

## Longmont Questionnaire Free Response

This document includes all Longmont community and business owner responses to open-ended questions on the positive and negative impacts of increasing the minimum wage and open ended question about feedback that the community wanted to share with Council.

**1. (Community Responses) What do you think the positive impacts of increasing the minimum wage will be for you, your family, and your community? Please explain.**

Community Free Response, Positive Impacts of Increasing Minimum Wage
I make more than minimum wage, however, as minimum wage increases, my pay should also increase.
The community will be able to better support themselves.
The cost of living is so expensive I can barely afford anything other than rent
Better service at restaurants etc. help to raise the low income population out of poverty
There will be no positive impacts from increasing the minimum wage, even for the people you desire to help. In fact it will put them in a more detrimental state than they are currently in because an increase in minimum wage means increasing everything else to cover the cost of the added wages and benefits. This drives inflation. Minimum wage is intended for entry level positions for people entering the workforce, not long-term positions for people. The best way to help minimum-wage earners is to help them learn skills adaptable to career-long jobs that will assist them in providing for their and their family's needs.
Will provide needed income for my family.
I think home ownership is becoming less and less attainable in all the cities in Boulder County. Raising the minimum wage might help someone be able to buy an apartment, townhome or even a house and start working on equity instead of just feeding money toward a select few who can buy multiple properties and charge rent.
less reliance on government services across the community
People will be able to spend/save more and ensure the quality of life continues. Businesses will be able to attract more revenue.
I support raising the minimum wage because it helps the lowest income employees afford essentials short-term. I also think it would help attract people to childcare-type jobs which are desperately needed. Long term, I think Boulder County should focus on increasing housing supply & density in both unincorporated areas and cities since housing is such a huge cost of living in Boulder County. I also think that companies should be incentivized to offer more benefits to part-time or non-traditional employees, such as health & dental insurance and paid sick leave.
I know that I will be able to afford to live here more comfortably. Even now I work full time for municipal government and live in county affordable housing, which is expensive. When wages are risen, people will be more likely to invest their money back into the community because they can afford to do so.
More financial stability and not having to live paycheck to paycheck.
possibly my kids would make more money
livable wages in the most expensive county in CO

### Community Free Response, Positive Impacts of Increasing Minimum Wage

Creating a more affordable environment that inspires growing families.
There are more possible residential choices when increasing minimum wage
More spending
None. I am paid above the minimum wage rate because I do my work well.
Everyone deserves a living wage, prices for everything are crazy high, and we don't make enough to stay above water.
The positive impacts are increased job satisfaction and self worth. When the minimum wage varies between jurisdictions it makes the lower wages entities much less desirable to work at and may lead to significant employee turnover as employees look for better wages.
More money to pay bills, won't have to worry as much about taking side/additional jobs to cover expenses not covered by current minimum wage. While I currently make more than minimum wage, my family does not.
Raising min wage to 24\$/hr means I will have less support and resource to effectively do my job. It will also further justification for insane housing costs. Plainly put, my work will just staff less people, increasing workload and harming efficiency. Customer service will suffer. It will hurt the small businesses.
It would be possible for me to make more money without taking on more duty at work or going back to school to get education to get a higher paid job.
It will positively impact the lower equity families in my community which benefits everyone!
Closes the gap with affordable housing and food if min wage is raised.
Hopefully there would be less crime since people won't feel that it's necessary to do so to meet their monthly needs.
Well generally speaking fixed income isn't enough to pay most people's bills so I think it's important to offer them something that makes financial sense to those workers in order for them to remain in Longmont, otherwise ultimately those jobs will die or go to robots.
I would hope that my wages would increase to keep ahead of minimum wage. I currently have worked full time as a custodian for the City of Longmont and I only make \$22 an hour and I don't make near enough to rent an apartment let alone ever be able to own a home in my own community.
I believe it will help to deal with Inflation.
People need to make enough to afford groceries, housing, gas, etc. This is crucial to a strong, healthy social fabric as well as to improving individual lives. I want people to feel their community values them. I want people to be able to send their children to college or help them gain skills in other ways, for example, vocational programs where they can learn in-demand technical skills.
Not pushing out families from Longmont.
I don't. I am currently overpaid. We have inflation due to massive minimum wage increases State minimum meets and does its job. { has built In increases). Any further Denver/ local minimum wage is unnecessary and inflationary. Every thing cost more. Vicious cycle. No one gets ahead . Get the minimum too high will lead to less hours and loss of jobs. I appreciate you think your doing good but your not. Get in the real world. Business 101. It's a lot different from Government 101.
Healthier living
keep up with inflation

**Community Free Response, Positive Impacts of Increasing Minimum Wage**

I work with a lot of people who work at minimum wage jobs such as fast food. They have a very difficult time making ends meet, and in particular, paying for housing. Lack of good paying jobs is making people move out of Boulder County. Paying better wages could help people stay in Boulder County.

only that people get paid more.

With the high rise in costs of food, housing, and everything it's tough for people to stay afloat with the low wages given that are not proportionate to the cost of living in Colorado. It takes a community approach to fix this and a piece of that is raising the minimum wage.

Raising the minimum wage will help keep up with the rising cost of living and particularly our housing costs.

Nothing positive will come from increasing minimum wages. Lower the cost of getting an education so people can afford to get a better job.

Less financial stress and better housing opportunities for lower-income families

A minimum wage increase would offer a temporary reprieve for people in this wage range, offering them access to goods and services that they would not have access to under the current wage condition for those in this wage range.

I've lived with little money before. Fortunately I do not live that way now. It is extremely stressful and I can't imagine living on minimum wage in today's economy. Increasing minimum wage would help those struggling financially. I've also been a small business owner and I know that this will have a toll on small businesses. But if they can't pay their employees a higher, more livable wage, they need to reevaluate their business, in my opinion.

It will improve the standard of living for the entire community, fostering more sustainable growth and keeping residents in the area. I would feel more proud of where I live, since the government is working to make the minimum wage more in line with the high cost of living in the area.

Living wage for all in the community

As a parent with working aged children, the increases would be helpful to fund the cost of their lives.

It will feel like a win when people get their paychecks, (until they go to spend the money LOL)

It really won't affect me.

for the community, employment of more qualified workers

I don't think there is any.

None

I think increasing minimum wage will help alleviate some of the housing issues in our city and decrease homelessness. I think it will also lead to people needing to utilize benefits such as SNAP and Boulder county agency supports less.

Allow employees to live in their respective city

There are no positive impacts of raising the minimum wage. Study after study has shown this to be true.

Wages are not keeping pace with increases in housing and food costs. As someone who works to help increase food access in Boulder County, I know first hand that need is increasing. People are deciding between rent and food. Everyone deserves a living wage.

Helping to get less people out of poverty, closer to or maybe even an actual livable wage. Would likely indirectly reduce crime and violence.

N/A

I think everyone should be paid a living wage no matter what their job. My belief is if you get up every week and put in 40 hours a week you should be able to pay your rent, bills, groceries. Etc on that wage. As a single mom who has struggled even with my wage well above minimum I

**Community Free Response, Positive Impacts of Increasing Minimum Wage**

struggle to pay my bills on my one income. That doesn't seem right to me. So the minimum should be raised and inflation should be accounted for as well.
I think a living wage is vital to vibrant life in a community. My own budget is difficult to cover home ownership and maintenance, care ownership and maintenance, charitable giving and savings. All of which are very, very important to the health of my household and my community.
I may make more money in my per diem job. However it is more likely that they would cut back on my hours due to increased costs. At the end of the day I only see short sighted small improvements for the community. Every possible improvement has a counter argument as to why it would either be short lived or counterbalanced by basic micro and macro economics.
Help a little bit with the cost of living stress on the community at large.
Everyone, no matter their occupation, should be able to afford the cost of living while working a 40 hour work week - yes, even fast food.
The positive impact this would have is, I might be able to cover my rent and utilities and hopefully be able to purchase groceries. If I'm lucky, I might even have a little to have a meal out at a restaurant and maybe see a movie.
Negative impact on business growth. We need to let the labor market as well as skill level needed for jobs dictate the cost of wages.
I think that until we enforce the corporate windfall tax laws they're going to take any increase that we get by price gouging us all even more.
None
It will not be positive.
Better quality of life
None what so ever!!! It will cripple the small business!!! STOP IT NOW!
The cost of living has gone up, therefore I think increasing the minimum wage would be beneficial to my family and my community.
Better able to afford mortgage and other living expenses, plus able to put away extra money for retirement.
Higher minimum wage will mean fewer people fall into homelessness
That means the price of everything will go up. Food gas child care, housing everything goes up to match the minimum wage.
Not sure
There will be short-term improvements to quality of life for people earning minimum wage.
Allowing me to afford the cost of living while trying to avoid homelessness
Providing more opportunities to keep people working and living within the same community, sustaining local economic growth and providing more opportunities for home ownership. Helping those who are struggling with inflation and high cost of housing.
None
Everything is expensive! Houses, rent, groceries, etc. people need the money
Improve my ability to pay bills.
No positive impacts will come to my family from raising minimum wage to such insane levels.
Quality life
I think a rising tide lifts all boatsâ€”pay everybody a living wage. We will all be happier (even us old retired people). We are happy to pay living wages to service personnel when we go shopping, etc. I worked for 43 years and was able to make a living, buy a house, etc. and everybody else should be afforded that opportunity for a happy, stable and secure life. I am currently 69 and very happy with life in Boulder County, in Longmont

