

Introduced	<u>11-1-2021</u>
Public Hearing	<u>11-15-2021</u>
Council Action	<u>12-6-2021</u>
Executive Action	<u>12-13-2021</u>
Effective Date	<u>2-12-2022</u>

County Council of Howard County, Maryland

2021 Legislative Session

Legislative Day No.17

Bill No. 82 -2021

Introduced by: Opel Jones and Christiana Rigby


AN ACT establishing a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements.

Introduced and read first time Nov 1, 2021. Ordered posted and hearing scheduled.
 By order Michelle Harrod
 Michelle R. Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on Nov 15, 2021.
 By order Michelle Harrod
 Michelle R. Harrod, Administrator

This Bill was read the third time on Dec 6, 2021 and Passed , Passed with amendments , Failed .
 By order Michelle Harrod
 Michelle R. Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this 8 day of Dec, 2021 at 11:00 a.m.
 By order Michelle Harrod
 Michelle R. Harrod, Administrator

Approved Vetoed by the County Executive Dec 13, 2021

 Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; Text in small capitals indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 *Section 1. Be it enacted by the County Council of Howard County, Maryland, that the Howard County*
2 *Code is hereby amended as follows:*

3 *By adding a new:*

4 *Title 12 – Health and Human Services*

5 *Subtitle 22. “Howard County Minimum Wage”*

6

7

HOWARD COUNTY CODE

8

Title 12 – Health and Human Services

9

Subtitle 22. Howard County Minimum Wage

10

11 **SECTION 12.2200. – DEFINITIONS**

12 (A) DEFINITIONS. AS USED IN THIS SUBTITLE:

13 (1) *EMPLOY* MEANS TO ENGAGE A PERSON TO WORK FOR COMPENSATION.

14 (2) *EMPLOYEE* MEANS ANY PERSON PERMITTED OR INSTRUCTED TO WORK OR BE PRESENT
15 BY AN EMPLOYER IN THE COUNTY AND WHO IS AN EMPLOYEE SUBJECT TO THE MINIMUM
16 WAGE REQUIREMENTS OF THE FEDERAL ACT OR THE STATE ACT.

17 (3) *EMPLOYER* MEANS ANY PERSON, INDIVIDUAL, PROPRIETORSHIP, PARTNERSHIP, JOINT
18 VENTURE, CORPORATION, LIMITED LIABILITY COMPANY, TRUST, ASSOCIATION, OR
19 OTHER ENTITY OPERATING AND DOING BUSINESS IN THE COUNTY THAT EMPLOYS ONE
20 OR MORE PERSONS IN THE COUNTY IN ADDITION TO THE OWNERS. EMPLOYER INCLUDES
21 HOWARD COUNTY GOVERNMENT AND THE HOWARD COUNTY PUBLIC SCHOOL
22 SYSTEM, BUT DOES NOT INCLUDE THE UNITED STATES, ANY STATE, OR ANY OTHER
23 LOCAL GOVERNMENT.

24 SPECIFICALLY, FOR THE PURPOSES OF DETERMINING MINIMUM WAGE IN THIS SUBTITLE:

25 a. EMPLOYER MEETS THE DEFINITION OF AN EMPLOYER IN THE STATE ACT;

26 b. A SMALL EMPLOYER IS CONSIDERED:

27 i. A SMALL EMPLOYER AS DEFINED IN THE STATE ACT;

28 ii. AN EMPLOYER THAT HAS TAX EXEMPT STATUS UNDER SECTION

29 501(C)(3) OF THE INTERNAL REVENUE CODE; OR

1 iii. AN EMPLOYER THAT PROVIDES “HOME HEALTH SERVICES” AS DEFINED
2 BY 42 C.F.R. § 440.70 OR “HOME OR COMMUNITY-BASED SERVICES” AS
3 DEFINED BY 42 C.F.R. § 440.180, AND RECEIVES AT LEAST 75% OF
4 GROSS REVENUES THROUGH STATE AND FEDERAL MEDICAID PROGRAMS.

5 ~~iv. RESTAURANTS AS DEFINED IN SECTION 3-1301 OF THE LABOR AND~~
6 ~~EMPLOYMENT ARTICLE OF THE MARYLAND CODE.~~

7 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE
8 CODE OF MARYLAND REGULATIONS.

9 (4) *FEDERAL ACT* MEANS THE FEDERAL FAIR LABOR STANDARDS ACT.

10 (5) *STATE ACT* MEANS THE MARYLAND WAGE AND HOUR LAW.

11 (6) *WAGE* MEANS ALL COMPENSATION THAT IS DUE TO AN EMPLOYEE FOR EMPLOYMENT.

12
13 **SECTION 12.2201. – MINIMUM WAGE REQUIRED**

14 (A) *COUNTY MINIMUM WAGE.* AN EMPLOYER MUST PAY WAGES TO EACH EMPLOYEE FOR WORK
15 PERFORMED IN THE COUNTY AT LEAST THE GREATER OF:

- 16 (1) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE FEDERAL ACT;
17 (2) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE STATE ACT; OR
18 (3) IN ACCORDANCE WITH THE FOLLOWING SCHEDULE, PLUS ANY ANNUAL ADJUSTMENTS
19 UNDER SUBSECTION (B):

20 EMPLOYERS:

- 21 • EFFECTIVE APRIL 1, 2022, \$14 PER HOUR;
22 • EFFECTIVE JANUARY 1, 2023, \$15 PER HOUR;
23 • EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;

24
25 SMALL EMPLOYERS:

- 26 • ~~EFFECTIVE APRIL 1, 2022, \$13 PER HOUR;~~
27 • ~~EFFECTIVE JANUARY 1, 2023, \$14 PER HOUR;~~
28 • ~~EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;~~
29 • EFFECTIVE JANUARY 1, 2026, \$16 PER HOUR;
30 • EFFECTIVE APRIL 1, 2022, \$12.50 PER HOUR;

- 1 • EFFECTIVE JANUARY 1, 2023, \$13.25 PER HOUR;
- 2 • EFFECTIVE JANUARY 1, 2024, \$14 PER HOUR;
- 3 • EFFECTIVE JANUARY 1, 2025, \$14.75 PER HOUR;
- 4 • EFFECTIVE JANUARY 1, 2026, \$15.50 PER HOUR;
- 5 • EFFECTIVE JULY 1, 2026, \$16 PER HOUR;

6
7 HOWARD COUNTY GOVERNMENT EMPLOYEES

- 8 • EFFECTIVE JULY 1, 2022, \$15 PER HOUR;
- 9 • EFFECTIVE JULY 1, 2024, \$16 PER HOUR;

10
11 (B) ANNUAL ADJUSTMENT. THE CHIEF ADMINISTRATIVE OFFICER MUST ADJUST THE MINIMUM WAGE
12 RATE REQUIRED UNDER SUBSECTION (A)(3), EFFECTIVE JANUARY 1, 2027, AND JANUARY 1 OF EACH
13 SUBSEQUENT YEAR, BY THE ANNUAL AVERAGE INCREASE, IF ANY, IN THE CONSUMER PRICE INDEX FOR
14 ~~URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-W) FOR WASHINGTON-BALTIMORE~~ ALL
15 URBAN CONSUMERS (CPI-U BALTIMORE-COLUMBIA-TOWSON, MD AVERAGE), OR A SUCCESSOR INDEX,
16 FOR THE PREVIOUS FISCAL YEAR ENDING JUNE 30. THE CHIEF ADMINISTRATIVE OFFICER MUST
17 CALCULATE THE ADJUSTMENT TO THE NEAREST MULTIPLE OF FIVE CENTS, AND MUST PUBLISH THE
18 AMOUNT OF THIS ADJUSTMENT NOT LATER THAN SEPTEMBER 1 OF EACH YEAR.

19 (C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL:

- 20 (1) WHO IS UNDER THE AGE OF 18 YEARS. HOWEVER, AN EMPLOYER SHALL PAY EMPLOYEES
21 UNDER THE AGE OF 18 YEARS A WAGE THAT IS EQUAL TO AT LEAST 85% OF THE COUNTY
22 MINIMUM WAGE ESTABLISHED UNDER THIS SECTION;
- 23 (2) WHO IS UNDER THE AGE OF 16 YEARS AND ARE EMPLOYED NO MORE THAN 20 HOURS IN A
24 WEEK;
- 25 (3) WHO IS EMPLOYED AS PART OF THE TRAINING IN A SPECIAL EDUCATION PROGRAM FOR
26 EMOTIONALLY, MENTALLY, OR PHYSICALLY HANDICAPPED STUDENTS UNDER A PUBLIC
27 SCHOOL SYSTEM;
- 28 (4) WHO IS EMPLOYED AS HAND-HARVEST LABORER AND IS PAID ON A PIECE-RATE BASIS IN AN
29 OPERATION THAT, IN THE REGION OF EMPLOYMENT, HAS BEEN AND CUSTOMARILY AND
30 GENERALLY IS RECOGNIZED AS HAVING BEEN PAID ON THAT BASIS, IF:
31 (I) THE INDIVIDUAL;

1 1. COMMUTES DAILY FROM THE PERMANENT RESIDENCE OF THE INDIVIDUAL TO THE FARM
2 WHERE THE INDIVIDUAL IS EMPLOYED; AND

3 2. DURING THE PRECEDING CALENDAR YEAR, WAS EMPLOYED IN AGRICULTURE LESS THAN
4 13 WEEKS; OR

5 (II) THE INDIVIDUAL:

6 1. IS UNDER THE AGE OF 17;

7 2. IS EMPLOYED ON THE SAME FARM AS A PARENT OF THE INDIVIDUAL OR A PERSON
8 STANDING IN THE PLACE OF THE PARENT; AND

9 3. IS PAID AT THE SAME RATE THAT AN EMPLOYEE WHO IS AT LEAST 17 YEARS OLD IS PAID
10 ON THE SAME FARM;

11 (5) WHO IS IN AGRICULTURE IF, DURING EACH QUARTER OF THE PRECEDING CALENDAR YEAR,
12 THE EMPLOYER USED NO MORE THAN 500 AGRICULTURAL-WORKER DAYS;

13 (6) WHO IS A CHILD, PARENT, SPOUSE, OR OTHER MEMBER OF THE IMMEDIATE FAMILY OF THE
14 EMPLOYER;

15 (7) WHO IS IN A NON-ADMINISTRATIVE CAPACITY AT AN ORGANIZED CAMP, INCLUDING A
16 RESIDENT OR DAY CAMP; AND

17 (8) WHO ENGAGES IN THE ACTIVITIES OF A CHARITABLE, EDUCATIONAL, NONPROFIT, OR
18 RELIGIOUS ORGANIZATION IF THE SERVICE IS PROVIDED GRATUITOUSLY AND THERE IS, IN
19 FACT, NO EMPLOYER-EMPLOYEE RELATIONSHIP.

20 ~~(C)~~ (D) RETALIATION PROHIBITED. A PERSON MUST NOT:

21 (1) RETALIATE AGAINST ANY PERSON FOR:

22 (A) LAWFULLY OPPOSING ANY VIOLATION OF THIS ARTICLE; OR

23 (B) FILING A COMPLAINT, TESTIFYING, ASSISTING, OR PARTICIPATING IN ANY MANNER
24 IN AN INVESTIGATION, PROCEEDING, OR HEARING UNDER THIS ARTICLE; OR

25 (2) OBSTRUCT OR PREVENT ENFORCEMENT OR COMPLIANCE WITH THIS ARTICLE.

26
27 **SECTION 12.2202. – TIPPED EMPLOYEES**

28 (A) *DEFINITION.* AS USED IN THIS SECTION, TIPPED EMPLOYEE MEANS:

29 (1) AN EMPLOYEE WHO:

30 (A) IS ENGAGED IN AN OCCUPATION IN WHICH THE EMPLOYEE CUSTOMARILY AND
31 REGULARLY RECEIVES MORE THAN \$30 EACH MONTH IN TIPS;

1 (B) HAS BEEN INFORMED BY THE EMPLOYER ABOUT THE PROVISIONS OF THIS SECTION;

2 AND

3 (C) HAS KEPT ALL OF THE TIPS THAT THE EMPLOYEE RECEIVED.

4 (2) NOTWITHSTANDING PARAGRAPH (1)(C), THIS SECTION DOES NOT PROHIBIT THE POOLING
5 OF TIPS.

6 (B) *COMPUTATION OF WAGE.* EXCEPT AS PROVIDED IN SUBSECTION (C), AN EMPLOYER MAY
7 INCLUDE, AS PART OF THE WAGE OF A TIPPED EMPLOYEE:

8 (1) AN AMOUNT THAT THE EMPLOYER SETS TO REPRESENT THE TIPS OF THE EMPLOYEE; OR

9 (2) IF THE EMPLOYEE OR REPRESENTATIVE OF THE EMPLOYEE SATISFIES THE STATE
10 COMMISSIONER OF LABOR AND INDUSTRY THAT THE EMPLOYEE RECEIVED A LESSER
11 AMOUNT IN TIPS, THE LESSER AMOUNT.

