



CITY OF PASADENA APPLICATION FOR APPOINTMENT TO THE CHARTER STUDY TASK FORCE

The information contained on this form will be used by the City Council to appoint members to the Charter Study Task Force. Please answer all questions. You are invited to attach additional pages, a copy of your resume, or submit supplemental information which you feel may assist the City Council in its evaluation of your application. **Please note that, once submitted, this form, and all attachments, will become subject to public access under the Public Records Act, with the exception of personally identifiable information.**

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CITY CLERK
CITY OF PASADENA
2023 OCT 16 PM 3:05

Applicant Name: Marcus D. Hatcher

Home Address: REDACTED Pasadena CA 91104

Mailing Address: S/A

Email Address: REDACTED

Business Phone: REDACTED Date Available to Start: Immediately

Home Phone: S/A Cell Phone: S/A

Indicate if you wish to be considered for a District, At-Large, and/or Mayoral Nomination (mark one or more):

- District Representative** representing City Council District 3
- At-large Representative** City Council District _____
- Mayoral Representative**

Community Service – List boards, commissions, committees, and organizations on which you are currently serving or have served, offices held and in what city.

Democrats of Pasadena Foothills, PUSD School Site Council, Willard elementary PTA, District 1 PTA, SEIU Executive Board

Employment – Title and duties, current and past (acceptable to attach resume as an alternative).

See Attached

Education – Include professional or vocational licenses or certificates.

See Attached

1. **Have you ever worked for the City of Pasadena?** *(If yes, please list dates/department)* YES NO

2. **Are you related to any employee, appointed or elected official of the City of Pasadena?** *(If yes, please indicate name and relationship)* YES NO

3. **Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect financial interest. Are you aware of any circumstances which may develop from your occupation or economic holdings, that might relate to your service as a member of a Charter Study Task Force?** *(If yes, please indicate any potential conflicts)* YES NO

4. **Have there been, or are there now, any personal or business circumstances which might reflect adversely on your service as a member of a Charter Study Task Force?** YES NO

5. **Are you aware of the time commitment necessary to fulfill the obligations of a member on a Charter Study Task Force, including meetings on nights and weekends?** YES NO

6. **What specifically in your background, training, education, or interests qualifies you to serve on the Charter Study Task Force? Please highlight any relevant experience with the City of Pasadena or other municipality that involves Charter Study, elected experience, or knowledge of City Charter laws and provisions:**

I have worked with public sector workers since 2004. I have professional knowledge of public sector management systems that are governed by elected boards/ councils. I have worked with various elected public sector boards/councils. I have drafted and or approved similar bylaws that oversee numerous non profit organizations.

7. **What objectives and goals should the Charter Study Task Force consider?**

I believe that the Task Force should consider issues that include; term limitations for elected officials, elected official compensation, elected official staffing, elected official employee status, and council relationships with adjacent agencies (ex. PUSD). The City of Pasadena has a budget and relevance in California and the US to support addressing these issues as comparable cities have chartered their cities to operate.

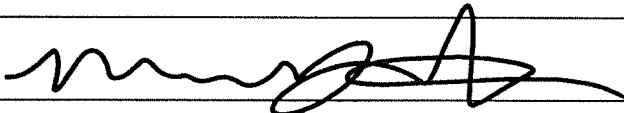
8. **In your opinion, what is the importance of the scope and charge of the Charter Study Task Force, as approved and assigned by the City Council?**

Simply put, the recommendations of this Task Force allows us to reimagine the City for our residence and prospective residents.

9. **How would you help to achieve the Charter Study Task Force's objectives and goals, while adhering to the City Council's approved Scope and Charge?**

I believe that my combination of my professional experience, understanding of public sector objectives, commitment to our community, understanding of the expectations of our residents, and my leadership will help achieve the Task Force's goals.

Signature:



Date: 10/16/2023

I hereby certify that the following information is correct to the best of my knowledge.

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One of the goals of the City Council is to balance advisory body appointments in terms of geographic residence, location, ethnicity, gender, and age. *The following information is desirable, but not required for appointment.*

Year of Birth:

REDACTED

er:

REDACTED

thnicity:

REDACTED

If City resident, number of years: 5

Marcus D. Hatcher

REDACTED

REDACTED

Objective I am interested in working with my fellow resident, staff, s and officials that are equally committed to the future of our city.

Profile

- Ability to develop professional relationships throughout community
- Excellent understanding of contract interpretation and enforcement, policy development, and labor laws
- Ability to develop and execute management directives effectively
- Proven ability to effectively work with elected officials, management, staff, and workers
- Ability to successfully represent the head of an organization and the principles of the organization
- Ability to articulate vision and goals of an organization

Education B.A., Communication, University of Nevada Las Vegas

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“How to do Arbitrations and Hearings”, Southwest Organizing School

“Negotiations Strategy and Tactics”, Southwest Organizing School

“How to be a Dynamic Trainer”, National Seminars Training

Relevant Experience & Accomplishments

Program Coordination

- Program Development and Oversight
- Negotiated Collective Bargaining Agreements
- Contract Enforcement
- Conducted Arbitrations and Mediations
- Public Representative of the Organization
- Facilitated Public Sector Efficiency Initiatives
- Led Housing Authority Consolidation in Nevada
- Developed and Facilitated Focus Groups for Budget Crisis Resolutions
- Developed and Instructed Contract Interpretation Trainings
- Developed and Instructed Miscellaneous Trainings
- Developed Grievance Reduction Trainings
- Negotiated Agency Classification and Compensation
- Negotiated Compensation Market Adjustments
- Facilitated Layoff Alternatives
- Oversaw State and Local Lobbying Efforts
- Provided testimony to EMRB, PERB, NLRB, NERC, and EEOC
- Elected Representative of Organization

