

1/8/20 SPECIAL CLOSED SESSION AGENDA - LABOR NEGOTIATIONS
SUPPLEMENTAL EMAIL SUBMITTED BY FRED NICHOLS TO THE CITY COUNCIL ON 1/18/20 AT 2:34 P.M.

From: Fred Nichols <fredcnichols@yahoo.com>

Sent: Wednesday, January 8, 2020 2:34 PM

To: Councilmember Hany Fangary <hfangary@hermosabeach.gov>; Councilmember Stacey Armato <sarmato@hermosabeach.gov>; Mayor Mary Campbell <mcampbell@hermosabeach.gov>; Mayor Pro Tem Justin Massey <jmassey@hermosabeach.gov>; Michael Detoy <mdetoy@hermosabeach.gov>; City Clerk <cityclerk@hermosabeach.gov>

Subject: Re: Police Negotiations, Special January 8, 2020 City Council Meeting

January 8, 2020 Special Hermosa Beach City Council Meeting

Good Evening to the Hermosa Beach City Council, City Clerk, Staff and Guests.

My name is Fred Nichols I am a homeowner since 1979. I raised two sons in Hermosa; my youngest Ian is an LA County Firefighter/ Paramedic. I have an MBA from Loyola Marymount University where I studied Human Resources and Labor Relations. I was on a number of negotiating teams during my career at Xerox Corporation and truly appreciate the challenges faced by both sides. My wife and I own properties in South Hermosa with occupants ranging in age from 3 months old to senior citizens. The **safety** of my tenants, every resident, and guest of Hermosa Beach is what makes Hermosa a wonderful place to visit and live.

The tax base on a property we purchased in 2018 went from about \$1500 a year to over \$20, 000 now. Hermosa Beach is not a poor city, there is new construction going on across the city, and properties continue to sell for record-breaking prices. **We can afford** and must pay our officers a fair salary. Make it our goal to recruit only the best officers for our community. Hermosa Beach should be the city that officers want to work in.

As I said in my December 17 letter to the city council and the city manager,

"Please make your negotiating principal to create an environment with salary and benefits that will make experienced officers from Manhattan Beach, Redondo Beach, Torrance, Hawthorne, Gardena along with LAPD and LA County Sheriffs want to work in Hermosa Beach."

Thank you for listening.

Frederick Nichols

Copy of my e-mail to Hermosa Beach City Council and City Manager of December 17, 2019

Fred Nichols <frednichols@yahoo.com>

To: citycouncil@hermosabeach.gov, cityclerk@hermosabeach.gov

Dec 17, 2019 at 4:48 PM

To: City Council;

copy: City Clerk

copy: City Manager, via City Website

I am unable to attend tonight's very important meeting. Please consider the following:

-Our police department is one of the things that make Hermosa Beach Special.

-Please make your negotiating principal to create an environment with salary and benefits that will make experienced officers from Manhattan Beach, Redondo Beach, Torrance, Hawthorne, Gardena along with LAPD and LA County Sheriffs want to work in Hermosa Beach.

-There are few things that are more important than the safety of our children, our families and our senior citizens.

Frederick C. Nichols and family

(Owner of multiple properties since 1979)

118 Manhattan Ave

Hermosa Beach, California 90254

1-(310) 376-4224, Mobile 310 351-

Frederick Nichols

On Tuesday, December 17, 2019, 04:48:35 PM PST, Fred Nichols <frednichols@yahoo.com> wrote:

To: City Council;

copy: City Clerk

copy: City Manager, via City Website

I am unable to attend tonight's very important meeting. Please consider the following:

-Our police department is one of the things that make Hermosa Beach Special.

-Please make your negotiating principal to create an environment with salary and benefits that will make experience officers from Manhattan Beach, Redondo Beach, Torrance, Hawthorne, Gardena along with LAPD and LA County Sheriffs want to work in Hermosa Beach.

-There are a few things that are more important than the safety of our children, our families, and our senior citizens.

Frederick C. Nichols and family

(owner of multiple properties since 1979)

118 Manhattan Ave

Hermosa Beach, California 90254

1-(310) 376-4224

Mobile 310 351-4636