12 (C) *LIMIT.* THE TIP CREDIT AMOUNT THAT THE EMPLOYER MAY INCLUDE UNDER SUBSECTION (B)
13 SHALL NOT EXCEED THE COUNTY MINIMUM WAGE LESS ~~\$4.00 PER HOUR~~ \$3.63 PER HOUR.

14

15 **SECTION 12.2203. – ENFORCEMENT**

16 THE COUNTY EXECUTIVE SHALL DELEGATE THE AUTHORITY TO ENFORCE THIS SUBTITLE TO A STATE
17 AGENCY THAT:

18 (1) ENFORCES THE STATE ACT; AND

19 (2) IS LEGALLY AUTHORIZED TO ENFORCE THE COUNTY MINIMUM WAGE.

20

21 **SECTION 12.2204. – COUNCIL MEETING**

22 THE COUNTY COUNCIL SHALL HOLD A MEETING TO DISCUSS THE LOCAL MINIMUM WAGE FOR
23 HOWARD COUNTY ONCE EVERY FOUR YEARS, TO BE HELD IN THE YEAR FOLLOWING THE ELECTION OF
24 COUNTY COUNCIL MEMBERS. AS PART OF THE MEETING, THE COUNCIL SHALL CONSIDER:

25 A. THE COST OF LIVING IN HOWARD COUNTY, INCLUDING:

26 1. THE COST OF HOUSING,

27 2. THE COST OF CHILDCARE, AND

28 3. THE COST OF FOOD, UTILITIES, AND OTHER HOUSEHOLD EXPENSES;

1 B. THE STATUS OF WORKFORCE DEVELOPMENT PROGRAMS AND OPPORTUNITIES IN HOWARD
2 COUNTY; AND

3 C. THE POVERTY LEVEL IN HOWARD COUNTY AND THE SURROUNDING REGION.
4

5 *Section 2. Be it further enacted by the County Council of Howard County, Maryland, that this Act*
6 *shall become effective 61 days after its enactment.*

Amendment 1 to Council Bill No. 82-2021

BY: Opel Jones
Christiana Rigby

Legislative Day 19
Date: December 6, 2021

Amendment No. 1

(This amendment clarifies that the Howard County Public School System is considered an "Employer".)

- 1 On page 1, in line 21, before the comma, insert "AND THE HOWARD COUNTY PUBLIC SCHOOL
- 2 SYSTEM".

I certify this is a true copy of
Am 1 to CB 82-2021
passed on 12-6-2021
Michelle Howard
Council Administrator

Amendment 2 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment changes the new wage dates to try to align closer to the State's new wage dates and removes the separate schedule for Howard County employees.)

1 On page 2, strike lines 16—29 “21 - 25” and substitute the following:

2 “EMPLOYERS:

- 3 • ~~EFFECTIVE JANUARY 1, 2022, \$12.50 PER HOUR;~~
- 4 • ~~EFFECTIVE JANUARY 1, 2023, \$13.75 PER HOUR;~~
- 5 • ~~EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;~~
- 6 • ~~EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;~~

7

8 SMALL EMPLOYERS:

- 9 • ~~EFFECTIVE JANUARY 1, 2022, \$12.20 PER HOUR;~~
- 10 • ~~EFFECTIVE JANUARY 1, 2023, \$13 PER HOUR;~~
- 11 • ~~EFFECTIVE JANUARY 1, 2024, \$13.80 PER HOUR;~~
- 12 • ~~EFFECTIVE JANUARY 1, 2025, \$14.60 PER HOUR;~~
- 13 • ~~EFFECTIVE JANUARY 1, 2026, \$15.40 PER HOUR;~~
- 14 • ~~EFFECTIVE JULY 1, 2026, \$16 PER HOUR;”;~~
- 15 • ~~“EFFECTIVE APRIL 1, 2022, \$12.50 PER HOUR;~~

I certify this is a true copy of

Am 2 to CB 82 - 2021

passed on 12-6-2021

Michelle Hoerzel
Council Administrator

- 1 • EFFECTIVE JANUARY 1, 2023, \$13.25 PER HOUR;
- 2 • EFFECTIVE JANUARY 1, 2024, \$14 PER HOUR;
- 3 • EFFECTIVE JANUARY 1, 2025, \$14.75 PER HOUR;
- 4 • EFFECTIVE JANUARY 1, 2026, \$15.50 PER HOUR;
- 5 • EFFECTIVE JULY 1, 2026, \$16 PER HOUR; ”.

Amendment 1 to Amendment 2 Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: December 6, 2021

Amendment No. 1

(This amendment changes the phase in for small employers.)

1 On page 1, in line 1, strike "16 - 29" and substitute "21 - 25".

2

3 On the same page, strike lines 2 – 6.

4

5 On the same page, strike lines 9 -14 and substitute the following:

6

• "EFFECTIVE APRIL 1, 2022, \$12.50 PER HOUR;

7

• EFFECTIVE JANUARY 1, 2023, \$13.25 PER HOUR;

8

• EFFECTIVE JANUARY 1, 2024, \$14 PER HOUR;

9

• EFFECTIVE JANUARY 1, 2025, \$14.75 PER HOUR;

10

• EFFECTIVE JANUARY 1, 2026, \$15.50 PER HOUR;

11

• EFFECTIVE JULY 1, 2026, \$16 PER HOUR;".

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I certify this is a true copy of
Aml to Am2 to CB82-2021
passed on 12-6-2021

Michelle Derry
Council Administrator

Amendment 3 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 3

(This amendment caps the CPI.)

1 On page 3, in line 3, after the first "THE", insert "LESSER OF THE".

2

3 On page 3, in line 5, after "30", insert "OR THREE PERCENT".

4

5 On page 3, in line 7, after the period, insert the following:

6 "IF THE MINIMUM WAGE INCREASE IN ANY YEAR IS LESS THAN THE INCREASE IN THE
7 CONSUMER PRICE INDEX AS DEFINED IN THIS SECTION, THE CHIEF ADMINISTRATIVE OFFICER
8 MAY ADD THE DIFFERENCE BETWEEN THE ACTUAL INCREASE AND THE INCREASE IN THE
9 CONSUMER PRICE INDEX IN SUBSEQUENT YEARS UNTIL SUCH DIFFERENCE IS FULLY OFFSET.
10 HOWEVER, THE TOTAL INCREASE IN ANY YEAR SHALL NOT EXCEED A TOTAL OF THREE
11 PERCENT."

12

Failed

*I certify that this is a true copy of
Am 3 to CB 82 - 2021
passed on 12-6-2021
Michael H. Hessel*

Amendment 4 to Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: December 6, 2021

Amendment No. 4

(Creates an exception for employees that allows employers to pay employees under the age of 18 85% of the minimum wage and allows certain employees under the age of 16 to be paid the Federal Minimum wage and changes the definition of restaurants to food service facility.)

1 "On page 2, strike lines 3 – 4 and substitute the following:

2 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE CODE OF MARYLAND
3 REGULATIONS."

4
5 "On page 3, in line 4, strike "URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-W) FOR
6 WASHINGTON-BALTIMORE" and substitute "ALL URBAN CONSUMERS (CPI-U BALTIMORE-COLUMBIA-
7 TOWSON, MD AVERAGE)"

8
9 On page 3, immediately following line 8, insert the following:

10 "(C) EXCEPTIONS. THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

- 11 (1) EMPLOYEES WHO ARE UNDER THE AGE OF 18 YEARS. HOWEVER, AN EMPLOYER SHALL PAY
12 EMPLOYEES UNDER THE AGE OF 18 YEARS A WAGE THAT IS EQUAL TO AT LEAST 85% OF THE
13 COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION;
14 (2) EMPLOYEES WHO ARE UNDER THE AGE OF 16 YEARS AND ARE EMPLOYED NO MORE THAN 20
15 HOURS IN A WEEK;".

1 I certify this is a true copy of
Am 4 to CB82-2021
Passed on 12-6-2021
Michelle Howard
Council Administrator

1

2 On the same page, in line 9, strike “(C)” and substitute “(D)”.

3

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5

Amendment 1 to Amendment 4 to Council Bill No. 82-2021

BY: Opel Jones

Legislative Day No. 19

Date: December 6, 2021

Amendment No. 1

(This Amendment substitutes a reference to an existing CPI index for reference to a defunct index.)

1 Before line 1, insert:
2

3 “On page 3, in line 4, strike “URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-W) FOR
4 WASHINGTON-BALTIMORE” and substitute “ALL URBAN CONSUMERS (CPI-U BALTIMORE-COLUMBIA-
5 TOWSON, MD AVERAGE)”.”
6

I certify this is a true copy of

Am 1 to Am 4 to CB 82-2021
passed on 12-6-2021

Michelle Howard
Council Administrator

Amendment 2 to Amendment 4 Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment changes the definition of restaurants to food service facility.)

1 On page 1, in the explanation, before the period, insert “and changes the definition of restaurants
2 to food service facility”.

3

4 On page 1, immediately before line 1, insert the following:

5 “On page 2, strike lines 3 – 4 and substitute the following:

6 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE CODE OF MARYLAND
7 REGULATIONS.”.

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I certify this is a true copy of

Am 2 to Am 4 to CB 82-2021
passed on 12-6-2021

Michelle Hazzard
Council Administrator

Amendment 5 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 5

(Creates an exception for employees who exempted from the minimum wage by the State and Federal Acts.)

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

3 (1) EMPLOYEES WHO ARE EXEMPT FROM THE MINIMUM WAGE REQUIREMENTS OF THE STATE
4 OR FEDERAL ACT:”.

5

6 On the same page, in line 9, strike “(C)” and substitute “(D)”.

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I certify this is a true copy of
Am 5 to CB 82-2021
passed on 12-6-2021
Michelle Drazda
Council Administrator

Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 6

1 ~~(Creates an exception for employees that allows employers to pay employees under the age of 18~~
2 ~~85% of the minimum wage.)~~

3 “(This amendment creates an exemption for an individual who is employed as part of the
4 training in a special education program.)”.

5 “(This amendment creates an exemption for an individual who is employed as a hand-harvest
6 laborer under specified circumstances.)”.

7 “(This amendment creates an exemption for an individual who is employed in agriculture under
8 specified circumstances.)”.

9 “(This amendment creates an exemption for an individual who is a child, parent, spouse, or other
10 member of the immediate family of the employer.)”.

11 (This amendment creates an exemption for an individual who is employed in a non-
12 administrative capacity at an organized camp, including a resident or day camp.)

13 (This amendment creates an exemption for an individual who engages in the activities of a
14 charitable, educational, nonprofit, or religious organization if the service is provided
15 gratuitously.)

16 On page 3, immediately following line 8, insert the following:

17 “(C) EXCEPTIONS. AN EMPLOYER MAY PAY AN EMPLOYEE A WAGE THAT EQUALS A RATE OF 85%
18 OF THE COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION IF THE EMPLOYEE IS UNDER
19 THE AGE OF 18 YEARS.”.

1

I certify this is a true copy of

Am 6 to CB82-2021

passed on 12-6-2021

Mishelle Howard
Council Administrator

1 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO:

2 3. IS EMPLOYED AS PART OF THE TRAINING IN A SPECIAL EDUCATION PROGRAM FOR EMOTIONALLY,
3 MENTALLY, OR PHYSICALLY HANDICAPPED STUDENTS UNDER A PUBLIC SCHOOL SYSTEM.”

4 4. WHO IS EMPLOYED AS HAND-HARVEST LABORER AND IS PAID ON A PIECE-RATE BASIS IN AN
5 OPERATION THAT, IN THE REGION OF EMPLOYMENT, HAS BEEN AND CUSTOMARILY AND GENERALLY
6 IS RECOGNIZED AS HAVING BEEN PAID ON THAT BASIS, IF:

7 (I) THE INDIVIDUAL:

8 1. COMMUTES DAILY FROM THE PERMANENT RESIDENCE OF THE INDIVIDUAL TO THE FARM
9 WHERE THE INDIVIDUAL IS EMPLOYED; AND

10 2. DURING THE PRECEDING CALENDAR YEAR, WAS EMPLOYED IN AGRICULTURE LESS THAN
11 13 WEEKS; OR

12 (II) THE INDIVIDUAL:

13 1. IS UNDER THE AGE OF 17;

14 2. IS EMPLOYED ON THE SAME FARM AS A PARENT OF THE INDIVIDUAL OR A PERSON
15 STANDING IN THE PLACE OF THE PARENT; AND

16 3. IS PAID AT THE SAME RATE THAT AN EMPLOYEE WHO IS AT LEAST 17 YEARS OLD IS PAID
17 ON THE SAME FARM;

18 5. IS IN AGRICULTURE IF, DURING EACH QUARTER OF THE PRECEDING CALENDAR YEAR, THE
19 EMPLOYER USED NO MORE THAN 500 AGRICULTURAL-WORKER DAYS;

20
21 6. IS A CHILD, PARENT, SPOUSE, OR OTHER MEMBER OF THE IMMEDIATE FAMILY OF THE EMPLOYER;

22
23 7. IS IN A NON-ADMINISTRATIVE CAPACITY AT AN ORGANIZED CAMP, INCLUDING A RESIDENT OR
24 DAY CAMP;

25
26 8. ENGAGES IN THE ACTIVITIES OF A CHARITABLE, EDUCATIONAL, NONPROFIT, OR RELIGIOUS
27 ORGANIZATION IF THE SERVICE IS PROVIDED GRATUITOUSLY AND THERE IS, IN FACT, NO
28 EMPLOYER-EMPLOYEE RELATIONSHIP.”