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specifically. And I would like to see everybody have opportunities for decent wages, housing, etc. My house is relatively small (1450 sq feet), and it is all I need. I do not like seeing gigantic mansions, and then people with nothing; it really rubs me the wrong way.
Positive- help low wage workers. Negative- it could be hard for small business owners.
None. As we've seen, when minimum wage goes up so do COSTS. It's the COSTS that need managed not the income.
Well, I might also get a raise. The level of salary that I am at would begin to seem not competitive if others working at less-skilled jobs were making close to what I am making.
A living wage for our most vulnerable populations.
None
I have been minimum wage or low income my whole life. Living paycheck to paycheck as a single mother I watched my own mom struggle . If the minimum wage was increased then I would have a easier life
people will feel their work is valued and respected. It will help better address the gap between the haves and have nots.
Entry level workers can improve their economic conditions to allow for even greater improvements
People being able to live where they work. Being able to pay all bills every month without having to go into debt. Being able to afford healthcare instead of barely being able to for medical insurance and then not being able to afford to actually use it.
No positive impact
It depends. It will make a difference if private equity doesn't raise the rents. They should have never allowed private equity to buy homes and hospitals.
Lo positivo es que podrá tener mejor a mi familia lo
<b>Translation:</b> The positive thing is that my family will live better.
Más recurso econóbasimico para satisfacer el incremento actual de los servicios básicos ( renta, luz, comida).
<b>Translation:</b> More basic economic resources to satisfy the current increase in basic services (rent, electricity, food).
Para mi como madre soltera será una gran ayuda ya que la vivienda comida luz y demás es más caro para nuestro salario
<b>Translation:</b> It will be a great help since housing, food, electricity, and everything else is very expensive for my salary as a single mother.

**2. (Business Responses) What do you think the positive impacts of increasing the minimum wage will be for you, your family, and your community? Please explain.**

Business Free Response, Positive Impacts of Increasing Minimum Wage
Resilient economy
no positive effect. any increase will be offset by negative community ripples.
The individuals may feel a short-term boost in their take home pay (but once pricing adjusts, their spending power is ultimately no better).
It could possibly lead to a wider potential customer base as consumers in our area have more spending money, however, I think this effect will be quickly outpaced by our need to raise prices so after a few years, those consumers will have the same spending power that they have now as localized inflation catches up to wages.

**Commented [FJ1]:** @Sandi Seader Thoughts on how I included the translation? I think Lafayette only included the English and just starred the answers to show that they were translated.

Also, based on how I copied and pasted, all the responses from the Spanish survey ended up at the bottom. Should I reorganize at all? I don't want there to be any unintentional bias by having them last each time. I could alternate questions with sometimes the answers first and sometimes last? Or does it not matter?

**Commented [SS2R2]:** I think the way you have it is fine!

**Business Free Response, Positive Impacts of Increasing Minimum Wage**

People deserve to make enough money to provide for themselves without having to work multiple jobs or more than 40 hours per week. This could provide that opportunity.
None. Lack of labor drives wages offered. There is no need to increase minimum wage. Bulk of temp/part time non-benefitted employees are under age of 21 who are not supporting themselves or their household.
I do not see a positive impact.
Just makes things more difficult to asses
There would not be any postive impact for my business!
I believe that there will be a negative impact on the economy. Higher wages required mean higher expenses which translate into a higher cost of goods to operate for business owners. Prices will need to be raised to match the required increase in wages which means those same employees will be paying more for their goods across the board. This will be a cycle that could not end ever.
I don't see a positive impact, only negative for everyone. Increasing the min. wage encourages lack of motivation. If an employee deserves more than minimum wage, they will work harder for it and in-turn the employer will pay more. Increasing the minimum wage is a HORRIBLE idea for everyone!
None, it takes away the choice of a business owner to pay what they feel they can for a job.
I do not currently have any employees, so this will have no impact on me.
None
None.
None whatsoever
While I feel like everyone deserves a living wage and that will have positive impacts on my employees, I feel that the unintended consequences outweigh the positive effects.
We are a safety net agency, so we would see lower income households more able to meet their basic needs through employment.
Overall, I don't think a mandatory minimum wage is a useful pursuit. Costs incurred by a business are simply passed on to consumers thereby increasing upward pressure on prices contributing to an inflationary environment across the economy.
None. The belief is a higher wage will overcome inflation and higher housing costs but raising the wage without raising production efforts will only drive costs for essential services higher.
None
None
Quality of life. We are all on this earth for a short period of time. I see nothing wrong with trying to get as many people as much money as possible so they can enjoy their lives with their friends and loved ones. We have no cap on rent here. I pay \$2000 a month for a 1 bedroom apartment in Longmont as a single father. If you aren't going to cap rent, we need to raise wages. Otherwise in the next couple years we are going to have huge influxes in homeless and people needing assistance.
None
A better wage typically brings pride in the job. When a person feels compensated for what they do, we hope they function to their fullest ability to produce positive results. We are very specialized and it costs my business \$8k to train EACH one doing the work we do...then we have to recertify QYR...not cheap.

**Business Free Response, Positive Impacts of Increasing Minimum Wage**

Can't think of any
Local government should not have the ability to adjust minimum wage.
Absolutely nothing.
None
It will be a negative for business owners, employees and the general public. Just look at Seattle or San Francisco to see how it has destroyed businesses and jobs. The first to go are the restaurants. These are the jobs where many entry level workers start their work experience.
I do not believe there will be a positive impact. This change will require me to raise prices because of the need to raise wages. The only wages that I would be required to raise would be my servers which are already the highest compensated employees after tips.
The cost of living is too high. The American dream doesn't exist. I work 3 jobs and can not pay my bills in full every month. It is so discouraging knowing I have to chose between seeing my children or family or working my ass of and still can't afford daily expenses. Make life easier on us. Lower the cost of living. Increase our wages. For the love of God please. We are the only creature on this planet that pays to be here. Money isn't anything but paper, we sell our lives for a pice of paper some said is more valuable than my family time.
Zero positive impact. All negative. If they want more money they should go get a skill and a job that pays more. Ridiculous idea to mandate a higher wage for unskilled workers.
Raising the minimum wage will not change how we operate or how much we pay employees, however, increasing the minimum wage would benefit the people we serve, as well as lifting the rest of the community's employees.
None. Although minimum wage will potentially increase the amount of money people have to spend in the short term it will be offset by the increase in prices needed to pay for the increase in labor costs. This creates a dog chasing its tail scenario.
None - increasing a minimum wage requirement does not solve any issues, it just causes the cost of everything to rise. So, you're just inflating the dollar even more by mandating minimum wage requirements.
Will help with those that do not work in a field where experience and annual pay increases are not common if not mandatory.
None
We already pay a living wage at our company but we would like our town to function. In order for this to happen, all people employed need to make enough to live. I don't want the Taco Bell closed because no one can afford to work there. Instead of investing in affordable housing (which we should do) we need to first ensure that all aspects of life can be affordable for residents.
None
Let business decided what minimum wage pays
I do not believe there are positive impacts of increasing the minimum wage. We give our workers their tips so they make more than the minimum wage would be but we'd have to stop doing this if we are mandated to pay more per hour
Boulder would be less classist
Decreased employee turnover, increased living standards for workers
There is none.
Colorado is an expensive state to live in and our wages need to support a living wage.
Our staff will be able to afford to live in Boulder County while working for our organization. It will increase the financial burden on the organization but will result in less staff turnover, which ultimately will benefit the organization.

