

## Jomsky, Mark

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**From:** Julie McKune <7julie7@gmail.com>  
**Sent:** Thursday, February 07, 2019 2:28 PM  
**To:** Jomsky, Mark  
**Subject:** Fwd: Letter to endorse \$15 minimum wage

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To: Mark Jomsky  
City Clerk, City of Pasadena

Please forward this letter to all members of the Pasadena City Council.  
We're submitting written evidence of public comments to be part of the record.

Submitted by Julie McKune on behalf of the Democrats of Pasadena Foothills.

Begin forwarded message:

**From:** Julie McKune <7julie7@gmail.com>  
**Date:** February 4, 2019 at 1:31:23 PM PST  
**To:** Pasadena City Council  
**Regarding:** \$15 Minimum Wage

Democrats of Pasadena Foothills urges the city of Pasadena to keep its promise and raise the minimum wage this year according to the approved plan.

One-third of all of Pasadena's workforce earns less than \$15 an hour. Many of the people who make this city run, cleaning, caregiving, working throughout the city are attempting to make a living on minimum wages. The leaders and businesses here need to do right by all these people. The minimum wage increases, so far, have been a significant benefit to tens of thousands of Pasadena families.

We urge a continuation of the raising and keeping the promise. Thank you.

Tina Fredericks  
President  
Democrats of Pasadena Foothills

We're constituents of the various Pasadena City Council districts and we encourage you to vote **YES** to continue on increasing the \$15 Minimum Wage by 2020.

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 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:

- A. The Zoning Code Amendment does not take into consideration the empty storefronts we already see lining Walnut Street, Lake Avenue, and The Paseo Pasadena. Increasing costs to businesses will only exacerbate the issue of empty storefronts plaguing our city;
- B. Our small and boutique-like businesses are what make our city unique and help maintain our small-town feel, yet by increasing the minimum wage prematurely you are placing more strain on our small, mom-and-pop businesses to compete with larger corporations;
- C. As an attendee of the Ed Tech special meeting on September 19, which included various business owners, there was a lot of discussion and concern regarding the new minimum wage rate increases. It was obvious that businesses owners would be decreasing business hours, abstaining from hiring new employees, and potentially closing their doors due to the inability to make ends meet;
- D. My 17-year-old son is hoping to be hired by Poly Summer School or Tom Sawyer Camp this summer. It is my understanding the increase will make programs like these unsustainable for the non-profit organizations that run them and these organizations will either be forced to close their doors or reduce their number of teenage employees. As we all know, teenagers need the valuable experience seasonal jobs offer. Additionally, young children may find themselves without camp experiences due to the high cost of the new minimum wage being passed along to campers' families; and
- E. I am very concerned for business owners who want to express the burden for the minimum wage increase on their businesses yet are afraid to participate in public discussions due to pressure from local activists groups. Business owners who speak openly about the pressures of the wage increases are being publicly shamed, thereby discouraging them from joining in the important conversation. I fear you will not have a proper reflection of business owners concerned about the increase attending the City Council meeting due to the scare tactics and public shaming upon those businesses by local activists.

Thank you for your consideration,

Erika Foy

02/11/2019  
Item 8

**Jomsky, Mark**

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**From:** Steven Sorell <Steven@sorellgroup.com>  
**Sent:** Sunday, February 10, 2019 10:55 PM  
**To:** City\_Council  
**Cc:** Jomsky, Mark  
**Subject:** Ripple Effect of Minimum Wage Increase

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I am concerned that little or no attention has been paid to the *ripple effect* of the minimum wage increase. Increasing the minimum wage for the lowest skilled workers will force significant wages increases for better-qualified workers in order to compensate for their higher skills.

A minimum wage of \$11 an hour is equivalent to a \$22,000 annual salary (at 2000 hours), plus benefits. So paying \$30,000 a year for a receptionist or \$45,000 for a staff bookkeeper or clerk (as examples) creates an attractive difference to reward their additional skills.