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On the same page, in line 9, strike “(C)” and substitute “(D)”.

Amendment 1 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 1

(This amendment creates an exemption for an individual who engages in the activities of a charitable, educational, nonprofit, or religious organization if the service is provided gratuitously.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who engages in the activities of a
3 charitable, educational, nonprofit, or religious organization if the service is provided
4 gratuitously.)”.

5
6 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

7 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO ENGAGES IN THE
8 ACTIVITIES OF A CHARITABLE, EDUCATIONAL, NONPROFIT, OR RELIGIOUS ORGANIZATION IF THE
9 SERVICE IS PROVIDED GRATUITOUSLY AND THERE IS, IN FACT, NO EMPLOYER-EMPLOYEE
10 RELATIONSHIP.”.

I certify this is a true copy of

Am 1 to Am 6 CB 82 - 2021

passed on 12-6-2021

Nichelle Stewart

Council Administrator

Amendment 2 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment creates an exemption for an individual who is employed in a non-administrative capacity at an organized camp, including a resident or day camp.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed in a non-*
3 *administrative capacity at an organized camp, including a resident or day camp.)”*.

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED IN A
7 NON-ADMINISTRATIVE CAPACITY AT AN ORGANIZED CAMP, INCLUDING A RESIDENT OR DAY
8 CAMP.”.

I certify this is a true copy of
Am 2 to Am 6 to CBB 2 - 2021
passed on 12-6-2021
Michelle Howard
Council Administrator

Amendment 3 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 3

(This amendment creates an exemption for an individual who is a child, parent, spouse, or other member of the immediate family of the employer.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who is a child, parent, spouse, or other
3 member of the immediate family of the employer.)”.

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS A CHILD, PARENT,
7 SPOUSE, OR OTHER MEMBER OF THE IMMEDIATE FAMILY OF THE EMPLOYER.”.

I certify this is a true copy of
Am 3 to Am 6 to CB82-2021
passed on 12-6-2021
Michelle Hazzard
Council Administrator

Amendment 4 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 4

(This amendment creates an exemption for an individual who is employed in agriculture under specified circumstances.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed in agriculture under*
3 *specified circumstances.)”*.

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED IN
7 AGRICULTURE IF, DURING EACH QUARTER OF THE PRECEDING CALENDAR YEAR, THE EMPLOYER
8 USED NO MORE THAN 500 AGRICULTURAL-WORKER DAYS.”.

I certify this is a true copy of

Am 4 to Am 6 to CB82-2021

passed on 12-6-2021

Michelle Hoover
Council Administrator

Amendment 5 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 5

(This amendment creates an exemption for an individual who is employed as a hand-harvest laborer under specified circumstances.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed as a hand-harvest*
3 *laborer under specified circumstances.)”*

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED AS A
7 HAND-HARVEST LABORER AND IS PAID ON A PIECE-RATE BASIS IN AN OPERATION THAT, IN THE
8 REGION OF EMPLOYMENT, HAS BEEN AND CUSTOMARILY AND GENERALLY IS RECOGNIZED AS
9 HAVING BEEN PAID ON THAT BASIS, IF:

10 (I) THE INDIVIDUAL:

11 1. COMMUTES DAILY FROM THE PERMANENT RESIDENCE OF THE INDIVIDUAL TO THE FARM
12 WHERE THE INDIVIDUAL IS EMPLOYED; AND

13 2. DURING THE PRECEDING CALENDAR YEAR, WAS EMPLOYED IN AGRICULTURE LESS THAN
14 13 WEEKS; OR

15 (II) THE INDIVIDUAL:

16 1. IS UNDER THE AGE OF 17;

I certify this is a true copy of
Am 5 to Am 6 to CB 82-2021
passed on 12-6-2021
Michelle Harwood
Council Administrator

- 1 2. IS EMPLOYED ON THE SAME FARM AS A PARENT OF THE INDIVIDUAL OR A PERSON
- 2 STANDING IN THE PLACE OF THE PARENT; AND
- 3 3. IS PAID AT THE SAME RATE THAT AN EMPLOYEE WHO IS AT LEAST 17 YEARS OLD IS PAID
- 4 ON THE SAME FARM?.

Amendment 6 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 6

(This amendment creates an exemption for an individual who is employed by an employer who is engaged in canning, freezing, packing, or first processing of specified items.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed by an employer who*
3 *is engaged in canning, freezing, packing, or first processing of specified items.)”*

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED BY AN
7 EMPLOYER WHO IS ENGAGED IN CANNING, FREEZING, PACKING, OR FIRST PROCESSING OF
8 PERISHABLE OR SEASONAL FRESH FRUITS, VEGETABLES, OR HORTICULTURAL COMMODITIES,
9 POULTRY, OR SEAFOOD.”

Failed

I certify this is a true copy of
Am 6 to Am 6 to CB 82-2021
12-6-2021
Michelle Dillard
Council Administration

Amendment 7 to Amendment 6 to Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: December 6, 2021

Amendment No. 7

(This amendment creates an exemption for an individual who is employed as part of the training in a special education program.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who is employed as part of the
3 training in a special education program.)”.

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED AS
7 PART OF THE TRAINING IN A SPECIAL EDUCATION PROGRAM FOR EMOTIONALLY, MENTALLY, OR
8 PHYSICALLY HANDICAPPED STUDENTS UNDER A PUBLIC SCHOOL SYSTEM.”.

Am 7 to Am 6 to CB 82-2021
passed on 12-6-2021
Michelle Sherrill
Council Administrator

Amendment 8 to Amendment 6 Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: December 6, 2021

Amendment No. 8

(This amendment changes the definition of restaurants to food service facility.)

1. On page 1, in the explanation, before the period, insert “and changes the definition of restaurants
2 to food service facility”.
- 3
- 4 On page 1, immediately before line 1, insert the following:
5 “On page 2, strike lines 3 – 4 and substitute the following:
6 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE CODE OF MARYLAND
7 REGULATIONS.”.
- 8
- 9
- 10
- 11

I certify this is a true copy of

Am 8 to Am 6 to CB 82-2021

passed on 12-6-2021

Faulted

Michelle Howard
Council Administrator

Amendment 7 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 7

(This amendment removes the local provisions for tipped wages and substitutes the State's tip wages calculations.)

- 1 Strike, beginning on line 17 on page 3 through line 5, on page 4, and insert the following:
- 2 "WAGE CALCULATIONS FOR TIPPED EMPLOYEES SHALL BE DONE IN ACCORDANCE WITH THE
- 3 STATE OF MARYLAND ANNOTATED CODE, LABOR AND EMPLOYMENT ARTICLE, TITLE 3.
- 4 EMPLOYMENT STANDARDS AND CONDITIONS, SUBTITLE 4. WAGES AND HOURS, PART IV.
- 5 COMPUTATION OF WAGE."
- 6
- 7
- 8

I certify this is a true copy of
Am 7 to CB 82-2021
~~Not introduced~~ passed on 12-6-2021
Michelle Starnes
Council Administrator

Amendment 8 to Council Bill No. 82 - 2021

BY: Christiana Rigby

Legislative Day 19

Date: December 6, 2021

Amendment No. 8

(This amendment establishes a schedule for the tip credit amount.)

1 On page 4, in line 5, strike "\$4.00 PER HOUR", and substitute: \$3.63 PER HOUR

2 "THE FOLLOWING:

- 3 • \$3.70 ON APRIL 1, 2022
4 • \$3.80 ON JANUARY 1, 2023
5 • \$3.90 ON JANUARY 1, 2024
6 • \$4.00 ON JANUARY 1, 2025".

7
8
9

I certify this is a true copy of

Am 8 to C.B. 82-2021
passed on 12-6-2021

Michelle Dierdorf
Council Administrator

Amendment 1 to Amendment 8 Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 1

(This amendment changes the tip credit amount to \$3.63.)

1 On page 1, in line 1, strike the colon and substitute "\$3.63 PER HOUR".

2

3 On page 1, strike lines 2 – 6, in their entirety.

4

5

6

I certify this is a true copy of
Am 1 to Am 8 to CB 82-2021
passed on 12-6-2021
Nushale Houser
Council Administrator

Amendment 9 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 9

(This amendment removes the Council Meetings requirement.)

- 1 On page 4, strike lines 13 – 23, in their entirety.
- 2
- 3
- 4
- 5

I certify this is a true copy of

Am 9 to CB 82-2021

passed on 12-6-2021

Nichelle Derry
Council Administrator

Failed

Amendment 10 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 10

(This amendment adds the State's Suspension of Minimum Wage provision to the County bill.)

1 On page 4, immediately following line 24, insert the following:

2 "SECTION 12.2205 - SUSPENSION OF COUNTY MINIMUM WAGE.

3 IF AN INCREASE IN THE STATE MINIMUM WAGE IS SUSPENDED PURSUANT TO THE STATE OF

4 MARYLAND ANNOTATED CODE, LABOR AND EMPLOYMENT ARTICLE, TITLE 3, EMPLOYMENT

5 STANDARDS AND CONDITIONS, SUBTITLE 4, WAGES AND HOURS, PART III, REQUIRED WAGES,

6 THE COUNTY WILL SUSPEND AND PROVIDE FOR COUNTY MINIMUM WAGE INCREASES AS

7 DESCRIBED IN THE STATE LAW."

8

9

I certify this is a true copy of

Am 10 to CB 82-2021

~~passed~~ on 12-6-2021

Michelle Harrod
Council Administrator

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on Dec 13, 2021.

Michelle Harrod
Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2021.

Michelle Harrod, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2021.

Michelle Harrod, Administrator to the County Council

Introduced 11-1-2021
Public Hearing _____
Council Action _____
Executive Action _____
Effective Date _____

County Council of Howard County, Maryland

2021 Legislative Session

Legislative Day No.17

Bill No. 82 -2021

Introduced by: Opel Jones and Christiana Rigby

AN ACT establishing a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements

Introduced and read first time Nov 1, 2021. Ordered posted and hearing scheduled.

By order Michelle Harrod
Michelle R. Harrod, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on _____, 2021.

By order _____
Michelle R. Harrod, Administrator

This Bill was read the third time on _____, 2021 and Passed _____, Passed with amendments _____, Failed _____.

By order _____
Michelle R. Harrod, Administrator

Sealed with the County Seal and presented to the County Executive for approval this _____ day of _____, 2021 at _____ a.m./p.m.

By order _____
Michelle R. Harrod, Administrator

Approved/Vetoed by the County Executive _____, 2021

Calvin Ball, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; Text in small capitals indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 *Section 1. Be it enacted by the County Council of Howard County, Maryland, that the Howard County*
2 *Code is hereby amended as follows:*

3 *By adding a new:*
4 *Title 12 – Health and Human Services*
5 *Subtitle 22. “Howard County Minimum Wage”*

7 **HOWARD COUNTY CODE**
8 **Title 12 – Health and Human Services**
9 **Subtitle 22. Howard County Minimum Wage**

10
11 **SECTION 12.2200. – DEFINITIONS**

12 (A) DEFINITIONS. AS USED IN THIS SUBTITLE:

- 13 (1) *EMPLOY* MEANS TO ENGAGE A PERSON TO WORK FOR COMPENSATION.
- 14 (2) *EMPLOYEE* MEANS ANY PERSON PERMITTED OR INSTRUCTED TO WORK OR BE PRESENT
15 BY AN EMPLOYER IN THE COUNTY AND WHO IS AN EMPLOYEE SUBJECT TO THE MINIMUM
16 WAGE REQUIREMENTS OF THE FEDERAL ACT OR THE STATE ACT.
- 17 (3) *EMPLOYER* MEANS ANY PERSON, INDIVIDUAL, PROPRIETORSHIP, PARTNERSHIP, JOINT
18 VENTURE, CORPORATION, LIMITED LIABILITY COMPANY, TRUST, ASSOCIATION, OR
19 OTHER ENTITY OPERATING AND DOING BUSINESS IN THE COUNTY THAT EMPLOYS ONE
20 OR MORE PERSONS IN THE COUNTY IN ADDITION TO THE OWNERS. EMPLOYER INCLUDES
21 HOWARD COUNTY GOVERNMENT, BUT DOES NOT INCLUDE THE UNITED STATES, ANY
22 STATE, OR ANY OTHER LOCAL GOVERNMENT.