**Business Free Response, Positive Impacts of Increasing Minimum Wage**

N/A
We pay all of our employees above minimum wage. Considering the expense of living in Boulder, anything less is unacceptable.
I think it's important that people making minimum wage be able to support themselves without having to work 2 full jobs.
Employees more able to cover the costs of living. Less strain on the local safety net.
There is nothing positive about politicians who don't own or understand how a business operates dictating to a business owner how they pay their staff if they have staff at all
Well we will be paying our teachers more so they can afford to live at a better level in affording gas, groceries, housing etc.
There will be zero positive impact.
People need to make a living wage but businesses need to have reasonable expenses
none
in the short term, it might bring more applicants to town
Do not raise the tipped minimum wage. Most of those staff members already earn \$30-\$40 per hour including tips. & \$20-\$25/ hour For high school kids with no experience. And I have been forced to give them about a \$.90 raise every year for the past seven years. The tipped employees do not need more money. What we need is a fair enough way for me to legally share tips with the kitchen staff, without having to pay everyone the full minimum wage (which cost way too much). The multiple state mandated tipped minimum wage increases are ruining full service restaurants, and benefitting the counter service restaurants. It's just become too difficult with high wages and product cost to run a full service restaurant. This is ruining my business model and why I opened restaurants in the first place.
Inflation has eroded everyone's earnings. Increasing wages will raise people out of poverty. Wages have been the same for years however the cost of life keeps going up at an unbelievable rate.
Al fortalecer la economía de la clase trabajadora, se fortalece la economía local. Trabajadores podrán tener mejores ingresos sin tener que trabajar dobles turnos o jornadas exhaustivas. Permitiendo mayor tiempo de ocio de calidad que pueden asignar a la convivencia familiar, actividades recreativas, etc. Los países con mejores salarios y calidad de vida, tienen sociedades con menores índices de criminalidad, menores índices de violencia doméstica, y otras problemáticas sociales como el abuso de sustancias, etc. Es importante incluir reformas que permitan aumentar el salario mínimo y a la par atender otras áreas de bienestar, como regular el costo de las rentas o hipotecas tanto en la vivienda como en el ámbito comercial para que tanto trabajadores como empresas puedan participar de forma activa en la economía local y prosperar en la región. Especialmente en la ciudad de Boulder donde las vivienda y espacios comerciales no son accesibles para pequeños negocios y para las familias en cuando acceso a vivienda asequible. <b>Translation:</b> By strengthening the economy of the working class, the local economy is strengthened. Workers will be able to have better incomes without having to work double shifts or exhaustive days. Allowing more quality leisure time that can be allocated to family life, recreational activities, etc. Countries with better salaries and quality of life have societies with lower crime rates, lower rates of domestic violence, and other social problems such as substance abuse, etc. It is important to include reforms that allow increasing the minimum wage and at the same time address other areas of well-being, such as regulating the cost of rents or mortgages both in housing and in the commercial sphere so that both workers and companies can actively participate in the local economy and prosper in the region. Especially in the city of Boulder where housing and commercial spaces are not affordable for small businesses and families to access affordable housing.

**3. (Community Responses) What do you think the negative impacts of increasing the minimum wage will be for you, your family, and your community? Please explain.**

Community Free Response, Negative Impacts of Increasing Minimum Wage
It's a spiral. Food costs are going up which means employees need to make more which drives up the cost of living.
Small business owners may struggle to pay high wages.
Na
None
Increasing the minimum wage will drive business owners - who already have a narrow profit margin - to increase prices. By increasing the minimum wage you are creating a vicious cycle, decreasing the value of our dollars and making everything more expensive. This is actually a detrimental and significantly increased burden you will be putting on those who make minimum wage, the very ones you are trying to help. Let's stop pretending that we can help them by increasing the minimum wage! Increasing the minimum wage will cause additional problems for small business owners, especially, who are already struggling to stay afloat. An increase in minimum wage means increasing their prices, which gets passed along to their customers because their narrow profit margins cannot absorb the extra costs associated with increasing the minimum wage. This in turn increases costs for consumers (including the minimum-wage earners!) and will decrease spending. This will kill the small businesses, and thus, our economy!!! Many businesses are already struggling to hire/keep staff when they are offering to pay well beyond the minimum wage.
I cannot see how added income is a negative.
I'm afraid businesses will use the "we have to pay our employees more so our prices will have to increase" which yes some will have to do that, but I think the majority of businesses could take a small dent to their profit and still be able to pay their employees more
small businesses will need to reevaluation their business plans. other businesses, government, and non-profits will need to make budget cuts in other areas.
Obviously, prices may go up and add to inflation. That is always a real concern.
I overall support raising the minimum wage, but I suspect there will be a lot of backlash to this proposal.
There have been enough studies and research projects to show that raising the minimum wage benefits communities rather than providing negative impacts.
Increase in the cost of living
The negative seriously outweighs the positive. We cant afford to live if the minimum wage goes up because EVERYTHING else goes up a lot more.
The fast food and entertainment that my kids spend their money at would cost more so it would be a net zero.
staffing even more difficult to afford
None
Higher costs
Increasing the minimum wage only makes inflation worse.
Many of my bills will increase because of the inflation that will be caused by the increase in wage cost for the local businesses.

**Community Free Response, Negative Impacts of Increasing Minimum Wage**

I don't want businesses using the burden of having to pay their workers livable wages to increase prices further. For small business, I understand it might be a necessity, but for large businesses and corporations, it's just greed.
The down side is the increasing cost employers pay their employees. Also employers who pay a lower wage may see increased employee turn over and the costs to replace those workers.
We will lose our small businesses, and they will be replaced with corporations who care only about profit and not community.
I would worry my company will move out of this community to a place where the government is not doing this and I would have to drive far to get to it then.
Can't think of anything.
Small businesses may not have the ability to cover costs or offer additional benefits.
Everything will become more expensive. My wage won't increase that much but everywhere that I shop in these affected areas will have to charge more to pay their employees. This will only help some but could also hurt others.
Increasing minimum wage doesn't solve corporate greed and usually only hurts small businesses. The way to fix Longmont is to start looking into antitrust problems with our groceries and goods that cause money to be siphoned out of our community. --Amazon, Kroger-Safeway conglomerate, big box stores, Sam's club, Walmart, Costco, etc.
I would be worried that people who rent out houses and apartments would use this as an opportunity to increase their prices just to make more profit. And I would be concerned that the cost of homes for sale would also increase.
I believe that the real negative impact will be towards big corporations who are greedy with their money anyways.
None. We should be able to share the wealth of our community/country without corporations taking advantage of improved wages.
Cost of living will increase, specifically the cost of cheaper services will be increased a lot.
Please see above in positive. There is no positive.. Thanks.
Reduced benefits
Small businesses and restaurants closing or laying off employees because they can't afford to keep them employed.
None
We have already seen an impact. they have eliminated front counter staff at fast food restaurants. Staff have been let go. Prices have increased to sit down restaurant prices. These jobs are entry level jobs not careers. They are not meant to support a family but to give someone work experience. I don't support increasing
The negative side is that employers have to cover the costs of those wage increases. Therefore, there should be some tax benefits to employers or programs that help subsidize some of those costs.
Cost of living will continue to increase as producers pass off increased employment costs to consumers, particularly for things like food.
Minimum wage is for students and part time employees. Increasing minimum wage will only increase prices for everything.
I do not know of negative impacts. I am concerned about small businesses, but the employees of small businesses deserve fair wages. Could small business who struggle with income receive a government subsidy to help with wage increases?
A locally increased minimum wage will create a short-term benefit with a long-term negative impact on our local economy, which will result in diminished returns for those at higher income levels in relation to the overall market here; And it will result in an increase in rent prices, house prices, property tax rates, increased prices of all goods in the local area, and will further the displacement of long-term residents from this area.