But if someone without even a high school diploma will now earn \$30,000 (\$15 x 2000), then to attract a qualified receptionist his/her wage may need to be raised to more than \$40,000 and the staffer may expect to receive \$60,000 compensate for the additional education and skills. This ripple effect will be felt far up the corporate ladder and will impose a far greater cost on small businesses than the minimum wage increase itself.

I have only one minimum wage level employee. If the minimum wage increases to \$15, the increase will cost my business only \$2,000 or so (he's part time). But in order to avoid salary compression I'll need increase the wages of my *other* employees, and *that* may cost me \$40,000!

The front page article in today's Star-News made a big deal about high level of support for the proposed minimum wage hike. What does that prove? *Of course* a hike will be popular among people who don't have to pay for it! [I'd bet that a \$50 minimum wage would also be popular among many (non-business) people.]

The popularity of that "random survey" was contrasted to the Chamber's "not scientific" survey of business owners who will actually bear the cost – that survey found strong opposition to the increase. I don't have to go very far out on a limb here to speculate that a "scientific" survey of business owners would also find strong opposition to the increase that would raise Pasadena above CA/LA minimum wage levels.

Kind regards,

Steve

**Steven Sorell** MBA MBT

**Sorell Law Group**

**Bringing Business Experience to Business Law**®

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e-mail: [Steven@Sorellgroup.com](mailto:Steven@Sorellgroup.com)

No trees have been harmed in transmittal of this email,  
but a large number of electrons have been seriously disturbed.

## Jomsky, Mark

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**From:** Elbert Newton <elbertwalkernewton@yahoo.com>  
**Sent:** Monday, February 11, 2019 5:52 AM  
**To:** Kennedy, John  
**Cc:** Jomsky, Mark  
**Subject:** Please continue to raise the 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 John Kennedy,

Please vote to continue to raise the minimum wage. Even small businesses have had time to adjust and no business should be built on the basis of paying poverty wages to workers.

Furthermore, even \$15 per hour is too low to be able to afford to live in Pasadena or just about anywhere in the L.A. area. We actually need workers to be paid much more than that, but \$15 would at least give some relief to the most vulnerable workers.

Thanks you for considering my opinion.

Bert Newton  
557 N. Madison Ave.  
Pasadena, CA 91101  
(Ministry Associate at Pasadena Mennonite Church)

19 FEB 11 11:25AM

CITY CLERK

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 this letter to implore you NOT to amend the minimum wage ordinance (chapter 5.02 of the Pasadena Municipal Code). I strongly believe that by increasing the minimum wage you will negatively impact not only our local businesses but all residents and visitors of this great city. Please consider the following points;

1. University of Washington recently published their findings after an 18 month study of the minimum wage increase in the City of Seattle. Although their hours decreased, on average earnings increased by \$19/week. Great, however they also found employers shifted their workforce to more experienced workers at these same wages. Workers without much experience or those just entering the market were less likely to get hired. And the more experience workers were less likely to leave their jobs decreasing job mobility.
2. What happens to the workers that are already making \$13/\$15 per hour. If someone with less experience is now making what they are or close to it, they also will demand more in wages. All you are doing is increasing the cost of goods sold (COGS).
3. The small and boutique-like businesses that make up and help support our city will be forced to hire less, increase the price of their product or be open less or close their doors. I am sure you have noticed all the empty stores on Lake avenue, Colorado Blvd, The Paseo as examples. My niece and her family own Pasadena Sandwich Co (over 30 years in business) and I belong to Breakthru Fitness (family owned gym). Here is an example of two small businesses that will be forced to make 1 employee now do the work of two, raise the price of a sandwich or monthly membership (both potentially losing customers), change to shorter hours or move to another city where they are not subject to such unrealistic requirements.
4. COGS – Not only are you raising wages up the *entire* workforce, you are raising their workers' compensation insurance, unemployment coverage and payroll taxes. **Where does it end?** Have any of you ever owned a business or had to make payroll?

Please consider my comments against raising the minimum wage and thank you for your consideration.

