

McMillan, Acquanette (Netta)

From: DAVID LLANES <>
Sent: Saturday, September 10, 2022 10:41 PM
To: PublicComment-AutoResponse
Subject: Closed Session Item A - August 12, 2022-Public comment

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Greetings Mayor, Councilmembers and community members watching this evening. To our new City Manager Miguel Marquez, I extend a warm welcome and it was a pleasure to meet you at the kick off event for the Latino Heritage Parade and Festival.

I am David Llanes, a Police Corporal and active member of the PPOA. Tonight, I am speaking on behalf of the majority of the PPOA membership.

With Closed Session Agenda Item A, you will discuss the current status of contract negotiations between the City and the PPOA. We implore you to direct Staff to return to the negotiations table as soon as possible and continue discussions, because we are at a critical juncture for our city, department, and community.

About 80% of our sworn officers have less than 5 years of law enforcement experience. This phenomenon is occurring not just in Pasadena, but nationwide. Recruitment and retention of police officers are extremely difficult undertakings in this current climate of viral "anti police" sentiment.

Several nearby agencies make recruitment such a priority, they offer a \$40,000 signing bonus, to experienced police officers who transfer to their departments. Unfortunately, I have learned that we currently have PPD officers processing to transfer to other agencies. We cannot allow another mass exodus of officers.

During 2015, 24 PPD officers transferred to other departments. Almost all of the officers who transferred during that period, reported a lack of perceived support from the City and leadership, as one of the factors that influenced their decision to leave. Please don't let history repeat itself.

A fair and just contract is necessary to keep the Pasadena PD competitive and attractive to new recruits. Importantly, it will also serve to encourage our veteran officers to remain and impart critical experience, knowledge and community acumen to the those who will serve our City for years to come.

Thank you,

David Llanes

09/12/2022
Item A