23 SPECIFICALLY, FOR THE PURPOSES OF DETERMINING MINIMUM WAGE IN THIS SUBTITLE:

- 24 a. EMPLOYER MEETS THE DEFINITION OF AN EMPLOYER IN THE STATE ACT;
- 25 b. A SMALL EMPLOYER IS CONSIDERED:
 - 26 i. A SMALL EMPLOYER AS DEFINED IN THE STATE ACT;
 - 27 ii. AN EMPLOYER THAT HAS TAX EXEMPT STATUS UNDER SECTION
28 501(c)(3) OF THE INTERNAL REVENUE CODE; OR
 - 29 iii. AN EMPLOYER THAT PROVIDES “HOME HEALTH SERVICES” AS DEFINED
30 BY 42 C.F.R. § 440.70 OR “HOME OR COMMUNITY-BASED SERVICES” AS

1 DEFINED BY 42 C.F.R. § 440.180, AND RECEIVES AT LEAST 75% OF
2 GROSS REVENUES THROUGH STATE AND FEDERAL MEDICAID PROGRAMS.

3 iv. RESTAURANTS AS DEFINED IN SECTION 3-1301 OF THE LABOR AND
4 EMPLOYMENT ARTICLE OF THE MARYLAND CODE.

5 (4) *FEDERAL ACT* MEANS THE FEDERAL FAIR LABOR STANDARDS ACT.

6 (5) *STATE ACT* MEANS THE MARYLAND WAGE AND HOUR LAW.

7 (6) *WAGE* MEANS ALL COMPENSATION THAT IS DUE TO AN EMPLOYEE FOR EMPLOYMENT.
8

9 **SECTION 12.2201. – MINIMUM WAGE REQUIRED**

10 (A) *COUNTY MINIMUM WAGE*. AN EMPLOYER MUST PAY WAGES TO EACH EMPLOYEE FOR WORK
11 PERFORMED IN THE COUNTY AT LEAST THE GREATER OF:

- 12 (1) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE FEDERAL ACT;
13 (2) THE MINIMUM WAGE REQUIRED FOR THAT EMPLOYEE UNDER THE STATE ACT; OR
14 (3) IN ACCORDANCE WITH THE FOLLOWING SCHEDULE, PLUS ANY ANNUAL ADJUSTMENTS
15 UNDER SUBSECTION (B):

16 EMPLOYERS:

- 17 • EFFECTIVE APRIL 1, 2022, \$14 PER HOUR;
18 • EFFECTIVE JANUARY 1, 2023, \$15 PER HOUR;
19 • EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;

20
21 SMALL EMPLOYERS:

- 22 • EFFECTIVE APRIL 1, 2022, \$13 PER HOUR;
23 • EFFECTIVE JANUARY 1, 2023, \$14 PER HOUR;
24 • EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;
25 • EFFECTIVE JANUARY 1, 2026, \$16 PER HOUR;

26
27 HOWARD COUNTY GOVERNMENT EMPLOYEES

- 28 • EFFECTIVE JULY 1, 2022, \$15 PER HOUR;
29 • EFFECTIVE JULY 1, 2024, \$16 PER HOUR;
30

1 (B) ANNUAL ADJUSTMENT. THE CHIEF ADMINISTRATIVE OFFICER MUST ADJUST THE MINIMUM WAGE
2 RATE REQUIRED UNDER SUBSECTION (A)(3), EFFECTIVE JANUARY 1, 2027, AND JANUARY 1 OF EACH
3 SUBSEQUENT YEAR, BY THE ANNUAL AVERAGE INCREASE, IF ANY, IN THE CONSUMER PRICE INDEX FOR
4 URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-U) FOR WASHINGTON-BALTIMORE, OR A
5 SUCCESSOR INDEX, FOR THE PREVIOUS FISCAL YEAR ENDING JUNE 30. THE CHIEF ADMINISTRATIVE
6 OFFICER MUST CALCULATE THE ADJUSTMENT TO THE NEAREST MULTIPLE OF FIVE CENTS, AND MUST
7 PUBLISH THE AMOUNT OF THIS ADJUSTMENT NOT LATER THAN SEPTEMBER 1 OF EACH YEAR.

8
9 (C) RETALIATION PROHIBITED. A PERSON MUST NOT

10 (1) RETALIATE AGAINST ANY PERSON FOR:

11 (A) LAWFULLY OPPOSING ANY VIOLATION OF THIS ARTICLE; OR

12 (B) FILING A COMPLAINT, TESTIFYING, ASSISTING, OR PARTICIPATING IN ANY MANNER
13 IN AN INVESTIGATION, PROCEEDING, OR HEARING UNDER THIS ARTICLE; OR

14 (2) OBSTRUCT OR PREVENT ENFORCEMENT OR COMPLIANCE WITH THIS ARTICLE.

15
16 **SECTION 12.2202. – TIPPED EMPLOYEES**

17 (A) DEFINITION. AS USED IN THIS SECTION, TIPPED EMPLOYEE MEANS:

18 (1) AN EMPLOYEE WHO:

19 (A) IS ENGAGED IN AN OCCUPATION IN WHICH THE EMPLOYEE CUSTOMARILY AND
20 REGULARLY RECEIVES MORE THAN \$30 EACH MONTH IN TIPS;

21 (B) HAS BEEN INFORMED BY THE EMPLOYER ABOUT THE PROVISIONS OF THIS SECTION;
22 AND

23 (C) HAS KEPT ALL OF THE TIPS THAT THE EMPLOYEE RECEIVED.

24 (2) NOTWITHSTANDING PARAGRAPH (1)(C), THIS SECTION DOES NOT PROHIBIT THE POOLING
25 OF TIPS.

26 (B) COMPUTATION OF WAGE. EXCEPT AS PROVIDED IN SUBSECTION (C), AN EMPLOYER MAY
27 INCLUDE, AS PART OF THE WAGE OF A TIPPED EMPLOYEE:

28 (1) AN AMOUNT THAT THE EMPLOYER SETS TO REPRESENT THE TIPS OF THE EMPLOYEE; OR

1 (2) IF THE EMPLOYEE OR REPRESENTATIVE OF THE EMPLOYEE SATISFIES THE STATE
2 COMMISSIONER OF LABOR AND INDUSTRY THAT THE EMPLOYEE RECEIVED A LESSER
3 AMOUNT IN TIPS, THE LESSER AMOUNT.

4 (C) *LIMIT.* THE TIP CREDIT AMOUNT THAT THE EMPLOYER MAY INCLUDE UNDER SUBSECTION (B)
5 SHALL NOT EXCEED THE COUNTY MINIMUM WAGE LESS \$4.00 PER HOUR.

6
7 **SECTION 12.2203. – ENFORCEMENT**

8 THE COUNTY EXECUTIVE SHALL DELEGATE THE AUTHORITY TO ENFORCE THIS SUBTITLE TO A STATE
9 AGENCY THAT:

10 (1) ENFORCES THE STATE ACT; AND

11 (2) IS LEGALLY AUTHORIZED TO ENFORCE THE COUNTY MINIMUM WAGE.

12
13 **SECTION 12.2204. – COUNCIL MEETING**

14 THE COUNTY COUNCIL SHALL HOLD A MEETING TO DISCUSS THE LOCAL MINIMUM WAGE FOR
15 HOWARD COUNTY ONCE EVERY FOUR YEARS, TO BE HELD IN THE YEAR FOLLOWING THE ELECTION OF
16 COUNTY COUNCIL MEMBERS. AS PART OF THE MEETING, THE COUNCIL SHALL CONSIDER:

17 A. THE COST OF LIVING IN HOWARD COUNTY, INCLUDING:

18 1. THE COST OF HOUSING,

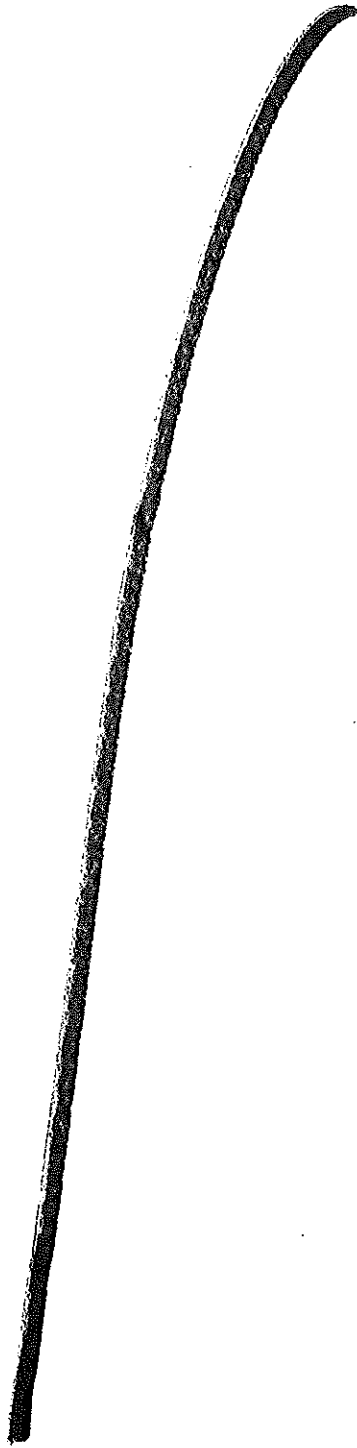
19 2. THE COST OF CHILD CARE, AND

20 3. THE COST OF FOOD, UTILITIES, AND OTHER HOUSEHOLD EXPENSES;

21 B. THE STATUS OF WORKFORCE DEVELOPMENT PROGRAMS AND OPPORTUNITIES IN HOWARD
22 COUNTY; AND

23 C. THE POVERTY LEVEL IN HOWARD COUNTY AND THE SURROUNDING REGION.

24
25 *Section 2. Be it further enacted by the County Council of Howard County, Maryland, that this Act*
26 *shall become effective 61 days after its enactment.*



Amendment 2 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment changes the new wage dates to try to align closer to the State's new wage dates and removes the separate schedule for Howard County employees.)

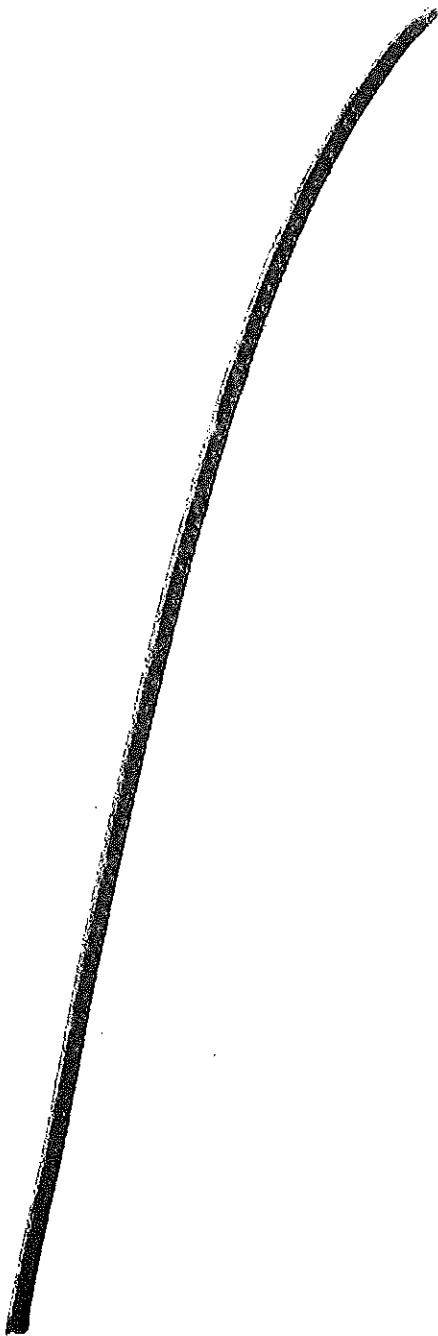
1 On page 2, strike lines 16 – 29 and substitute the following:

2 EMPLOYERS:

- 3 • EFFECTIVE JANUARY 1, 2022, \$22.50 PER HOUR;
- 4 • EFFECTIVE JANUARY 1, 2023, \$23.75 PER HOUR;
- 5 • EFFECTIVE JANUARY 1, 2024, \$25 PER HOUR;
- 6 • EFFECTIVE JANUARY 1, 2025, \$26 PER HOUR;

7
8 SMALL EMPLOYERS:

- 9 • EFFECTIVE JANUARY 1, 2022, \$12.20 PER HOUR;
- 10 • EFFECTIVE JANUARY 1, 2023, \$13 PER HOUR;
- 11 • EFFECTIVE JANUARY 1, 2024, \$13.80 PER HOUR;
- 12 • EFFECTIVE JANUARY 1, 2025, \$14.60 PER HOUR;
- 13 • EFFECTIVE JANUARY 1, 2026, \$15.40 PER HOUR;
- 14 • EFFECTIVE JULY 1, 2026, \$16 PER HOUR;”



Amendment 4 to Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: December 6, 2021

Amendment No. 4

(Creates an exception for employees that allows employees to pay employees under the age of 18 85% of the minimum wage and allows certain employees under the age of 16 to be paid the Federal Minimum wage.)