**Community Free Response, Negative Impacts of Increasing Minimum Wage**

When local governments dictate minimum wages, they ignore the whole market adjustments that are measurably guaranteed to follow, which increases costs of almost everything in the local area from housing to taxes to food.
It's too much for the community to bear. We are going to lose so many small businesses who cannot afford to pay this much money for a minimum wage role. We are asking our small business owners to sacrifice more than they already have. Small businesses are what make our community have such a unique and welcoming feel. The trickle effect of raising minimum wage will be felt by everyone. Longmont is already struggling to be an affordable place to live. How will this impact those of us in higher paying roles? Will our incomes increase just as drastically? Will our local economy have to keep raising prices to be able to pay their minimum wage employees? What about utilities? Will our utility rates increase so we can better pay and attract employees to work for us? Who does that hurt in the long run--the residents. We pride ourselves in our low utility costs. If we keep raising rates, we'll no longer be able to do that. Raising the minimum wage seems to benefit those making minimum wage but hurt the rest of us as a whole.
If it's done well and small businesses are supported through this process, I do not think there will be negative impacts. I believe the government should assist businesses as they adapt to higher labor costs with grant funding, consultations, and resources on how to make this work.
Raising the floor only driver everything up - the benefit will be temporary and will result in prices continuing to climb
With in increase in wages comes an increase in costs associated with those employers who need to pass the increases on to customer. As wages drive costs and are passed on to customers, the increases in customer costs can limit support for these businesses.
This deeply impacts the bottom line of small businesses. Increasing minimum wage but raising the prices to combat the increase in payroll seems like an exercise in futility
Will raise prices. Some jobs are not meant to be a living wage. They are meant to be a stop gap for students or entry-level workers.
possible inflation
You raise the minimum wage and the cost of living goes up. Many businesses won't be able to stay in business or hire enough employees unless they raise the price of services. When prices go up, the increase in wage people received decreases. Costs are high enough in Boulder County. This will hurt all the family owned businesses, nonprofits and any place that would normally hire younger adults to work for them.
The increase in operating costs will not be absorbed by the business and will be passed down to the customer. It will not achieve the desired outcome. Those who are struggling to get by right now, this will make it even more difficult. Minimum wage jobs were not meant to be careers and support whole families
None
Reduced hiring/fewer scheduled hours
This will substantially increase costs for small businesses who will pass along the costs to customers. I am for a slight increase, but the proposed options seem to be too aggressive. I fear restaurants will be hit hard by this.
Raising the minimum wage will result in more expensive good and services, along with less hours for workers along with less job postings and an increase in automation. This happens everywhere that the minimum wage is raised.
I can see some businesses using it as justification for closing or increasing prices, rather tan reducing their profits, but I would gladly pay more for services, if I knew the people providing them could support their families.
Business owners, particularly small business owners, would need to cut employees, raise prices, etc. or some combination. If costs increase, even with higher wages, it just starts the vicious cycle all over again.

**Community Free Response, Negative Impacts of Increasing Minimum Wage**

Businesses can only stay in business and provide employment opportunities if they make some profit. Increasing the min. wage will result in less available entry-level jobs.
I don't know if small businesses will be able to afford the increase.
People say it's a job killer. I disagree. There are so many jobs posted right now, but wages and the cost of living in Boulder County are not in line. Good wages encourage good workers, appreciated workers, who serve with loyalty and willingness. A living wage is necessary.
My wage would likely not increase. What would likely happen is that the price of goods or fun things that are owned by small businesses would likely increase. I don't want to have to pay more to go out to eat or to go to the gym. I'd like the price of services to remain where they are.
It may increase my cost for local goods and services, but that's ok because the whole community must be able to sustain in order to function.
None. All should prosper.
It would hit small business really hard. Forcing them to possibly even close. Creating sales of property which will result in more density housing. Longmont will no longer be the charming town it once was, but rather another city that lost its charm.
Increased costs of goods and service. Very negative.
Makes it very hard for entry level and unskilled workers to get jobs. Makes everything more expensive. Stay out of the way - let the market drive wages. Competition. We already have a min wage. Leave it alone.
Small business can't afford to survive
The minimum wage increase will hurt small businesses and adversely affect our community.
Higher taxes
Small business will suffer! Period
The cost of living will continue to increase.
None.
Better wages mean more money circulating in the economy
That means the price of everything Goes up Food, gas child care will all go up Along with your housing prices
Some jobs don't deserve minimum wages.
Increasing minimum wage doesn't do what people think it does and make things easier for people making minimum wage. It makes all products and services more expensive in the area as business owners have to raise prices to be able to keep people employed. When this happens, rent goes up as property owners try to compensate for their increased business expenses. Within a few years, homelessness and housing prices go up, and we end up hurting minimum wage earners far more than the slight increase in wage that's being provided. Instead of putting a band-aid on massive wound, focus on the root cause. Put money into real help for homeless and people who are struggling. Raising minimum wage makes it worse and turns away many people, including business owners, who could be productive taxpayers but can't afford to live or open businesses here.
Increasing the cost of living and taxes
Minimum wage is a BAD idea who's time has passed. Today, minimum wage increases are being used so people can increase wages without increasing productivity or value for the employer.
Everything here is already too expensive to barely get by the way it is. The last thing needed is to force a measure down the throats of businesses that will inevitably raise the cost of their products to us consumers even more. Boulder County and the municipalities need to be focused on getting costs of living under control and lowering costs not forcing companies to hand out more money to people and in turn causing even more inflation.

**Community Free Response, Negative Impacts of Increasing Minimum Wage**

Minimum wage is not and never was intended to provide a comfortable lavish life, it is not a career. It is for in between jobs and young individuals in school to get by on.
No negative impact
No negative impacts.
From what I have read, increasing the minimum wage will increase inflation - even for those who get the wage increase. We don't need any more inflation in Longmont. Lower wage jobs are meant to be "starter jobs", jobs that people don't stay in forever.
Higher prices, businesses closing, higher crime
Raising minimum wage will increase the overall cost for living in my community.
Everything will get more expensive to live in this county, forcing people out
Prices going up
I do not see any negative impacts whatsoever.
Only if it could affect small business owners
Prices will continue to spiral out of control as GREED-flation continues to gouge everyone as unemployment is at a its lowest since '67 and profits at a 70 year high!!! Fix The Costs!!!
I think prices would go up for everything. For example, we already have cut way back on eating out. Too expensive, generally. I also think that a lot of lower-income workers might stand to lose their job.
Small businesses may not be able to sustain higher wages. Large chains and corporations will take over local small business. The gap may be widened between the underemployed and unemployed and create more disparity among our unhoused.
My teenager cannot find part time work. Employers want only skilled workers at the current minimum wage. That will get worse if minimum wage goes up artificially. Employers may ignore hiring retirees receiving social security benefits as they may not be able to work sufficient hours for the employer without reducing benefits. Employers will have trouble finding skilled workers as their job training costs may outweigh the costs of attrition. Payroll administration costs to employers will increase.
I know the money has to come from somewhere so if taxes were raised or some other impact on the working class I still think it would be for the better to increase the minimum wage
Employers will push back and use their power to bully employees and politicians.
Possible raise in prices when CEOs raise the wages but don't lower their salaries
It will increase inflation, it does not protect the people,
Depending on how this is set up, businesses could move out of the area if they are forced to pay their employees more.
Business closers and people out of work
I personally think it will help the economy overall, but it might effect families that are getting some assistance and because if they go over the income level, it might leave them without the assistance, so they might actually be worst off.
Abra que pagar más impuestos
<b>Translation:</b> We will have to pay more taxes
None

**Community Free Response, Negative Impacts of Increasing Minimum Wage**

Pienso que más de \$30

**Translation:** I think more than \$30

Que cuando suben los salarios también suben los precios

**Translation:** When wages rise, prices also rise

**4. (Business Responses) What do you think the negative impacts of increasing the minimum wage will be for you, your family, and your community? Please explain.**

**Business Free Response, Negative Impacts of Increasing Minimum Wage**

Increased prices for food - just look at Denver. Overpays high school workers. Min wage should not equal livable wage. It should allow for flexibility in compensation for folks just entering the workforce and recognize the life skills restaurants teach young workers. Additionally, our Boulder County workers earn an average of \$12 per hour in tips on top of the minimum wage. This makes dining out unreasonably expensive for our guests.

