbaum@hotmail.com>  
**Sent:** Monday, February 01, 2016 2:06 PM  
**To:** cityclerk  
**Subject:** FW: You make the call

I support the City of Pasadena raising the minimum wage to \$15. per hour.

Irv Hershenbaum  
First Vice President  
United Farm Workers


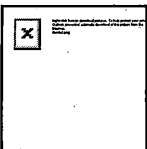
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Date: Mon, 1 Feb 2016 21:20:40 +0000  
From: [campaign@laraisethewage.org](mailto:campaign@laraisethewage.org)  
To: [Irvhershenbaum@hotmail.com](mailto:irvhershenbaum@hotmail.com)  
Subject: You make the call



Tonight Mayor Terry Tornek and his colleagues on the Pasadena City Council will decide whether thousands of workers get the fair \$15/hour wage they've earned. That's it. No more campaigning, no more testimony, no more time.

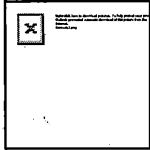
**Call and tell them to stand strong for \$15 with enforcement. Whether you get a human or voicemail, make your voice heard.**

	Mayor <b>Terry Tornek</b>	<b>(626) 744-4111</b>
	Councilperson <b>Victor Gordo</b>	<b>(626) 744-4741</b>



Councilperson  
**Tyron Hampton**

**(626) 744-4444**



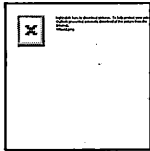
Councilperson  
**John J. Kennedy**

**(626) 744-4738**



Councilperson  
**Steve Madison**

**(626) 744-4739**



Councilperson  
**Andy Wilson**

**(626) 441-4802**



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**Novelo, Lilia**

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**From:** RENEE ALDRIDGE <raldrige1@yahoo.com>  
**Sent:** Monday, February 01, 2016 2:58 PM  
**To:** cityclerk  
**Subject:** Minimum wage

Raise the minimum wage now!!!  
Sent from Yahoo Mail on Android

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