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTIONS. THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

3 (1) EMPLOYEES WHO ARE UNDER THE AGE OF 18 YEARS. HOWEVER, AN EMPLOYER SHALL PAY
4 EMPLOYEES UNDER THE AGE OF 15 YEARS A WAGE THAT IS EQUAL TO AT LEAST 85% OF THE
5 COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION;

6 (2) EMPLOYEES WHO ARE UNDER THE AGE OF 16 YEARS AND ARE EMPLOYED NO MORE THAN 20
7 HOURS IN A WEEK;”.

8

9 On the same page, in line 9, strike “(C)” and substitute “(D)”.

10

11

12



Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 6

*(Creates an exception for employees that allows employers to pay employees under the age of 18
85% of the minimum wage.)*

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTIONS. AN EMPLOYER MAY PAY AN EMPLOYEE A WAGE THAT EQUALS A RATE OF 85%
3 OF THE COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION IF THE EMPLOYEE IS UNDER
4 THE AGE OF 18 YEARS.”.

5

6 On the same page, in line 9, strike “(C)” and substitute “(D)”.

7

8

9



Amendment 8 to Council Bill No. 82 - 2021

BY: Christiana Rigby

Legislative Day 19

Date: December 6, 2021

Amendment No. 8

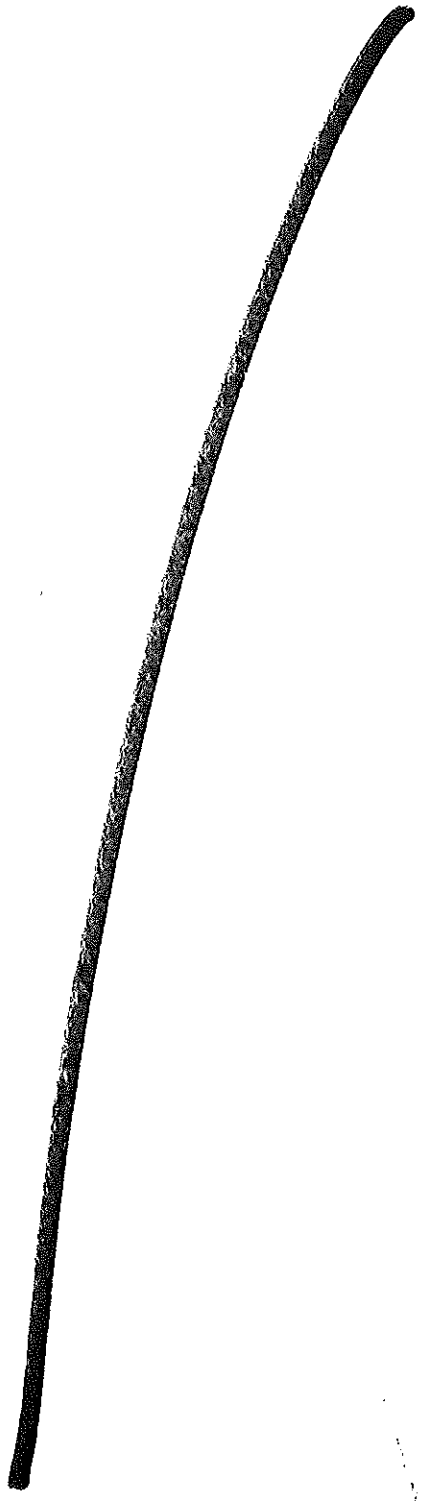
(This amendment establishes a schedule for the tip credit amount.)

1 On page 4, in line 5, strike "\$4.00 PER HOUR", and substitute:

2 "THE FOLLOWING:

- 3 • \$3.70 ON APRIL 1, 2022
- 4 • \$3.80 ON JANUARY 1, 2023
- 5 • \$3.90 ON JANUARY 1, 2024
- 6 • \$4.00 ON JANUARY 1, 2025".

7
8
9



Amendment 1 to Council Bill No. 82-2021

**BY: Opel Jones
Christiana Rigby**

**Legislative Day 19
Date: December 6, 2021**

Amendment No. 1

(This amendment clarifies that the Howard County Public School System is considered an "Employer".)

- 1 On page 1, in line 21, before the comma, insert "AND THE HOWARD COUNTY PUBLIC SCHOOL
- 2 SYSTEM".

Amendment | to Amendment 2 Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: 12-6-2021

Amendment No. |

(This amendment changes the phase in for small employees.)

1 On page 1, in line 1, strike “16 – 29” and substitute “21 – 25”.

2

3 On the same page strike lines 9 – 14 and substitute the following:

- 4 • “EFFECTIVE APRIL 1, 2022, \$12.50 PER HOUR;
- 5 • EFFECTIVE JANUARY 1, 2023, \$13.25 PER HOUR;
- 6 • EFFECTIVE JANUARY 1, 2024, \$14 PER HOUR;
- 7 • EFFECTIVE JANUARY 1, 2025, \$14.75 PER HOUR;
- 8 • EFFECTIVE JANUARY 1, 2026, \$15.50 PER HOUR;
- 9 • EFFECTIVE JULY 1, 2026, \$16 PER HOUR;”.

10

11

12

13

14

Amendment 2 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment changes the new wage dates to try to align closer to the State's new wage dates and removes the separate schedule for Howard County employees.)

1 On page 2, strike lines 16 – 29 and substitute the following:

2 “(C) EMPLOYERS:

- 3 • EFFECTIVE JANUARY 1, 2022, \$12.50 PER HOUR;
- 4 • EFFECTIVE JANUARY 1, 2023, \$13.75 PER HOUR;
- 5 • EFFECTIVE JANUARY 1, 2024, \$15 PER HOUR;
- 6 • EFFECTIVE JANUARY 1, 2025, \$16 PER HOUR;

7

8 SMALL EMPLOYERS:

- 9 • EFFECTIVE JANUARY 1, 2022, \$12.20 PER HOUR;
- 10 • EFFECTIVE JANUARY 1, 2023, \$13 PER HOUR;
- 11 • EFFECTIVE JANUARY 1, 2024, \$13.80 PER HOUR;
- 12 • EFFECTIVE JANUARY 1, 2025, \$14.60 PER HOUR;
- 13 • EFFECTIVE JANUARY 1, 2026, \$15.40 PER HOUR;
- 14 • EFFECTIVE JULY 1, 2026, \$16 PER HOUR;”.

Amendment 3 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 3

(This amendment caps the CPI.)

1 On page 3, in line 3, after the first "THE", insert "LESSER OF THE".

2

3 On page 3, in line 5, after "30", insert "OR THREE PERCENT".

4

5 On page 3, in line 7, after the period, insert the following:

6 "IF THE MINIMUM WAGE INCREASE IN ANY YEAR IS LESS THAN THE INCREASE IN THE
7 CONSUMER PRICE INDEX AS DEFINED IN THIS SECTION, THE CHIEF ADMINISTRATIVE OFFICER
8 MAY ADD THE DIFFERENCE BETWEEN THE ACTUAL INCREASE AND THE INCREASE IN THE
9 CONSUMER PRICE INDEX IN SUBSEQUENT YEARS UNTIL SUCH DIFFERENCE IS FULLY OFFSET.
10 HOWEVER, THE TOTAL INCREASE IN ANY YEAR SHALL NOT EXCEED A TOTAL OF THREE
11 PERCENT."

12

Amendment 1 to Amendment 4 to Council Bill No. 82-2021

BY: Opel Jones

Legislative Day No. 19

Date: December 6, 2021

Amendment No. 1

(This Amendment substitutes a reference to an existing CPI index for reference to a defunct index.)

1 Before line 1, insert:

2

3 “On page 3, in line 4, strike “URBAN WAGE EARNERS AND CLERICAL WORKERS, (CPI-W) FOR
4 WASHINGTON-BALTIMORE” and substitute “ALL URBAN CONSUMERS (CPI-U BALTIMORE-COLUMBIA-
5 TOWSON, MD AVERAGE)”.”

6

A2A4

Amendment 1 to Amendment 6 Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: 12-6-2021

Amendment No. 1

(This amendment changes the definition of restaurants to food service facility.)

1 On page 1, in the explanation, before the period, insert “and changes the definition of restaurants
2 to food service facility”.

3

4 On page 1, immediately before line 1, insert the following:

5 “On page 2, strike lines 3 – 4 and substitute the following:

6 IV. FOOD SERVICE FACILITY AS DEFINED IN CHAPTER 10.15.03.02 OF THE CODE OF MARYLAND
7 REGULATIONS.”.

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Amendment 4 to Council Bill No. 82 - 2021

BY: Opel Jones

Legislative Day 19

Date: December 6, 2021

Amendment No. 4

(Creates an exception for employees that allows employers to pay employees under the age of 18 85% of the minimum wage and allows certain employees under the age of 16 to be paid the Federal Minimum wage.)

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTIONS. THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

3 (1) EMPLOYEES WHO ARE UNDER THE AGE OF 18 YEARS. HOWEVER, AN EMPLOYER SHALL PAY
4 EMPLOYEES UNDER THE AGE OF 18 YEARS A WAGE THAT IS EQUAL TO AT LEAST 85% OF THE
5 COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION;

6 (2) EMPLOYEES WHO ARE UNDER THE AGE OF 16 YEARS AND ARE EMPLOYED NO MORE THAN 20
7 HOURS IN A WEEK;”.

8
9 On the same page, in line 9, strike “(C)” and substitute “(D)”.

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Amendment 5 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 5

(Creates an exception for employees who exempted from the minimum wage by the State and Federal Acts.)

1 On page 3, immediately following line 8, insert the following:

2 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO THE FOLLOWING:

3 (1) EMPLOYEES WHO ARE EXEMPT FROM THE MINIMUM WAGE REQUIREMENTS OF THE STATE
4 OR FEDERAL ACT;”.

5

6 On the same page, in line 9, strike “(C)” and substitute “(D)”.

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Amendment 1 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 1

(This amendment creates an exemption for an individual who engages in the activities of a charitable, educational, nonprofit, or religious organization if the service is provided gratuitously.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who engages in the activities of a
3 charitable, educational, nonprofit, or religious organization if the service is provided
4 gratuitously.)”.

5
6 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

7 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO ENGAGES IN THE
8 ACTIVITIES OF A CHARITABLE, EDUCATIONAL, NONPROFIT, OR RELIGIOUS ORGANIZATION IF THE
9 SERVICE IS PROVIDED GRATUITOUSLY AND THERE IS, IN FACT, NO EMPLOYER-EMPLOYEE
10 RELATIONSHIP.”.

Amendment 2 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 2

(This amendment creates an exemption for an individual who is employed in a non-administrative capacity at an organized camp, including a resident or day camp.)