1. We will need to raise prices in order to keep up with the cost of labor which could lead to decreased revenues as consumers pursue cheaper options outside of the county or through large retail chains that are better equipped to absorb those costs. 2. Our competition in Weld, Larimer, and Broomfield Counties and those large national retailers will have a competitive advantage as we have to contend with higher relative wage costs. Those companies still serve the Longmont area and our customers will find cheaper options with those companies outside of our county. If this effect begins to hurt our business too much we will be forced to consider a move to a location east of County Line Road. 3. We will be forced to reduce hours and not hire our "non-essential" employees. We have always had high school-aged students, employees with intellectual disabilities, and part-time retirees on our staff. Their productivity often does not match their wage but we like to give those folks opportunities and our whole staff benefits through the diversity. If the minimum wage moved to \$25 per hour, we could not continue to employ these inexperienced workers and would instead pass that work to the rest of our highly productive staff. 4. Our current employees who are making \$20-30 per hour will rightly expect a raise forcing us to raise prices across the board.

None.

No change in financial security for families: costs for everything - food, child care, services - will increase to cover the increased wages paid to workers. People earn more and pay more for what they need. When wages allowed to move with demand instead of being mandated, there is the hope that money will stretch further.

We are being hit with new fees and expenses continuously. We have to pass the expenses along, or we will go out of business. Consumers will get to the point that they can't pay the increase. The constant required increase of minimum wage is one main reason for price increases in every area. Why can't people in government see this? My employees are often students, second income earners, etc. They do not need a "living" wage, and the mark up on the goods and services we offer can't support continued increases in the minimum wage.

We would be unable to provide a very competitive commission structure that allows our team to work hard and earn upwards of \$5 more per hour while still giving them the cushion of 14.50-15\$ an hour. This is how our business operates the best. So we still pay our people over 16-18\$ an hour overall we just need commission to exist still. And I believe a lot of my local retail partners feel the same.

**Business Free Response, Negative Impacts of Increasing Minimum Wage**

<p>This proposal will increase all wages, this will increase cost to all consumers, this eliminate seasonal job opportunities for high school students, it will reduce the company service capacity.</p>
<p>Raising the minimum wage would mean that expenses will go up in a business and therefore the cost of goods sold will need to rise. Those same employees will then be spending more of their raise for the same amount of goods if not more as a percentage. Inflation will go up locally and surpass the national average. Businesses will suffer many small businesses will most likely go out of business and close their doors. Businesses will have to operate on a smaller staff and therefore employees may lose their jobs. I don't think this move will create more financial well-being for the majority.</p>
<p>Increasing the min. wage encourages lack of motivation. If an employee deserves more than minimum wage, they will work harder for it and in-turn the employer will pay more. Increasing the minimum wage is a HORRIBLE idea for everyone!</p>
<p>Likely none. We start workers above the current minimum wage because of current economic conditions.</p>
<p>To hire an unskilled worker or intern that must be trained in our processes and machines, at the proposed minimum wage of over \$20 an hour, is cost prohibitive. It would mean current employees, who are paid a fair market wage for their skillset would demand higher pay to stay above that proposed minimum wage. Payroll is our great expense and it would mean increases our prices, which could cause us to loose customers.</p>
<p>Inflation, decrease employees working hours. Also due to increased property taxes and mill levys bills.</p>
<p>Our margins in the restaurant industry are very low. Our employees get tipped minimum wage plus tips and make on average \$30/hr. The dramatic minimum wage increase has already been a financial burden, along with the burden of increasing property taxes. Restaurants are closing already under this burden. If the minimum wage is increased further, our establishment as well as many others who have not had time to adjust to the already drastic increases of over 200% in the last eight years will have to close. This increase ONLY hurts small businesses and ONLY will result in fewer jobs. Rather than more jobs at higher wages, the businesses that provide these sorts of jobs will simply close under the burden of this increase. There is already an increase in minimum wage. I' not even sure why this is being considered.</p>
<p>Please consider that lower-income people will lose access to benefits. Access to health care will go away, access to subsidized childcare will go away, many other income based benefits will not longer be available potentially plunging these folks further into poverty because they cannot afford their medical care, childcare, food and other benefits. For my business, we will likely have to make a radical change in our business model and reduce the amount of childcare slots we are able to offer to the community, we may need to start charging for care where we are currently free, and we may close buildings. I am also concerned about flattening of wages where employees may be making the same amount of money as those with lesser qualifications, experience and job requirements.</p>
<p>Since our lowest wage is over \$20/hour, we would not be noticeably affected.</p>
<p>See previous response. I believe there is a direct correlation between supply and demand and the effect on prices. When outside forces just put more money in people's hands, it effectively drives up demand without changing supply which then drives prices higher.</p>
<p>The higher minimum wage has already impacted my business in that previously I had competition for my jobs that paid better than fast food, taught a marketable skill, had greater variety, and was brainy-er work. Now I have trouble finding people who are disciplined enough to learn the work when they can be on their phones, and talking to their friends all day at fast food jobs for the same pay. I fear we will have a loss of white color trainees with a higher minimum wage.</p>

**Business Free Response, Negative Impacts of Increasing Minimum Wage**

Increased costs to business are passed to the consumer, which increases cost of living for everyone. Employers who formerly would employ disabled, entry level, no/low experience workers, etc. will not be able to afford to do so (offset lack of productivity through a reasonable starting wage)
Will force some businesses to pay more than federally required
Increased cost of labor, Inflation of prices on good and services, actual wages (purchasing power) becoming lower.
1. Average to poor workers paid over what they are worth. 2. No money to reward employees doing exceptional work. 3. Does not incentivize learning and growth in the workplace. 4. Does not take into account the type of business or its net revenue. 5. Does not take into account the other state mandated worker benefits (employer liabilities) already in place.
Hearing others complain.
raise retail prices plus drive our city towards socialism. please allow capitalism to work the way it historically has.
Higher prices for consumers
To employ "helpers" with no training is challenging but to know if they will stay and work with the people skills we need is why we hire at 'minimum' wage. If they work out they get a raise. Take that away and our business will be out of business.
Increase prices and won't be able to hire less skilled employees. Also hurts community and employment options.
Undue pressure on our customers due to rising costs.
You will drive businesses out of this town and those that can survive, will hire less pay and probably do lay-offs. This is in addition to significantly raising prices.
It will raise the overall cost of living for everyone in the community making it more expensive to live.
It will increase costs for all employers, regardless if they pay above minimum wage, as it will increase costs for all businesses.
The negative impact would be the closing of restaurants and the loss of jobs. Our sector can not handle any more increase in the cost of doing business. Cost of goods keeps going up, labor cost just increase do to market demand 18% for us over the last 2 years. Also property taxes went up 30 percent over the last 2 years. Restaurants can't handle any more pressure on our margins or many operators will be forced to close. Our city would be adversely looked at from potential employers looking to relocate to our city.
Cost of living increase
The negative impact involves small business owners. Also, there is no guarantee the people we are paying are people that live in our community of Longmont.
I won't be able to hire and train younger or unskilled workers and train them and I might not be able to hire at all and the scariest impact would be the payroll doesn't work form what I can charge and could close my business.
Increased costs to already struggling small business'. More small business' unable to compete and closing. Increase in cost of living for residents in the community due to inflation caused by the increase in wages.
Business' will have to put more demand on the workers they employ and employe less people.
Cost of goods will go up which may/will decrease my profits, thusly loosing money over time.
A rise in the cost of consumable goods
I'm sure there are some small business who cannot afford to pay higher wages but as a small business that employs 20+ people, it's hard to imagine that it is truly impossible.

**Business Free Response, Negative Impacts of Increasing Minimum Wage**

Everyone thinks it is a good idea to increase minimum wage. I believe it is not. It is hard to justify increasing a wage that is not accurately represented or defined to the individuals that it is going to affect. For instance, you raise the minimum wage an extra \$1.00. In theory, this sounds wonderful for all involved. What people are not seeing is the ripple effect that this is going to have on small business. Remember that this \$1.00 increase is being taxed. Right there is not a "dollar" raise. Also remember that bigger corporations like Walmart and McDonalds are not that willing to lose profits on a yearly basis so...in turn, every staff gets an extra dollar so these companies increase their products in order to cover these extra costs. Now the "dollar" that you gave everyone is even LESS than what it was after being taxed making it even more drastic of a deception. Now the "dollar" that you gave everyone is depleted and even going into the "negative" meaning that instead of everyone gaining a dollar an hour they are losing more money than they were before. Higher taxes, bigger businesses, increased cost of goods sold, increased living expenses and increased operational costs are what we should be looking at versus continuing to raise something that is not going to help in the long run. There is only so much that a small business can raise their cost of items to and most of them are not surviving as it is right now any way. Why would you kick a business when they are down? Look at all the small businesses closing right now because of operating costs and high taxes. This would not help and mark my words, more businesses would shut down instantly.

