



**City Council Meeting**  
**Public Comments**  
**September 27, 2023**

Submitted values are:

Board or Commission for Public Comment City Council

Email [chansen@escondido.org](mailto:chansen@escondido.org)

Council Meeting Date 9/27/23

Item # N/A

Subject Informational picket at City Hall

Position No Position

First and Last Name

Are you an Escondido Resident? No

Comments

Hello,

I have working for the City of Escondido for over 18 years. I love my job and I love my work family. Sadly, many of my co-workers have had to move on to higher paying jobs even though they have been loyal and dedicated employees for many years. The lack of appreciation has brought moral down to the lowest I have seen since I started working here.

A consideration of even a cost of living wage would show us that you do care and appreciate us .... just a little?

Sincerely,

Board or Commission for Public Comment City Council

Email [licalvert@escondido.org](mailto:licalvert@escondido.org)

Council Meeting Date 9/27/23

Item # Council Vision Workshop

Subject Escondido pay disparity

Position No Position

First and Last Name Lori Calvert

Are you an Escondido Resident? No

Comments

Hello,

I've worked for the City for 10 plus years. I love my job and the people I work with. Imagine my dismay as a continuing parade of exceptional employees leave the City for better pay. It's been accelerating lately, as the cost of living continues to skyrocket while our salaries are the lowest among cities in San Diego County. Discussions between colleagues frequently turn to who left and how much they're making elsewhere. The City hired a consultant almost two years ago to conduct a compensation study. Since we've heard no results from that study, we've concluded that it only confirms what we already know. It's wasted money like that that feels disrespectful to the friendly, helpful people who serve the City of Escondido.

Sincerely,

Lori Calvert

Board or Commission for Public Comment City Council

Email [bigbunn13@gmail.com](mailto:bigbunn13@gmail.com)

Council Meeting Date 9/27/2023

Item # City Employees Negotiations

Subject Negotiations

Position In Favor

First and Last Name

Are you an Escondido Resident? Yes

Comments

Respectfully,

The saddest thing about our fair city, is the situation with the employees. We are a top heavy city, everyone "upstairs" makes great money and lives well. The "in the trench" workers can't even afford a 2 bedroom apartment in the city where they work! That is inexcusable. Now to hear that "upstairs" is refusing to negotiate the new contract, that is abhorrent to the dedication and years of service the "in the trench" workers have given this city. Understandably the council has priorities and concerns outside of this, however how do you continue to run the city in a way as to not shed the "training city" reputation? I have heard it described as such from my first day at work years ago. It is beleaguering to come to work each day with the knowledge you may have to leave at some point to make a wage that you can properly support yourself with. Especially when you live here, work here and want to continue to support and protect the interests of your fellow residents and taxpayers. I beg the council to break from the stonewalling and come to the table in good faith. The foundation of any structure, starts IN THE TRENCH, the roof upstairs, merely keeps the rain out.

Thank you for the time.

Board or Commission for Public Comment City Council

Email [iglesias645@hotmail.com](mailto:iglesias645@hotmail.com)

Council Meeting Date 10/11/2023

Item # 1

Subject

Position In Opposition

First and Last Name Eric Iglesias

Are you an Escondido Resident? No

Comments

Although, I am not currently residing in Escondido, I have lived here in Escondido for 37 years before moving to our neighboring City of San Marcos. I was born and raised here in Escondido and have always dreamed about working for the City for as long as I can remember. Now that I have finally accomplished that dream, and have been employed for almost 4 years, I am reluctant to say, that I am now experiencing the lack of leadership! Not only in my recent years, but as I look back to when I was still a teenager. I have a family of five and to survive in this day in age, both my wife and I have to work extremely hard just to make ends meet! Meanwhile, other city representatives have agreed to their employees demands, our city is lacking in giving us a counteroffer which is at the least! Cost of living has increased 2.6% in just one year and more since 2020, yet our salaries have remained stagnant. I have lost a coworker to another city and I am now doing the job of 2 with the same pay! Although, I love this city and give it my very best every day I come to work, there comes a time when you realize, keeping a roof over their heads and food on the table is a daily struggle, and may require looking elsewhere for employment where employees and their families matter!