On Jun 18, 2026, at 10:19 AM, Danowitz, Ryan (Captain) <rdanowitz@elsegundo.org> wrote:

Mayor, Mayor Pro Tem, and Members of the City Council,

I am requesting an opportunity for the Police Managers Association (PMA) to meet directly with the City Council regarding our ongoing contract negotiations. To be clear, it would be with me and Luke Muir.

At this point, we believe continuing negotiations through attorneys on both sides has created unnecessary friction and is becoming a barrier to reaching an agreement. Our members do not want to be out of contract, and our goal is to get a fair agreement completed that both sides could accept.

We believe that having proposals communicated through the city's attorney has caused some of the intent behind our requests to become unclear. There have been several occasions during negotiations where items we proposed were not fully understood, and we believe that has led to our proposals being communicated differently than intended.

We believe that allowing us to speak directly with the Council would remove some of the confusion and allow both sides to better understand the goals, concerns, and priorities involved. A direct conversation would provide an opportunity for us to explain why we are requesting certain items and for the Council to communicate what is important to you.

We have also received limited direction throughout this process other than the message that Council believes our members are compensated too highly and that publicly available salary information (Transparent California) reflects that we are well compensated. We understand Council has the responsibility to evaluate compensation, but this message has been difficult for our members to hear, especially considering the years of dedicated service, leadership, and commitment our members have provided to this community.

We were also informed that the City's Attorney shared the salary survey (that was completed by HR), to the council, which showed PMA members ranked near the bottom among the ten comparable agencies. We were then advised that Council was not focused on what surrounding agencies' management made and that the belief remained that our members are paid too much. While we respect Council's role and responsibility, this has been discouraging and has left our members feeling that their years of service, experience, and the value they provide to the City are not being fully recognized.

Please consider meeting with us directly, without attorneys present, so we can have an honest and productive conversation. I believe a face-to-face meeting will allow both sides

to better understand each other's positions and identify a path forward that we can all agree on.

I have had the opportunity to speak with many of you individually over the years, and I know how much you care about this City, and we respectfully ask you to consider this request.

Thank you for your time and consideration.

Ryan Danowitz

PMA Vice President