Sincerely,

Mark Freeark

Pasadena Resident (18 years)

02/11/2019

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**Jomsky, Mark**

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**From:** Megan Foker <foker@sbcglobal.net>  
**Sent:** Monday, February 11, 2019 11:05 AM  
**To:** Jomsky, Mark  
**Cc:** Tornek, Terry; Wilson, Andy  
**Subject:** Minimum wage increase proposal

**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). I believe that this will have a negative impact on our local businesses and residents. As a long time Pasadena citizen, and one that makes an effort to support our local businesses, I am very worried about the impact this could have on our community.

Already we have many, many empty storefronts. Increasing the minimum wage would make it more expensive, and therefore more difficult, for local businesses to lease those spaces. Small local businesses are part of what makes Pasadena so wonderful and distinguishes us from many other cities. It would be a shame to not support our local businesses (and citizens) and to drive them out, giving way to bigger chain stores.

I understand that the wage increase is coming, but I believe that to preemptively raise it would place a huge burden on the local businesses. We should be supporting them, not making it harder for them to succeed. I am sure that all of you on the City Council love Pasadena as I do, and want to protect our community spirit. Supporting our local businesses is an important step. Therefore, I ask that you do not amend the minimum wage ordinance, and instead follow the State guidelines.

Thank you for your consideration,

Megan Foker

19 FEB 11 11:25AM

CITY CLERK

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 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:

- A. The Zoning Code Amendment does not take into consideration the empty storefronts we already see lining Walnut Street, Lake Avenue, and The Paseo Pasadena. Increasing costs to businesses will only exacerbate the issue of empty storefronts plaguing our city;
- B. My business that employees 20-22 people for 12 years has had to raise our prices to just stay in the game. These price increases are an embarrassment to me but I have no other option. We are a local mom and pop and we have become a constant in the community. It pains me that I have to gouge my customers (whom many are now friends) to just to meet our obligations. The worry about profits is not even part of the discussion. All of the regulations and forced mandates have unfortunately proven too much for us to have ever, ever made a yearly profit. My business partner and I are basically an employment agency that has over \$1,000,000 of our and our investors' investment stagnating for 12 years. If we were able to sell our business and leave Pasadena for a business friendly community we would have done it many years ago.
- C. It is obvious that businesses owners will be decreasing business hours, abstaining from hiring new employees, and potentially closing their doors due to the inability to make ends meet. Our business has substantially decreased labor hours and will continue to do so. Lost in this whole discussion is the minimum wage is a wage provided to unskilled workers hoping to get a shot at a job. In most cases a new hire is a liability for many weeks, during this period they need to learn a business and the required tasks of their job. It is this motivation that provides the basis to get a promotion due to hard work and grit to move a new hire out of minimum wage pay. The minimum wage has never been meant to provide a living wage. Where is the incentive? When we are fortunate enough to hire a motivated productive worker I can assure you they are given a raise within 30 days. We do not want our staff to be making the minimum wage; it is so hard to find qualified educated workers and when you do you cannot keep a talented worker at minimum wage. We like nothing better than to provide a promotion and wage increase due to merit, the quicker the better.
- D. My two daughters aged 21 and 18 both cannot understand why my business and others like mine will not hire them during the summer? I have explained to them that we are no longer able to provide training and experience that young people need to learn about business and the expectations that a steady job holds. We cannot afford to pay young less productive people and help them in their future successes. As we all know, teenagers need the valuable experience that seasonal jobs offer. It is a shame that we are penalizing a whole generation of youth due the heavy hand of the City.

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E. I am very concerned for business owners who want to express the burden for the minimum wage increase on their businesses yet are afraid to participate in public discussions due to pressure from local activists groups and social media smears. Business owners who speak openly about the pressures of the wage increases are being publicly shamed, thereby discouraging them from joining in the important conversation. I fear you will not have a proper reflection of business owners concerned about the increase attending the City Council meeting due to the scare tactics and public shaming upon those businesses by local activists. It also seems that regional unions have hijacked the discussion by packing the various forums (City Hall, Cal Tech) with paid activists. Most of these activists do not even reside in Pasadena and should be made to stand in the hall and let the tax paying residents and business owners have access to the venue.

I look forward to the outcome of this discussion. The future of our City and the small businesses that have blessed this City are in the crosshairs of ruin.

All the best

John C Weithas