Higher cost of goods and services

We'd most likely have to shut down and the community would lose another local business

We will have to raise our prices in an already expensive county. Reduce all taxes before you consider raising minimum wage. Especially Property taxes on buildings that are leased and then always passed on to the business owner

1. Higher Costs for Businesses: This could force them to cut jobs, reduce worker hours, or increase product prices. 2. Fewer Jobs: Employers might hire less or replace workers with automation to manage higher wage costs. 3. Inflation: Increased wages could cause prices to rise, potentially nullifying the benefit of higher earnings. 4. Regional Imbalances: A uniform wage increase may hurt businesses in regions with lower living costs. 5. Risk of Unemployment: Significant wage hikes could lead to higher unemployment if businesses can't afford the new wages.

We will close our unprofitable restaurants.

Too high of a minimum wage can be detrimental to the small businesses and those are the businesses that make up much of Boulder's businesses.

see above

There are so many business's already closed, this will lead to more. We are all struggling because of the policies that are being made. This will have only a negative impact.

Increasing minimum wage for all of our employees working within Boulder County, will force us to hire fewer employees and expand our business efforts outside of Boulder County, in areas that we can afford to pay more employees for a larger sales venue. We may also have to increase prices on our produce offerings, within Boulder County, in order to offset increasing costs of business.

Will force business owners to reduce staff and increase their prices

While we pay living wage plus benefits to all our full time employees and an hourly equivalent of living wage to regular part time employees, we do have some seasonal and paid internship jobs that pay lower. A mandated increase in minimum wage will reduce our ability to include as many paid interns in our programs and also impact our ability to offer as much scholarship to our licensed childcare programs which rely on high school and college youth for employment and which currently earn lower than the rates being considered by

**Business Free Response, Negative Impacts of Increasing Minimum Wage**

your consortium of local governments. Minimum wage as a locally decided issue is a bad idea that will have unintended consequences. Market economics combined with state and federal minimums is a better way to proceed.
None whatsoever.
Places like restaurants will have to raise their prices, but I'm okay with that.
None.
This is Economics 101, if wages rise so will the cost of goods sold as customers will now have more \$ to spend, so this will be a never ending cycle of wage increases. cost/rent increases, then wage increases again. Minimum Wage isn't meant to be a livable wage to raise a family on, it's meant as a stepping stone to learn skills for those entering the workforce. This isn't an issue that can be legislated away. This will drive some business out of business and force innovation where people will be replaced by machines and actually cut down workable hours for employees as employers will not be willing to keep them on overtime to pay that wage. It will also result in those costs being passed onto the consumer, which will make everything more expensive and cool demand for products and services, reducing business volume and the taxes they generate for their municipalities, which introduces another vicious cycle of potential tax increases which increases costs and demand again. Government needs to let businesses run themselves, the more they insert themselves with regulations the more harm and inefficiencies they cause.
Each business needs the opportunity to grow to the level of being able to charge more and then pay employees more. If this is done too quickly then people will go out of business.
As a newly formed business it will shut me down or force me to not hire employees.
Can't pay the bills , will have to close
Extreme inflation and loss of local culture due to small businesses not being able to afford wages or invest in AI, loss of jobs it will put small / locally owed businesses and franchisees out of business and benefit large corporations
Thank you for the opportunity to provide feedback. Over the last year we have been receiving a lot of customer feedback that menu prices have become to high. This is leading to a decrease in our customer traffic and lower sales (less sales tax revenue). We have had to raise our prices annually to adjust for the massive increase in food inflation and wage inflation. Implementing this large of a of an increase in wages will lead to a cutback in staff, and we will suspend hiring new employees as our customers have reached their spending limit and we cannot increase the menu prices anymore. Please know that our team makes between \$9-\$12 per hour in tips, they are all making between so they are making at minimum \$21 per hour and most are around \$25/ hour.
Businesses also need to keep up with inflation costs. If the minimum wage keeps increasing, we will not be able to provide incentive for our employees to continue growing in our company because we won't be able to offer them more pay. With how expensive it is to run a small business, we will have to continue increasing our prices and the general public won't be able to afford to go out and spend money.
I must keep raising prices, but I have only done it lightly for fear of loosing customers. These increases are negatively affecting small local businesses. When is too much that I just close? We are getting close.
I'd have to employ less staff
Algunas personas consideran que existe una correlación entre que el aumento del salario mínimo llevaría al aumento del costo de los bienes y servicios. Eso puede ser resuelto con estrategias para diversificar la economía, fortalecimiento de negocios locales, promoviendo incentivos económicos para pequeños y micro negocios, etc.

**Business Free Response, Negative Impacts of Increasing Minimum Wage**

**Translation:** Some people believe that there is a correlation that increasing the minimum wage would lead to an increase in the cost of goods and services. This can be resolved with strategies to diversify the economy, strengthening local businesses, promoting economic incentives for small and micro businesses, etc.

**5. (Community Responses) Is there anything else you would like for local elected officials to consider as they make a decision on a local minimum wage?**

**Community Free Response, Other Items for City Council to Consider**

I've seen other countries walk the line between a real living wage and employee cost of living. If we had national health care, we could make this work. It's out of pocket health care costs that are the true problem.

There needs to be a balance between paying people a living wage and not putting small business owners out of business.

Cost of living in Boulder county mainly housing

While it sounds like a great way to help minimum-wage earners, by increasing the minimum wage you are actually doing more harm than good! Let's find ways to increase their learning and skill levels, offering incentive to learn a trade or some other career-focused skills to set them up for a more successful life than barely scraping by and struggling financially their entire life. Being a minimum-wage earner should be a short-term vision, not a long-term career goal. Let's help people learn how to become financially independent. Financial stewardship classes and teaching valuable life skills would be a great start and would teach people how to fish for their own lives rather than simply giving them the proverbial fish for a day.

None at this time.

When I moved to Colorado, I knew there would be some sticker shock, but the real shocker was that wages were not higher. Since then, due to inflation, it has not gotten any better. In fact, the cost of housing has made it almost impossible for a couple to live comfortably, let alone if they have kids.

I know families & individuals who struggle with the cost of living in Boulder County despite having a "good" salary just because of the astronomically high cost of childcare and housing here. It's pushing valuable talent out of Boulder County and Colorado as a whole. Please consider that the number of single parent and single adult households is rising. Not everyone has a partner to rely on for a second income. Many single adults may not pay for childcare but still contribute money to aging parents or grandparents.

It is incredibly expensive to live in Boulder County, even when working a full time job for municipal government. Everyone deserves a fair wage and be able to support themselves; no exceptions. The minimum wage NEEDS to be increased for the good of our collective communities.

Increases to local minimum wage will only cause people living outside Longmont to commute here for jobs.

needs to be increased either to match unaffiliated Boulder County or to match Denver

The measurement of a "living wage" is not accurate

Account for cost of living and inflation for all pay rates



**Community Free Response, Other Items for City Council to Consider**

Do the fair thing.
Everyone working a full-time job should be able to earn a fair wage that allows them to live where they work without long commutes and barely surviving.
Consider the rising cost of everything from groceries to housing. Raising minimum wage just raises everything else.
Consider low-income workers who are most impacted by low, stagnant minimum wages.
The economics of minimum wage increases always create a short-term gain for those at this wage range, and always result in long-term inflationary impacts to the rest of local economies. The prices of goods, services, taxes, and housing all adjust to return to market values, including the fundamental market dynamics of supply and demand. Increases to State and local minimum wages always create a Newton's Cradle effect, and drive local inflation, harming everyone else in the local economy, but putting minimum wage earners back into the same state as the whole system adjusts to account for the change. It would be far more effective if the County would broadcast a "recommended minimum wage" for employers to consider, and for employees to consider before taking a job. As soon as employees are no longer willing to do work for minimum wage, the wage market will have to adjust to the price at which they are willing to do the work. Those who will be most impacted by this Newton's Cradle problem with minimum wage increases will be retired seniors, and those who are already being wedged out of the area due to rising costs. Strongly recommend not doing a local change to minimum wage, an only match the State's minimum wage.
More isn't always better. Bigger isn't always better.
I would like them to remember that the minimum wage should also be a living wage.
A percentage based maximum wage (i.e. an organizations highest earner can only be paid 100x what their lowest paid employee is). This helps to "raise the floor" but also helps "lower the ceiling", as it is the high earners in the area who are driving the cost of living up
Our local officials need to be mindful of the costs they are forcing onto businesses. Boulder Co is becoming too expensive to do business for many small businesses and for commercial property owners. The more the costs increases, the higher the failure rate of small businesses. Start by lowering property taxes on commercial properties so rents / ownership costs stabilize and then pass the savings onto the staff through wage increases.
We must evaluate the long range consequences of this. The country has become fixated on making life better for the smallest portions of our society and then making everyone else suffer for it.
Having a different minimum wage than other areas on Colorado could lead to employers leaving Boulder county.
holiday pay for PTNB employees
Really think about who gets paid minimum wage, is it the younger generation that still lives at home, is still in school or looking for part time work. If so, that is what minimum wage is for. It is a fair amount of money to do entry level jobs. What ever happened to kids doing paper routes and jobs that were to help train you to go on and do other jobs or to be the best at the position you hold. You worked harder to make more money, it wasn't just handed to you.
If businesses want good employees, they will need to be competitive. Teens or people starting out with their first job, do not need to make \$25/hour.
Look to California if you want to see what this legislation will do to our local economy.