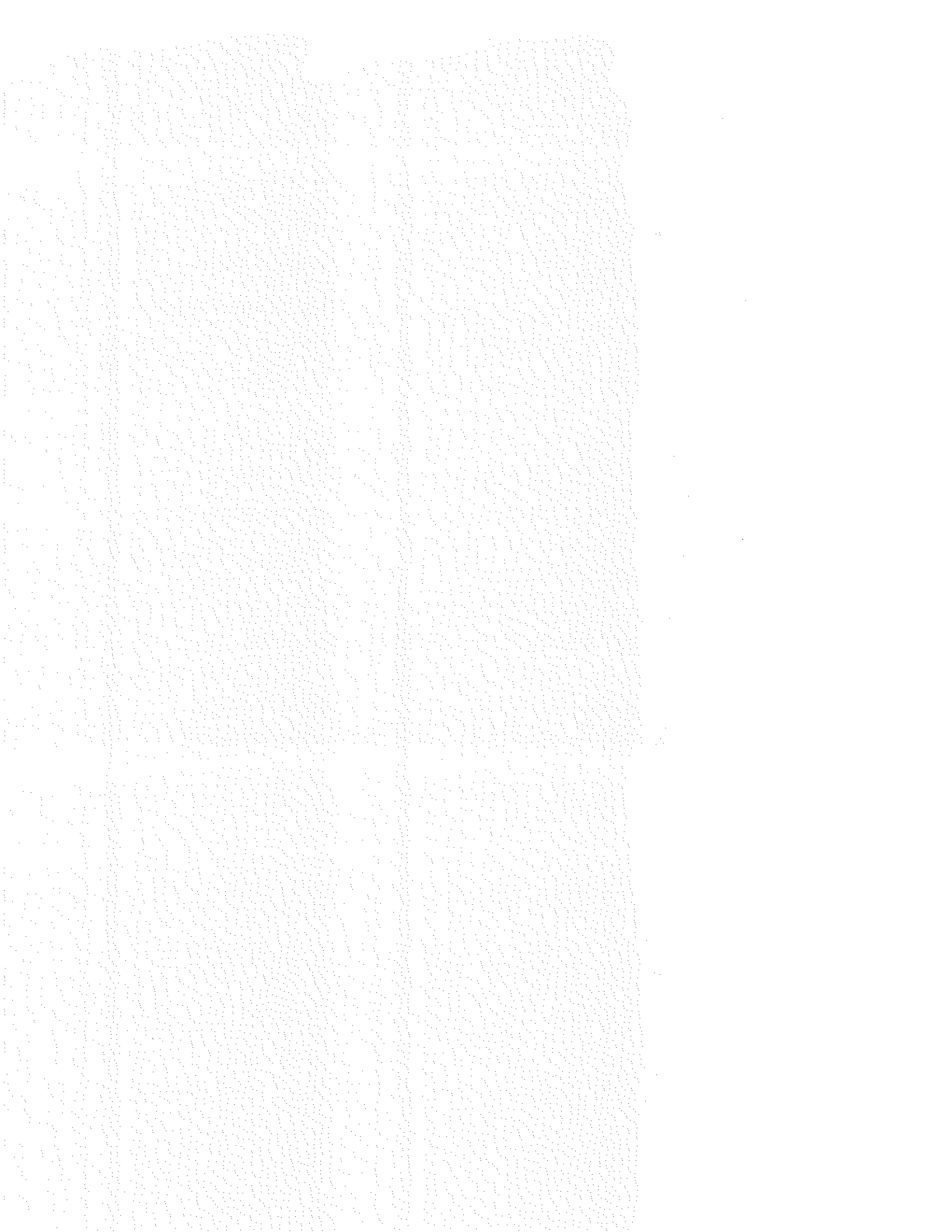
1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed in a non-*
3 *administrative capacity at an organized camp, including a resident or day camp.)”*.

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED IN A
7 NON-ADMINISTRATIVE CAPACITY AT AN ORGANIZED CAMP, INCLUDING A RESIDENT OR DAY
8 CAMP.”.



Amendment 3 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 3

(This amendment creates an exemption for an individual who is a child, parent, spouse, or other member of the immediate family of the employer.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who is a child, parent, spouse, or other
3 member of the immediate family of the employer.)”.

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS A CHILD, PARENT,
7 SPOUSE, OR OTHER MEMBER OF THE IMMEDIATE FAMILY OF THE EMPLOYER.”.



Amendment 4 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. ____

(This amendment creates an exemption for an individual who is employed in agriculture under specified circumstances.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed in agriculture under*
3 *specified circumstances.)”*.

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED IN
7 AGRICULTURE IF, DURING EACH QUARTER OF THE PRECEDING CALENDAR YEAR, THE EMPLOYER
8 USED NO MORE THAN 500 AGRICULTURAL-WORKER DAYS.”.

Amendment 5 to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. ____

(This amendment creates an exemption for an individual who is employed as a hand-harvest laborer under specified circumstances.)

1 Strike the title and substitute the following:

2 *“(This amendment creates an exemption for an individual who is employed as a hand-harvest*
3 *laborer under specified circumstances.)”*.

4

5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED AS A
7 HAND-HARVEST LABORER AND IS PAID ON A PIECE-RATE BASIS IN AN OPERATION THAT, IN THE
8 REGION OF EMPLOYMENT, HAS BEEN AND CUSTOMARILY AND GENERALLY IS RECOGNIZED AS
9 HAVING BEEN PAID ON THAT BASIS. IF

10 (I) THE INDIVIDUAL:

11 1. COMMUTES DAILY FROM THE PERMANENT RESIDENCE OF THE INDIVIDUAL TO THE FARM
12 WHERE THE INDIVIDUAL IS EMPLOYED; AND

13 2. DURING THE PRECEDING CALENDAR YEAR, WAS EMPLOYED IN AGRICULTURE LESS THAN
14 13 WEEKS; OR

15 (II) THE INDIVIDUAL:

16 1. IS UNDER THE AGE OF 17;

- 1 2. IS EMPLOYED ON THE SAME FARM AS A PARENT OF THE INDIVIDUAL OR A PERSON
- 2 STANDING IN THE PLACE OF THE PARENT; AND
- 3 3. IS PAID AT THE SAME RATE THAT AN EMPLOYEE WHO IS AT LEAST 17 YEARS OLD IS PAID
- 4 ON THE SAME FARM”.

Amendment to Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No.

(This amendment creates an exemption for an individual who is employed by an employer who is engaged in canning, freezing, packing, or first processing of specified items.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who is employed by an employer who
3 is engaged in canning, freezing, packing, or first processing of specified items.)”.

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED BY AN
7 EMPLOYER WHO IS ENGAGED IN CANNING, FREEZING, PACKING, OR FIRST PROCESSING OF
8 PERISHABLE OR SEASONAL FRESH FRUITS, VEGETABLES, OR HORTICULTURAL COMMODITIES,
9 POULTRY, OR SEAFOOD.”.

Amendment 7 to Amendment 6 to Council Bill No. 82 - 2021

BY: Liz Walsh

Legislative Day 19

Date: December 6, 2021

Amendment No. 7

(This amendment creates an exemption for an individual who is employed as part of the training in a special education program.)

1 Strike the title and substitute the following:

2 “(This amendment creates an exemption for an individual who is employed as part of the
3 training in a special education program.)”.

4
5 On page 1, strike line 2 down through line 4 in the entirety and substitute the following:

6 “(C) EXCEPTION(S). THIS SUBTITLE DOES NOT APPLY TO AN INDIVIDUAL WHO IS EMPLOYED AS
7 PART OF THE TRAINING IN A SPECIAL EDUCATION PROGRAM FOR EMOTIONALLY, MENTALLY, OR
8 PHYSICALLY HANDICAPPED STUDENTS UNDER A PUBLIC SCHOOL SYSTEM.”.

Amendment 6 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 6

*(Creates an exception for employees that allows employers to pay employees under the age of 18
85% of the minimum wage.)*

1 On page 3, immediately following line 8, insert the following:
2 “(C) EXCEPTIONS. AN EMPLOYER MAY PAY AN EMPLOYEE A WAGE THAT EQUALS A RATE OF 85%
3 OF THE COUNTY MINIMUM WAGE ESTABLISHED UNDER THIS SECTION IF THE EMPLOYEE IS UNDER
4 THE AGE OF 18 YEARS.”.

5

6 On the same page, in line 9, strike “(C)” and substitute “(D)”.

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Amendment 7 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 7

(This amendment removes the local provisions for tipped wages and substitutes the State's tip wages calculations.)

1 Strike, beginning on line 17 on page 3 through line 5, on page 4, and insert the following:
2 “WAGE CALCULATIONS FOR TIPPED EMPLOYEES SHALL BE DONE IN ACCORDANCE WITH THE
3 STATE OF MARYLAND ANNOTATED CODE, LABOR AND EMPLOYMENT ARTICLE, TITLE 3.
4 EMPLOYMENT STANDARDS AND CONDITIONS, SUBTITLE 4. WAGES AND HOURS, PART IV.
5 COMPUTATION OF WAGE.”.
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Amendment | to Amendment 8 Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No.

(This amendment changes the tip credit amount to \$3.63.)

1 On page 1, in line 1, strike the colon and substitute "\$3.63 PER HOUR".

2

3 On page 1, strike lines 2 – 6, in their entirety.

4

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Amendment 8 to Council Bill No. 82 - 2021

BY: Christiana Rigby

Legislative Day 19

Date: December 6, 2021

Amendment No. 8

(This amendment establishes a schedule for the tip credit amount.)

1 On page 4, in line 5, strike "\$4.00 PER HOUR", and substitute:

2 "THE FOLLOWING:

- 3 • \$3.70 ON APRIL 1, 2022
4 • \$3.80 ON JANUARY 1, 2023
5 • \$3.90 ON JANUARY 1, 2024
6 • \$4.00 ON JANUARY 1, 2025".

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Amendment 9 to Council Bill No. 82 - 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 9

(This amendment removes the Council Meetings requirement.)

1 On page 4, strike lines 13 – 23, in their entirety.

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Amendment 10 to Council Bill No. 82-- 2021

BY: David Yungmann

Legislative Day 19

Date: December 6, 2021

Amendment No. 10

(This amendment adds the State's Suspension of Minimum Wage provision to the County bill.)

1 On page 4, immediately following line 24, insert the following:

2 "SECTION 12.2205 - SUSPENSION OF COUNTY MINIMUM WAGE.

3 IF AN INCREASE IN THE STATE MINIMUM WAGE IS SUSPENDED PURSUANT TO THE STATE OF

4 MARYLAND ANNOTATED CODE, LABOR AND EMPLOYMENT ARTICLE, TITLE 3. EMPLOYMENT

5 STANDARDS AND CONDITIONS, SUBTITLE 4. WAGES AND HOURS, PART III. REQUIRED WAGES,

6 THE COUNTY WILL SUSPEND AND PROVIDE FOR COUNTY MINIMUM WAGE INCREASES AS

7 DESCRIBED IN THE STATE LAW."

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Office of the County Auditor
Auditor's Analysis

Council Bill No. 82-2021

Introduced: November 1, 2021

Auditor: Owen Clark

Fiscal Impact:

Our Office is unable to estimate the fiscal impact of this legislation because we are unable to determine the total population of employees and employers that would be impacted by this change or the economic impact it may have on employment, individuals, and businesses in the County.

Per the Administration's analysis, the annualized fiscal impact of this legislation on wage expenditures in the Department of Recreation and Parks is approximately \$1,200,000, of which \$300,000 will impact the General Fund. The remaining \$900,000 will impact the Recreation and Parks Special Revenue Fund, which is funded by user and service fees. The Administration's analysis indicates that this would result in program fee increases.

This fiscal impact was determined using FY 2022 employee and wage data, which could be subject to change in FY 2023. *Our Office has an open request with the Administration to confirm that this estimate includes increases from statutory costs, as well as a request for the reason the non-Recreation and Parks staff that were identified as having wages below \$15 per hour were not included in the analysis.*

Our Office has open inquiries with the Howard County Public School System, Howard Community College, and the Howard County Library System for their assessments of how many employees would be affected by this legislation and the resulting financial effects on these entities.

Purpose:

The purpose of this legislation is to establish a minimum wage for employees working in Howard County with wage requirements being established for Employers (with 15 or more employees), Small Employers (with 14 or fewer employees), and Howard County Government Employees.

Howard County Government Employees will have a newly established wage requirement of \$15 per hour on July 1, 2022 and \$16 per hour on July 1, 2024. Wage requirements for employers and small employers will increase as follows:

Scheduled Minimum Wage Rates, excluding annual adjustments					
Employer Type	April 1, 2022	January 1, 2023	January 1, 2024	January 1, 2025	January 1, 2026
Employers	\$ 14	\$ 15	\$ 15	\$ 16	\$ 16
Small Employers	\$ 13	\$ 14	\$ 15	\$ 15	\$ 16

Other Comments:

Other provisions of this legislation include that:

- The minimum wage will be adjusted each January 1 using the annual average increase in the local Consumer Price Index for urban wage earners and clerical workers as of the prior June 30.
- Employers may apply a “tip credit” to those employees receiving more than \$30 in tips each month, however, this credit may not reduce an employee’s wage below \$4 per hour.
- Enforcement of this subtitle will be handled by the Maryland Department of Labor.
- The County Council will hold a meeting once every four years, in the year following the election of County Council members, to discuss the County’s minimum wage and consider the cost of living, the status of workforce development programs and opportunities, and poverty levels in Howard County and the surrounding region.

Per inquiry from our Office, the Administration has indicated that:

- There are no permanent full-time County employees that earn less than \$15 per hour.
- There are currently 536 contingent employees that earn less than \$15 per hour. Of these:
 - The Department of Recreation and Parks employs 495.
 - The County Administration employs 33.
 - The Departments of Public Works, Police, and Planning and Zoning combined employ the remaining 8.
- The duties associated with implementing this legislation and monitoring minimum wage requirements could be absorbed by existing County staff.