Management/Supervision

- Plan and Administer the Objectives of an Organization
- Develop and Oversee Departmental and Organizational Budgets
- Negotiate Collective Bargaining Agreements on behalf of Management
- Draft and execute vendor contracts
- Recruit, Train, Evaluate, and Correct Staff
- Directly Oversee Supervisors and Clerical Staff

Employment

Chief Strategist, MDH Strategic Solutions

2017-Present

Provide Labor Relations Consultation to Unions and Employers
Develop and Implement Strategies Aligned with Organizational Objectives
Serve as Chief Negotiator
Provide Labor Relations Training to Staff and Members
Assess Grievances and Grievance Structures

Instructor, Los Angeles Community College, LATTC

2010-Present

Develop Labor Relations Curriculum
Provide Instruction and Evaluation to Trade Tech Students
Complete Administrative Components of Grade Assignment
Adhere to all Policies and Procedures of the College

Kaiser Division Director, SEIU-UHW

2016-2017

Lead the Programmatic Work of 100 Departmental Staff (including supervisors, field staff, and clerical staff)

Develop and Maintain Labor/Management Relationship with Kaiser Permanente Executives

Develop Budget and Confirm budget for Departmental Staff – (approximately \$35 million/ annually)

Review and Confirm Budget for Kaiser Coalition of Unions – (approximately \$40 million/ annually)

Review and Confirm Budget for Kaiser Labor Management Partnership – (approximately \$80 million/ annually)

Serve as an Elected Leader of the Union

Provide Leadership and Reports to Executive Board

Serve as a Chairperson of the Kaiser Coalition of Unions

Serve as a Trustee of the Kaiser Labor Management Partnership

Director of Representational Excellence, SEIU-UHW

2011-2016

Develop and Oversee Representation Program

Develop and Oversee Representational Leadership Program

Develop Member Leaders

Oversee all Arbitrations and Mediations

Drive Cost Effective Grievance Resolution

Oversee Web- based Grievance Tracker

Analyze Grievance-Based Data

Serve as Kaiser Arbitration Panelists

Oversee Kaiser and Dignity Contract Specialists

Provide Leadership and Reports to Executive Board

Chair Representational Excellence Program Committee

Director of Representation and Negotiations, SEIU 721

2010-2011

Serve as Chief Negotiator

Develop Union-Wide Principles for Bargaining

Manage Staff Responsible for Negotiating Collective Bargaining Agreements

Assist in Training of Bargaining Teams

Manage Advocates Responsible for Contract Enforcement

Manage Civil Service Advocates

Manage In-house Counsel and Monitor Relationship with Contracted Firm

Serve as Liaison with Contracted Call Center

Assist with Training of Stewards

Develop Inclusive Representational Systems

Serve as a Part of Sr. Leadership Team

Execute Vision of Board and Executive Director

Director of Government Affairs, SEIU Local 1107

2008-2010

Oversee State and Local Lobbying

Oversee Political Staff

Develop and Maintain Relationships with Elected Officials and Political Candidates

Develop Detailed Political Plan

Negotiate Collective Bargaining Agreements

Execute Other Special Projects

Employee Relations Manager, City of Las Vegas

2008 - 2008

Oversee Employee Relations for City Employees

Train and Supervise Employee Relations Staff

Develop Mature Relationship with Departmental Leadership

Advise Departmental Leadership on Labor and/or Contract Related Issues

Conduct Workplace Investigations

Complete Summaries of Investigations

Recommend, Issue, Review or Rescind Discipline

Director of Representation, SEIU Local 1107

2004- 2008

- Negotiate and Enforce Collective Bargaining Agreements
- Manage Staff Responsible for Negotiating Collective Bargaining Agreements
- Oversee the Labor/Management Relationship for the Union
- Oversee Grievances and Arbitrations
- Develop Curriculum and Train Stewards
- Create and Maintain Systems to Track Grievances
- Represent the Principles of the Executive Director and organization
- Plan and Implement Objectives of the Organization

Airport Transportation Specialist, Clark County Department of Aviation

1997-2004

- Enforce Traffic Regulations at and Around Airport
- Ensure compliance of FAA Security Standards

Airport Operations Dispatcher, Clark County Department of Aviation

1996-1997

- Monitor and Operate a Variety of Systems Information Computers to Ascertain the Condition and Security of Airport Facilities and Equipment
- Notify Appropriate Responders in the Event of an Unusual or Apparent Emergency Situation

Police Officer, Las Vegas Metropolitan Police Department

1995-1996

- Enforce Local, State, and Federal laws through arrest and/ or Issuing Citations
- Respond to Criminal Related Calls to Evaluate and Act

Police Cadet, Las Vegas Metropolitan Police Department

1993-1995

- Assist Police/ Correctional Officers in Law Enforcement Through Report Writing and Other Assistance

Volunteer Service

Available Upon Request

References

Available Upon Request