**Community Free Response, Other Items for City Council to Consider**

Everyone suffers when those employed in "low wage" jobs cannot afford to live in the communities where they work. To maintain a diverse community, everyone needs a living wage.
Please consider the compression issue many will face with an increased minimum wage. Other salaries will need to also increase, so the cost of doing this is greater than just the minimum wage itself.
Listen to small business owners.
I would like official who has a part in deciding this to consider if they could survive on their income alone if they were getting paid minimum wage.
I work hard, and I work a lot of hours, because I need to. My work is something I believe in. Making money is important but not my primary goal. The cost of living, especially here in the front range, is very high. Wages are not keeping up. The income discrepancy in our communities is wide. I see so many Teslas on the street, and so many expensive projects underway, yet I know nobody who owns one or could even afford one. There's money here, it's just not earned through wage equity. An increase in the minimum wage would help.
I think that raising the minimum wage is a mindless and lazy way to attempt to throw money at a not complex problem. If the goal is to improve quality of life there are MANY more dials that can be adjusted before we start throwing the millennium falcon into hyperspace.
The more money people have, the more they can spend, which benefits the local economy.
The future of Longmont is in your hands. Do right by the citizens you represent. Thank you for your time.
Do not set higher minimum wages. Let the market and demand dictate wages
Stop it.
Our government is meant to support its citizens but not constantly create mandates. Just because Denver raised their minimum wage does not mean it is good for Boulder County.
I would like them to consider the continued hike in housing costs and perhaps take steps to help make it more affordable.
Everyone needs to be able make a living wage and have money in the bank for emergencies - and not have to work more than one full-time job. Our children need their parents.
No
I believe if you're trying to increase the minimum wage, you're trying to increase what you contacts and also trying to decrease the people in the state of Colorado because people won't be able to afford things
Minimum wage raises causes inflation to rise.
Raising minimum wage raises the floor. Rates for everything else will rise as well, as we've seen over the past 20 years with inflation and housing prices. Fix the root problems so we can attract young business operators to our communities.
It's pointless to give us a raise if you increase everything else we NEED to SURVIVE, if you give us a raise, please don't increase everything else ðŸ™”
The concept of minimum wage is bad economics.
I would like them to consider how their decisions on things like this and other ridiculous pointless matters they waste their time on is crushing the working people in this community. When people can't afford to eat or pay their mortgage or rent do you think they care one bit about where the power comes from or if in 10,000 years the climate will be one degree warmer. Absolutely not! Stop messing around with

Community Free Response, Other Items for City Council to Consider
feel good stupid measures, such as artificially increasing wages, and address real issues. In closing you need to be figuring out how to lower cost of living not increasing peoples wages.
Think how hard it is for people that have families to survive financially.
No.
local officials already have their minds made up. They don't care what I think or any other rational minded people thing about this insane idea
Boulder county is so expensive
Yes, the cost of housing and corporations buying apartments and homes and renting out that should not be allowed.
That "a rising tide lifts all boats" and we have an u healthy and unconscionable wealth gap in this country
Costs are the issue, not pay. Median Household income in BoCo is just shy of \$100k. That \$100k isn't enough for a family of 3 to live modestly is absurd while you wring your hands and present your best 'caring' face while knowing full well it isn't minimum wage but the COSTS that are the issue!!!!
Let's not do everything little jurisdiction by little jurisdiction. It becomes very complicated and confusing.
This will significantly increase wage and employer tax expenses, and employer administrative costs. It will have a negative impact to potential employees who live in our local area. Employers with remote workers will simply look to hire employees outside our local area. This is already happening in Denver because of their occupational privilege tax. Non skilled workers, those seeking their first job and those seeking career change, will be ignored by local businesses as too costly to hire and train.
If minimum wage was increased the community would also need to use less resources and spend more putting money into our local economy
I would like them to realize this is about basic respect of workers who work very hard and deserve to be fairly compensated.
People need to be better educated about finances and economics
Minimum wage should be aligned with what an actual living wage is in the area.
Don't do it
Overall, I think it will be a good thing especially if they can base it on inflation and maybe a certain percentage every year
El alto costo de renta en el condado, yo trabajo y vivo en el condado <b>Translation:</b> The high cost of rent in the County, I work and live in the County
Es muy importante aumentar el salario está todo xado estamos pasando mucha hambre <b>Translation:</b> It is very important to increase the salary, we are suffering hunger
Que ya paren de subir tanto en el condado de Boulder es demasiado caro <b>Translation:</b> Boulder County needs to stop raising prices, it is too expensive

**6. (Business Responses) Is there anything else you would like for local elected officials to consider as they make a decision on a local minimum wage?**

**Business Free Response, Other Items for City Council to Consider**

get government out of wage discussions. not the purview of government. it is an issue between employed and employer.
Because we share tips with the kitchen, per federal mandate, we must pay the full minimum wage in our local community and are not allowed to offset any of that with tip income. Our restaurant workers are making more money than so many professionals in our community - is that the career path you want to incentivize? Should some of the best paying jobs in the community be at restaurants??? It used to be that we were the training ground for our young workforce - we provide the foundation that helps every employer after. But now they don't want to leave because they are making \$30-\$40/hr after a few years. I love our employees. But is their work more valuable than nurses and teachers and EMTs and electricians and plumbers and and and?
These policies end up hurting small local business far more than the large companies who are well equipped to deal with policies like this. I ask that you consider an exception for smaller employers and for part time and inexperienced workers (ie. high school students, those with intellectual disabilities and others). I would be heart broken if our business could not continue to provide those folks with opportunities to work for us but if the most radical of these proposals is implemented we will be forced to do this.
Consider what an actual living wage in this area is. People should haven't to work more than 40 hours per week or multiple jobs to just barely make ends meet.
Not everyone who works is supporting a household. Investments to increase skills and prospects for individuals and ensure that minimum wage jobs are part of larger working path to sustainability are better uses of community resources than turning everything upside down to ensure that people STAY in minimum wage jobs throughout their lifetime.
Consider what minimum wage is. Minimum wage is a minimum wage of the simplest most minute basic task. The companies that understand the economy and acquiring talent, they will pay more because their job is worth more than minimum wage. Typically after a year or 2 of working you can easily start to earn more than minimum wage but we all start somewhere and with tons of extra expenses for our local business it becomes more difficult to asses expenses
Boulder County treasurer property tax for 2023 must have annual cap this years increase for our property increase 100% name me any business or municipality that can budget that type of increase with no future caps on future increases it's not sustainable!!!!
Please be very careful and mindful about how this will affect inflation, local job loss, local business having to close due to expense wage pressures in an already extremely oversaturated available job market. The cost of training and in return the turnover for new employees would be highly detrimental too any businesses success in my opinion.
Increasing the min. wage encourages lack of motivation. If an employee deserves more than minimum wage, they will work harder for it and in-turn the employer will pay more. Increasing the minimum wage is a HORRIBLE idea for everyone!
Don't do it, let the market and businesses determine the wage.
Being able to afford the current cost of living is not just about how much a person earns. There are other factors that have contributed significantly over the past few years. Including shortages for materials and food sources that drove up the cost of groceries and household living items. The cost of housing--both rent and buying a home--which is has played a significant role. Look at how we can reset our economy add provide the basics needs without price gouging all people, not just those making minimum wage.
Increase costs will put more business at risk for closures, layoffs.
I literally have not met a single person who thinks this is a good idea. And I've asked minimum wage earners up to professionals, and business owners. With minimum wage in the state increasing every year and tied to the Cost of Living, we will be experiencing increases that are