Sayers, Margery

From: Columbia Democratic Club <columbiademclub@gmail.com>
Sent: Monday, December 6, 2021 2:08 PM
To: CouncilMail
Subject: Vote YES on CB-82

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good afternoon, Council Members,

We are reaching out to you this afternoon on behalf of the 366 members of the Columbia Democratic Club and as an organizational member of the Living Wage Coalition. *As you prepare for this evening's vote on CB-82, we urge you to reject the Yungmann amendments that delay and erode the impacts of the bill.*

These amendments delay the wage increases in CB-82, asking Howard County's 40,000 low-wage workers to continue to wait for economic relief. Given the innumerable benefits to workers, their children, our schools, and our local economy that will come from raising the minimum wage, there is no justification for asking our hard-working frontline low-wage workers to wait any longer for a pay increase.

One of the particularly innovative aspects of CB-82 is that it connects minimum wage increases to the Consumer Price Index beginning in 2027. These amendments erode this benefit by capping the wage increases mandated by inflation. But the low-wage workers this bill aims to help are the members of our community most susceptible to increasing rates of inflation (and the CPI.) These workers spend a higher proportion of their income on food, shelter, energy, and transportation. By detaching the minimum wage from the CPI, these amendments would leave our low-wage workers behind just when they are most vulnerable.

Our low-wage workers have made do with too little for too long. *Please show our frontline workers the respect they deserve; reject the Yungmann amendments and pass CB-82 without delay this evening.*

Thank you.

Linda Lammert Leslie, Secretary, on behalf of the Columbia Democratic Club

Sayers, Margery

From: Alissa Barron-Menza <alissa@businessforafairminimumwage.org>
Sent: Monday, December 6, 2021 3:59 PM
To: CouncilMail
Cc: Rigby, Christiana; Jones, Opel; Walsh, Elizabeth; Jung, Deb
Subject: Please Support CB 82, Reject Weakening Amendments

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Councilmembers,

As Council Bill 82 comes up for a vote this evening, we respectfully urge your support:

- FOR Council Bill 82, including Amendments 1 (Jones/Rigby), 4 (Jones), 8 (Rigby) and Amendment 1 to Amendment 4 (Jones)
- AGAINST all other amendments, which would weaken the bill and its much-needed positive impacts for Howard County

Adding to what we've shared previously, a new study published in November by the Center on American Progress, "Higher Minimum Wages Support Job Growth as the Economy Recovers From COVID-19," found that **states that guarantee better pay for their workers have added more jobs in 2021 than states with lower minimum and subminimum wages. This includes faster job growth in the leisure and hospitality industry since January 2021 in states with higher minimum wages.** See the report here:

<https://www.americanprogress.org/article/higher-minimum-wages-support-job-growth-economy-recovers-covid-19/>

Raising Howard County's minimum wage is a vital tool for shared economic recovery that will be good for workers, **good for business**, good for customers and good for the local economy.

Good luck at tonight's session and thank you!

Alissa

Alissa Barron-Menza
Vice President
Business for a Fair Minimum Wage
301-960-5281
Cell: 717-440-2651
alissa@businessforafairminimumwage.org
www.businessforafairminimumwage.org

Sayers, Margery

From: Brian England <beengland@comcast.net>
Sent: Monday, December 6, 2021 4:41 PM
To: CouncilMail
Subject: Minimum Wage Bill

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Councilmembers,

Please support Council Bill 82 when it comes up for a vote this evening. Also vote FOR Amendments 1 (Jones/Rigby), 4 (Jones), 8 (Rigby) and Amendment 1 to Amendment 4 (Jones) and against all other amendments, which would weaken the bill and its much-needed positive impacts for Howard County.

I'm shocked to hear that Delegate Courtney Watson is trying to influence the council, this is extremely disrespectful to all those local organizations and businesses that support this bill.

Please ignore this interference and vote FOR CB 82.

Brian England BA Auto Care
Columbia Md 21046

COURTNEY WATSON
Legislative District 9B
Howard County

Economic Matters Committee

Subcommittees

Banking, Consumer Protection,
and Commercial Law

Property and Casualty Insurance

Vice Chair, Democratic Caucus

Annapolis Office
The Maryland House of Delegates
6 Bladen Street, Room 350
Annapolis, Maryland 21401
410-841-3077 • 301-858-3077
800-492-7122 Ext. 3077
Courtney.Watson@house.state.md.us

THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

December 6, 2021

Ms. Elizabeth Walsh
Chair, Howard County Council
3430 Courthouse Drive
Ellicott City, MD 21043

Re: CB82-2021

Dear Council Chair Walsh,

I am in Annapolis for the first day of Special Session and had the opportunity to speak to the Chair of the Economic Matters Committee. He confirmed that a bill will be introduced in January, 2022 that addresses the state minimum wage.

As part of the task force on the Economic Matters Committee that studied the minimum wage bill, I am very familiar with the complexities of crafting minimum wage legislation.

Given that the state is taking this up in the next month, I write to respectfully request that the County Council consider tabling CB82-2021 until the upcoming bill moves through the Maryland General Assembly legislative process. This would also give the Howard County Council more time to review the ten amendments that have been filed, as well as consult with the Maryland Department of Labor on the implications of administering CB82-2021.

Thank you for your consideration and as always, it is a pleasure to work in partnership with the Howard County Council.

Sincerely,



Courtney Watson
Delegate

cc: County Executive Calvin Ball
Council Member Opel Jones
Council Member Deb Jung
Council Member Christiana Rigby
Council Member David Yungmann

Sayers, Margery

From: Glenn Schneider <GSchneider@thehorizonfoundation.org>
Sent: Monday, December 6, 2021 8:07 AM
To: CouncilMail
Subject: Testimony on CB82-2021
Attachments: CB82-201_Minimum Wage Testimony_FINAL.pdf

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members:

Attached is the Horizon Foundation's testimony in support of CB82-2021, the minimum wage bill.

Please do not hesitate to call if you have any questions.

Thanks,

Glenn

Glenn E. Schneider
Chief Program Officer, Horizon Foundation
Office: 443-766-1217 | Mobile: 443-812-6955
gschneider@thehorizonfoundation.org



HORIZON FOUNDATION

BOARD OF TRUSTEES

December 6, 2021

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Gregory O. Olaniran

Gopi Suri

David Wolf

The Honorable Liz Walsh, Chair
Howard County Council
George Howard Building
3430 Court House Drive
Ellicott City, MD 21043

Dear Chairwoman Walsh and Members of the County Council:

BILL: CB82-2021 AN ACT establishing minimum wage for employees
working in Howard County
Position: **SUPPORT**

The Horizon Foundation is Howard County's community health foundation and the largest independent health philanthropy in the state of Maryland. We lead community change so everyone in Howard County can live a longer, better life.

The Horizon Foundation supports CB82-2021 for many reasons, including:

- 1. CB82-2021 will advance racial equity in Howard County.** The Maryland Center on Economic Policy estimates that increasing the county's minimum wage will result in a substantial wage increase for 33% of Black workers, 51% of Hispanic workers, 25% of Asian and Pacific Islander workers and 75% of workers in low-income families in Howard County. Further, increasing the minimum wage is just one of many important policy levers recommended by the County Council's Racial Equity Taskforce to close equity gaps.
- 2. CB82-2021 will reduce poverty in Howard County and thereby improve health.** The Association of Community Service's 2020 Self-Sufficiency report states that nearly 20% of households in Howard County make less than what it takes to sustainably live here. In 2020, there was a 14% increase in the percentage of people living in poverty (about \$22,000 for a family of three). And many of the workers who would receive a pay boost are those working in frontline jobs with the greatest risk of exposure to COVID-19. According to the Centers for Disease Control and Prevention, economic stability is a social determinant of health – a factor that is necessary for good health in our community. Raising the wage will provide better economic stability for 40,000 Howard County

workers and contribute to a healthier environment for more of our residents. For example, setting a higher standard for Howard County's minimum wage will help Howard County workers access higher quality health care, child care, housing, and education opportunities all of which will improve their overall health and wellbeing.

3. **CB82-2021 will fuel economic growth.** Study after study shows that raising the minimum wage does not hurt employment, lessens families' need for government assistance, and provides additional revenue for lower-income individuals to support themselves – money that ultimately will be reinvested in the local economy.

Howard County has an opportunity to advance racial equity, reduce poverty, better economic stability, fuel economic growth and improve health – all by passing CB82-2021.

The Board of Trustees of the Horizon Foundation urges you to pass this bill and improve the health and lives of Howard County residents.

Thank you for your consideration.

Sincerely,



Nikki Highsmith Vernick
President and CEO

Sayers, Margery

From: David Liker <dave@gormanfarmscsa.com>
Sent: Friday, December 3, 2021 3:46 PM
To: CouncilMail; Council and Staff
Subject: exempt agriculture from minimum wage

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing today to encourage you to exempt the agricultural industry from the minimum wage increase bill that you are currently considering. This legislation has the potential to create many unintended challenges for our family farms in Howard County, and could create a competitive disadvantage for our farmers on top of other challenges we all face on a daily basis.

My name is Dave Liker, and along with my wife and family, operate Gorman Farms which is located in District 3 & 4. We are a Community Supported Agriculture (CSA) operation, providing high quality locally grown food to several hundred Howard County residents and families each season for the past 13 years. Between our two CSA programs in 2021 we had over 1000 memberships that are receiving copious amount of high quality organically raised produce each week. This is different than selecting a few few items at a farm store now and then. I feel this level of service is a significant contribution to the health and well being of our community. I know this because my customers tell me this on a very regular basis. They also wait in line, sometimes for a few years to get into our program because the demand is strong. Some of you may remember my operation from the Fall Agriculture and Conservation Tour hosted in October by the Howard Soil Conservation District and others.

We are very passionate about providing the most nutritious, healthy, and high quality food to our neighbors at a reasonable price. We also go over and above to take good care of the land and give back to the community through a variety of food donation programs. But let me be blunt...if I cannot run my business profitably it will not last. Labor costs are *THE* major factor in determining whether or not my farm operation, or any other farm operation is profitable. And because of this issue I already work more hours in a week than is realistic for a normal human being with a family. If I have to pay entry level workers \$15+ an hour, there will be no profits, there will be no nutritious fresh food for a 1000 + members annually, there will be NO jobs for the many people we employ now and plan to employ going forward. We are barely getting by as is, raising minimum wage is devastating to agriculture operations in this community.

This is true of most agricultural operations in Howard County. And whether they dissolve, or move to another county where labor is more affordable, or just hire less people and put the burden of the work on fewer employees...the result is the same – a disincentive to try to make an ag operation work in Howard County. Everyone in the agricultural industry wants to pay their workers a fair rate for the work they do...but many of the jobs in our industry are unique, and only a farm operator knows what they can afford to pay for this type of work and still remain profitable. That decision need to remain with our farmers if Howard County is to remain friendly to family farms.

Farmers have to juggle a variety of extraordinary challenges that are out of their control...trying to pay a county mandated minimum wage and remain competitive with our competition in surrounding counties who do not have these inflated labor costs should not be added to our lists of concerns. Many of my employees may make \$15/hour already, but there is a necessary process in place to incentivize moving to that level, which strikes a

balance between the remedial field work we need to get done and our ability to sell food at a price people can afford.

Thank you for considering my perspective on this topic and please support agriculture in Howard County by supporting Council member Yungmann's amendment to EXEMPT AGRICULTURE from the minimum wage legislation.

Sincerely,

Dave Liker
301-957-6884
www.gormanfarmscsa.com



Sayers, Margery

From: John Dove <lovedovefarms@gmail.com>
Sent: Friday, December 3, 2021 1:47 PM
To: Council and Staff; CouncilMail
Subject: Ag exemption to minimum wage

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing today to encourage you to exempt the agricultural industry from the minimum wage increase bill that you are currently considering.

This should not be an issue, this is what the state has done and various other jurisdictions have done – maintaining the AG state exemption.

My name is John Dove, and along with my wife and family, we own Love Dove Farms. I currently serve on the Howard County Farm Bureau, and the Howard Soil Conservation Board. This legislation has the potential to create many unintended challenges for family farms in Howard County. Although we have stepped back from our operation on a daily basis, we fully understand the implications that something like this would have on the agricultural community. Having sold vegetables at local farmers markets, the increase in costs on our producers would have to be passed onto our customers to stay in business. But please keep in mind that the margins are already thin and consider the community at large and the cost of local goods at a local farmers market. If those costs increased, it would inevitably restrict access to lower income as well as dissuade customers from coming to our markets. Instead those dollars will be spent at big box grocery stores that do not support our local agriculture community.

Our industry is unique in the cost of labor being so intensive in our local Ag community, we already pay our workers a fair rate for the work they do. However we can not pay everyone the same base rate, in a labor intensive field of work, we need to encourage hard work and productivity. That is why we pay people at different rates based on their commitment, dedication and hard work. Labor costs are a major factor in determining whether or not a farm operation is sustainable and hopefully profitable and only a farm operator knows what they can afford to pay for this type of work and still remain profitable.

Thank you for considering my perspective on this topic and please support agriculture in Howard County by supporting Councilmember Yungmann's amendment to EXEMPT AGRICULTURE from the minimum wage legislation.

Thank You!

