

McMillan, Acquanette (Netta)

From: Monzon, Robert
Sent: Monday, March 14, 2022 10:48 AM
To: PublicComment-AutoResponse
Subject: Closed Session Item D

Dear Councilmembers,

The Pasadena Management Association and its Membership is an important part of this City; we are the managers that provide water and power, make sure trash is picked up, make sure there are programs for children in parks, make sure businesses receive their requested permits timely, provide code enforcement, prosecute quality of life crimes and provide completed agenda reports and records.

While some positions receive SALARY ADJUSTMENTS UP TO 12% for the unrepresented management — WE HAVE RECEIVED 1% since JULY 2021! Inflation is at 7.9% and the average wage increase in current MOU's is 5.1%

We have continued to bargain in good faith since August and are still in mediation.

I understand now, we are moving from mediation to fact finding because there has been no movement in mediation.

Frustration and concern among the members will continue to grow under these circumstances, I'm asking for the Council to please provide direction and authority to the bargaining team, so that they can work to complete a fair and equitable MOU with PMA. I and 450 members are waiting.

Thank you for your consideration.

Robert Monzon/PMA-PAC

McMillan, Acquanette (Netta)

From: Walker, Darrell
Sent: Monday, March 14, 2022 4:07 PM
To: PublicComment-AutoResponse
Subject: Close Session item D

Dear Councilmembers,

The Pasadena Management Association and its dedicated Membership of over 450 employees is an important part of this City; we are the managers that provide water and power, make sure trash is picked up, create and manage programs for children in parks, make sure businesses receive their requested permits timely, provide code enforcement, prosecute quality of life crimes, and provide completed agenda reports and records.

That being said, the value PMA brings to the City is NOT being respected, nor rewarded at the bargaining table. We have been bargaining in good faith since August of last year and had an initial round of mediation 5 weeks ago. It appears a second round of mediation was delayed because City leadership did not want to give PMA, the largest union in the City, priority for closed session two weeks ago, when they could have.

Instead, before you tonight, City leadership has focused on recommending that some unrepresented management positions receive MARKET SALARY ADJUSTMENTS UP TO 12% — WHILE WE HAVE BEEN OUT OF CONTRACT SINCE 9/30/21, AND HAVE RECEIVED ONLY 1% since JULY 2019! This GREAT INEQUITY is fueling a historic vacancy rate in our unit of over 17%, which is costly to the City, but more costly to the members who are left to juggle multiple responsibilities for the SAME PAY!

Frustration and concern among the members will continue to grow under these circumstances, while morale will continue to decline. So I'm asking the Council to please provide direction and authority to the City bargaining team, so that they can work to complete a fair and equitable MOU with PMA. Invest in US NOW. Our 450 members are waiting.

Darrell Walker

Recreation, Parks and Community Services Superintendent CPRP , AFOI, MA

PRCS— Robinson Park

1081 N. Fair Oaks Ave. Pasadena, CA 91103

(626)744-7530

dwalker@cityofpasadena.net

www.cityofpasadena.net/reserve

McMillan, Acquanette (Netta)

From: White, Sherreeta
Sent: Monday, March 14, 2022 4:59 PM
To: PublicComment-AutoResponse
Subject: Closed Session Item D

Dear Councilmembers,

The Pasadena Management Association and its dedicated Membership of over 450 employees is an essential part of this City. We provide the City with water and power, coordinate trash and recycling collection, create and manage community programs, support businesses with timely permits, provide code enforcement, prosecute crime, complete reports and manage records. We provide an environment that other cities want to duplicate. As a City of Pasadena resident, I am thankful for our members' productivity.

Unfortunately, the value PMA brings to the City is NOT being respected or acknowledged at the bargaining table. Since August of last year, we have been bargaining in good faith and had an initial round of mediation five weeks ago. It appears the second round of mediation was delayed because City leadership did not want to give PMA, the largest union in the City, priority for closed session two weeks ago, when they could have.

Instead, before you tonight, City leadership has focused on recommending that some unrepresented management positions receive MARKET SALARY ADJUSTMENTS UP TO 12% — WHILE WE HAVE BEEN OUT OF CONTRACT SINCE 9/30/21, AND HAVE RECEIVED ONLY 1% since JULY 2019! This GREAT INEQUITY is fueling a historic vacancy rate in our unit of over 17%, which is costly to the City but more costly to the members who are left to juggle multiple responsibilities for the SAME PAY!

The members' frustration and concern will continue to grow under these circumstances, while morale will continue to decline. So I'm asking the Council to please provide direction and authority to the City bargaining team so that they can work to complete a fair and equitable MOU with PMA. Our 450 members are waiting. Invest in US NOW.

Sherreeta White
MASH Program Coordinator
City of Pasadena
O: 626.744.7628 C: 626.720.4556

03/14/2022
Item D



**Municipal
Assistance
Solutions and
Hiring**