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difficult to absorb as it is. To compensate for these perhaps more reasonable raises, we can gradually raise prices. But to absorb a drastic raise in employee expenses above that is untenable for the CUSTOMER. Consumers will only bear so much of price increases. If everyone was getting a raise in wages, those price increases might be easier for a customer to justify, but when the middle to higher income earners with disposable income are being hit with prices that are double what they are used to, they will go elsewhere to buy groceries, eat out, use services. And businesses will seek out cheaper sources for their goods outside of these high minimum wage areas (there are plenty of nearby resources we could use INSTEAD of local, but wouldn't it be better to buy local?) At just the time when Longmont is really beginning to THRIVE and become vibrant, we will strangle it. We already can see how raising minimum wage has caused a cycle of inflation. Apartments raise prices when they know their tenants can pay more (this is the argument the minimum wage earners make AGAINST raising the wage more). I don't think raising minimum is really going to be making a meaningful difference to the employees. What is the point of more wages if everything is just more expensive? And if everything is more expensive, those making higher wages cut back because they aren't getting raises. Gradual increases can be absorbed but the suggested increases are not gradual. a 200% increase in my employee's wages over 8 years is pretty insane and some of these suggestions are for an additional 200% increase. Small businesses will be the victims of these increases. They, and consumers need time to recover from what has already happened. Revisit this later, please.

How are elected officials going to offset losses in services that are offered by non-profits? Will you grant us more money so that we can pay our employees the new wage and not close our services down? How will you help us address issues related to flattening wages among those with varying education and experience?

As a non-profit, we are fully supportive of raising the minimum wage. Our hardworking community members need this. they have been so hard hit by the rising cost of housing and food.

Don't bother

Much like Government, Businesses base their budget on expected revenue balanced against known expenses such as rent, utilities, overhead (including the cost of labor). In recent years, businesses have had increases in both rent and utilities. With an almost doubling of hourly wage, businesses will not be able to meet their obligations so will likely terminate business dealings in high minimum wage areas in favor of places with lower rent, and a reasonably priced workforce.

Don't micro-manage the economy! You don't know the unintended consequences and don't have the speed or knowledge to react to market forces. Don't make our area even more unaffordable!!!!

Continuous increases in minimal wages is not sustainable. Wages should not be mandated but defined buy the market forces.

Some things should not be legislated. Some jobs are not meant to be head-of-household jobs. Allow the markets to dictate what wages certain businesses can support. This legislation will cause a loss of jobs, loss of business growth and a downturn in hiring.

I employ you to remember that these jobs are no longer for high school kids 90% of these jobs in our communities are operated during school hours and late at night, and these people deserve a livable wage. The rent is unbelievably high and out of control in this state we're not going to regulate that then we need to raise wages.

cut city expenses, less regulation, less social programs. god helps those that help themselves.

As an elderly full time worker, my entire adult life, I feel there are perks to working your way up the ladder of wages. Cost of living tho makes it difficult to work a non skilled job and live...I get it. Get rid of the damn destructive politicians driving costs up!!

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Stay out of it! This is not your area of expertise. None of you have degrees in economics. Read the Economist and it will tell you when local government gets involved where it does not belong, you cause more damage than good.
Look to give lower income households some type of housing discount or assistance.
Stay out of it. Let the free market determine wages.
There is no need for this. Let market demand regulate minimum wage. The last 3 years have already made for a massive increase in the lowest compensated employees. For my industry and company, it would only benefit the already highest compensated employees with the servers getting the raise.
Stay out of the job business.
We need to evaluate the "cost of living" and force property owners who are building apartment buildings to build in a responsible way and find ways to deal with it if the market won't support what they are building rather than wages being raised so people can afford to live in them.
There are too many things I would like them to consider to list in this questionnaire. I would recommend they attend a small business seminar on this topic to fully get a feel for how distressing this is to the local small business owner.
Consider the burden you place on small businesses that are struggling to comply with all the regulations already in place. Adding complicated minimum wage requirements based on locality creates opportunities for confusion and additional barriers for small business' to continue operations.
Minimum wage should be a starting wage for those entering the job market. Companies that hire employees if not require those they hire to have experience and years in the field should be regulated to pay those at a rate in accordance with their experience.
There are so many issues that come together to make our county unaffordable but we have to start somewhere. Please raise the minimum wage.
Lower taxes, lower tax fees on "late" tax returns, regulations on big businesses
Let business decide what a fair wage is.
Not all local businesses have huge margins. We'd most likely have to close our doors with a rise to the minimum wage. Also, we are finding people who love working for us at their current pay rates,
REDUCE TAXES!!!!!!!!!! LOWER PROPERTY VALUES!!!!!!!!!! Don't increase minimum wage yet
Increasing the minimum wage makes sense for a lot of reasons, but doing it too quickly could greatly hurt small businesses
At this point, the minimum wage isn't helping anyone. Work on housing, transit, healthcare, and education.
I believe a moderate wage increase is due but we don't need to be the highest in the state either. It's a tricky question and I wish you the best!
N/A
Farming continues to become more and more expensive and increasingly more challenging with restrictions placed on hand/manual tools we can use, the elimination of small motorized tools that save on manual labor, a shrinking pool of local and migrant farm laborers, exponentially increasing property taxes, rising costs of supplies and commercial regulations that are applied as a one-size-fits-all to small farming operations. Small family farms make up a large portion of our local food system and generate revenue for local communities within our state. Increasing minimum wage for farm employees, some of whom are just entering the workforce for the first time with their first job, will become too large a burden for farms to bear. Many small farmers already forfeit a paycheck for themselves in order to pay their staff wages. In fact, there are Colorado farmers who feed their communities but also receive supplemental food benefits (SNAP/WIC etc.) to feed their own families. Others

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have to keep a full-time job to cover their bills and supplement the rising costs of running a farm. As costs increase, the price of food will have to increase and then the boost in minimum wage will prove ineffectual.

Consider the fact this will lead to a loss of hours and a reduction in jobs overall, price increases more automation

There are many instances in our community like paid internships and seasonal employment for high school and college youth that will be negatively impacted by a regional minimum wage. These opportunities allow for career development and often serve important community needs like summer camp licensed childcare, etc.

Local minimum wage should be raised to reflect the actual cost of living here in Boulder. Any business not paying above minimum wage in this town should be ashamed.

There is a high cost of doing nothing.

Stop over-regulating business and let market forces drive pricing and minimum wage. Less government interference is better when it comes to business, there are numerous other concerns that government should be spending its time on, not social engineering wage fixing.

Well UPK and CCCAP is putting other childcare facilities at risk of going out of business. Raising minimum wage along side of offering government funded childcare is a double hit for small childcare businesses.

Think about how hard it is to operate a small business

This is a conversion problem. Businesses don't run on dollar amounts, they run on percentages. The labor percentage needs to always stay in balance with the earned revenue for the business to stay in operation. Changing the dollar amount for labor only means that earned revenue needs to increase via volume, price inflation or both to keep the labor increase balanced. The hope with raising the minimum wage is for the worker with the least professional experience and value to make more money, but proportionally the price of everything would need to increase to balance out their increased wages resulting in the goal of an improved lifestyle will not be met.

this has hurt california, and destroyed the denver restaurant market. please dont do the same to boulder

Please kno

Not on tipped minimum wage. Please.

Es importante tener un enfoque integral de bienestar y salud económica. Asegurarse que los trabajadores más indispensables (como demostró la pandemia) sean justamente remunerados. Actualmente los trabajadores que realizan trabajos indispensables, continúan siendo quienes reciben menores salarios. Es importante equilibrar y redistribuir con un enfoque de equidad y desarrollo ambiental sustentable y sostenible (dos palabras que se traducen igual al inglés pero que en español tienen significados diferentes).

**Translation:** It is important to have a comprehensive approach to well-being and economic health. Ensure that the most essential workers (as the pandemic demonstrated) are fairly compensated. Currently, workers who perform essential jobs continue to be those who receive the lowest salaries. It is important to balance and redistribute with a focus on equity and sustainable environmental development (two words that translate the same in English but have different meanings in Spanish).