John Dove

Love Dove Farms

443-690-1642

--

John Dove
Love Dove Farms

john@lovedovefarms.com

(443)-690-1642

www.lovedovefarms.com

www.facebook.com/lovedovefarms

Sayers, Margery

From: Plummer, David
Sent: Friday, December 3, 2021 11:54 AM
To: CouncilMail; Council and Staff
Cc: Justin Brendel; John@lovedovefarms.com; Nora Crist; Charles F. Schuster; jg.warfield@yahoo.com; Abby Gibbon
Subject: CB-82, Howard County minimum wage bill

Dear Howard County Council,

I am writing today on behalf of the Howard Soil Conservation District Board of Supervisors, to express their deep concern regarding the County's minimum wage legislation and the considerable unintended consequences this bill could have on family farms in Howard County. Our Board of Supervisors is composed of a broad spectrum of agricultural industry representatives from across the county. Our members represent the equine industry, fruit and vegetable growers, traditional grain operations, agritourism, beef production, and the horticultural industry. Although they all come from different backgrounds and have very different operations, one challenge they all face is finding affordable labor to keep our farms viable. By passing this minimum wage bill in Howard County, without providing the exemption for agricultural operations that is contained in both the State minimum wage law and most surrounding jurisdictions minimum wage legislation, you will be creating a considerable disadvantage for Howard County farmers versus their counterparts in surrounding counties. Please consider the following:

- Farmers are price takers, and cannot raise the price of the items they sell to pass on government imposed minimum wage increases like other industries can. A farmer cannot get more for a bushel of corn or a bale of hay than what the market will pay. And while some portions of the ag industry may be able to raise their rates (higher price for vegetables, charging a higher price for horse boarding, etc.)...those business will not be around long when clients learn that they can go to any of our surrounding counties (where minimum wage increases have not been imposed on agriculture) and find these items at a reduced rate.
- Producing food is very labor intensive and has very thin margins to stay competitive. If we truly want locally grown food, and we want to eliminate food desserts and the other challenges we see with distribution of healthy and nutritious food, we cannot add the additional burden of this minimum wage bill to our producers when their counterparts everywhere else in the state do not have the increased labor costs, and can sell items at a discount to our farmers.
- People work in the agricultural industry for a variety of reasons, and money is not always the driving factor. Many college students and young adults want hands on experience and the chance to work outdoors. They are often building experience for a future career in soil science, veterinarian medicine, natural resources, food distribution, or agriculture in general. By forcing farmers to increase their labor costs per hour they will not be able to afford to hire these entry level people seeking a broad work experience before pursuing other careers.
- This minimum wage increase may create a disincentive for ag operations to move to Howard County. While many of you have asked questions about why we don't have more agritourism, wineries, breweries, etc.... if you force this minimum wage on farmers you will no longer need to ask that question. Imposing this minimum wage increase on new ag operations that need labor to get their operations up and running will surely push these and other ag operations to look at surrounding counties where they can afford to hire people and make a profit off their operations.
- Farming is a fragile industry, plagued by a variety of factors out of an operator's control – weather, commodity prices, insects/diseases, and numerous input costs that fluctuate constantly. It is not easy to make a living farming and growing food, and many farmers barely make a living. This is part of the reason so few people are willing to go into farming, including the next generation of farm family members. If we truly want productive farms and local food production, we cannot impose these increased labor costs on our farm operators when farmers in surrounding counties are not subject to these increased costs.

- Farmers already have to pay a competitive wage in order to attract labor from surrounding areas and other more lucrative lines of work. Forcing an increased minimum wage on them will surely put some operations out of business (i.e. the juice won't be worth the squeezing!).
- THERE IS A REASON THAT THE STATE AND OTHER JURISDICTIONS HAVE SPECIFICALLY EXEMPTED THE AGRICULTURAL INDUSTRY FROM MINIMUM WAGE REQUIREMENTS – BECAUSE THEY RECOGNIZE ALL OF THE ABOVE AND OTHER CHALLENGES THESE BILLS CREATE FOR FAMILY FARMS!!!

We hope that all of you will consider supporting Councilmember David Yungmann's amendment to EXEMPT agriculture from this bill! If you have any questions or would like to speak personally to any of our Board Members about this issue please let us know. Thank you for supporting the continued viability of agriculture in Howard County! Regards – David

David C. Plummer, District Manager
Howard Soil Conservation District
14735 Frederick Road
Cooksville, MD 21723
410-313-0680; www.howardscd.org

Sayers, Margery

From: Jason Booms <jasonabooms@gmail.com>
Sent: Friday, November 26, 2021 3:29 PM
To: CouncilMail
Subject: CB82-2021

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Kindly vote YES on CB82-2021 and raise the minimum wage in Howard County!

Thank you,

Jason Booms
County Council District #4

Sayers, Margery

From: Bonnie Bricker <bonbricker@gmail.com>
Sent: Friday, November 26, 2021 3:13 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

You are aware of the struggle; you are aware that with a labor shortage in many sectors, many workers have already fled to jobs that allow for a fairer wage. Let's ensure that our residents can be housed and fed. Let's raise the minimum wage and ensure that basic needs are met.

Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay to provide essential support for Howard County residents.

It's time to move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,

Bonnie Bricker
District 1
Elkridge, MD

Sayers, Margery

From: Jung, Deb
Sent: Wednesday, November 24, 2021 9:16 AM
To: Sayers, Margery
Subject: Fw: Minimum Wage Increase

Testimony

From: 4hirsch2@gmail.com <4hirsch2@gmail.com>
Sent: Wednesday, November 24, 2021 8:39 AM
To: Jung, Deb <djung@howardcountymd.gov>
Subject: Minimum Wage Increase

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Deb,

Writing to ask you to vote NO on raising the minimum wage higher than the State level for Howard County. It makes no sense to go faster and higher, with less regulations than Governor's Hogan's plan. People don't realize that Econ 101 teaches that our businesses will lose employees as they'll be less able to pay them and that their product prices will increase - directly impacting the HoCo consumer. Voting yes on such a bill will ultimately drive consumer and business owners to go elsewhere, outside of Howard County. Progressive Democrats are going to ruin our great County!

Regards,
B. Hirsch

[Sent from Yahoo Mail on Android](#)

Sayers, Margery

From: Cathy Hudson <cmhudson@comcast.net>
Sent: Wednesday, November 24, 2021 9:05 AM
To: CouncilMail
Subject: Fwd: CB-82

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

I have not seen my correspondence posted on the council current legislation website and am resending in case it was not received.

Thank you,
Cathy

----- Forwarded message -----

From: Cathy Hudson <cmhudson@comcast.net>
Date: Wed, Nov 17, 2021 at 9:21 AM
Subject: CB-82
To: <councilmail@howardcountymd.gov>, Ball, Calvin <cball@howardcountymd.gov>

I have struggled and agonized over this legislation for the last month. I truly want folks who work so hard to earn a living wage. I really don't like the way upper management salaries have soared while rank and file employees' wages have stagnated. At the same time, this legislation is looking at a systemic problem and applying a small, piecemeal attempt at a solution that will have many unintended consequences.

One assumption that is being made is that money is the most important benefit that employees are looking for. While important, what I am hearing is that many also want a more flexible schedule or that they don't want to have to work long hours or that they don't want a long commute. As a farm employer, because I can hire more people, I have the coverage to give my employees that flexible schedule as well as to not overwork them. They also enjoy the comradery of working with multiple people and not by themselves. If I am mandated to raise wages significantly, then I lose my ability to better meet the needs/wants of my employees in creative ways.

As I have struggled with this issue, I have thought about 2 businesses that I am familiar with that have what I would call essential products and employees, that are childcare providers and farmers.

Childcare centers have struggled mightily during this pandemic. In the 2019 Maryland Child Care Market Rate Survey Report¹ it notes, "The provider's full rate, however, is usually determined by what parents can afford to pay, and not by what it costs the provider to provide high quality child care." And the majority of the costs come from salaries. In 2019 the survey noted that the average weekly cost for an infant in a child care center was about \$400. That infant requires a 1:2 ratio, so that for every \$1 increase in salary that could translate to an extra \$25/week cost. (assuming a 10 hr day for the infant) or \$1300/yr. That weekly cost would go down as the infant gets older and the mandated teacher/student ratio relaxes, but it also doesn't take into consideration salary adjustments for other non teacher staff as well. So whereas this bill might "only" add an extra dollar to the \$5 increase to employee salaries over 4 years, it will add additional stress to already stressed childcare centers, who may or may not be able to stay in business, and or parents-who will either decide that they can pay the additional amount, or will drop out of the workforce or look for alternative care. It will also give an advantage to in-home childcare providers who don't have employees. All are consequences that you need to consider.

As to farmers, most don't make minimum wage at least as far as it is from their growing of food. Yet it is to their benefit (physical and mental) to have some help around the farm. Many, myself included, hire young teenagers-high school and college-aged students seasonally. I look at it as job training, learning life skills, and mentoring as much as it is helping me to grow good food. For most it is their first job. But who is going to pay for the food that I grow if I have to charge how much it costs me to grow it and pay these increasing wages? Especially since they can go several minutes and get a similar product from a farmer in nearby Baltimore or Anne Arundel counties who don't have these overhead costs? And as I stated above, these students aren't looking for lots of money as much as they are looking for real work that they feel has purpose and where they can learn so many things. But they also want that week off to take maybe their last family vacation before adulting. They want to work as a group, not by themselves. They want a job that is close by. That is the kind of sanity and benefits that I want to offer my employees. However, this bill, by only focusing on wages will limit my ability to offer them these options and I will be forced to cut back on the number of employees. This will be another nail in the coffin of local food production.

Also having the automatic rate adjustment geared to the consumer price index for urban wage earners and clerical workers leaves me no hope for the future of local agriculture (as well as many other industries) as we will become less and less competitive with surrounding counties. Likewise, there is no provision for a decrease, so wages can only go up leaving no flexibility in economic downturns.

So my request would be to not have just Howard Co further increase our minimum wage, but watch and study the continuing increase in the statewide minimum wage. That is a significant increase already coming and there will be consequences from that-let's look at what they are and then further act as warranted.

If it is implemented, do it along with carve outs for seasonal employees or young workers, while also looking at ways to encourage employers to employ young workers in their community. And do away with the automatic rate adjustment that can only go up and that gives businesses a huge planning unknown.

1. https://earlychildhood.marylandpublicschools.org/system/files/filedepot/2/market_rate_survey_final_report_july_2019_sr_07_08_19_pm_final_pdf_3.pdf

Thank you,

Cathy Hudson

Myrtle Woods Farm

Elkridge, Md 21075

Sayers, Margery

From: LINDA KATZ <ELSELK@msn.com>
Sent: Tuesday, November 23, 2021 3:46 PM
To: CouncilMail
Cc: Ball, Calvin
Subject: Additional Minimum Wage Legislation is not Required in Howard County:

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Howard County Council:

Additional Minimum Wage Legislation is not Required in Howard County.

In 2019, the Maryland General Assembly passed legislation to raise the statewide minimum wage to \$15 per hour by 2025.

The proposed Howard County legislation (CB82-2021) would gradually raise Howard County's minimum wage from its current rate of \$11.75 per hour to \$16 per hour over the next several years. This raise of the minimum wage would be for both county government staff and all Howard County employees.

Several years is not a specific manageable period!

Mandating private employers in Howard County pay higher labor rates would add costs, especially to small business owners, causing these businesses to lay off workers to remain competitive. Also starting a small business in Howard County would be discouraged and start-ups would go elsewhere.

Please vote against the proposed Howard County Minimum Wage Legislation (CB82-2021)!

Thank you.

Respectfully,

Sayers, Margery

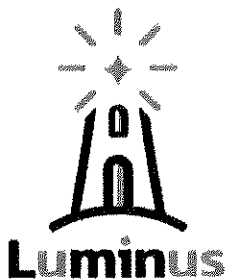
From: Jill Christianson <jchristianson@beluminus.org>
Sent: Tuesday, November 23, 2021 1:46 PM
To: CouncilMail
Subject: Testimony CB 82-2021
Attachments: HoCo Council MinWage 11-15-21.docx

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello County Council and staff,

Please find attached testimony for CB 82-2021.

Thank you,



Jill Christianson (she,her,ella)
Volunteer & Outreach Coordinator

Luminus Network for New Americans (formerly FIRN)
5999 Harpers Farm Road • Suite E-200
Columbia, Maryland 21044

Cell 443-844-7768
Email jchristianson@beluminus.org
Web www.beluminus.org

Testimony
Howard County Council
Council Bill 82-2021
From
Luminus Network for New Americans

Bill 82-2021 Introduced by Opel Jones and Christiana Rigby –

AN ACT establishing a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements.

I am Jill Christianson, from Luminus Network for New Americans, formerly FIRN.

I speak in favor of CB 82-2021.

When considering the American Dream, many of our minds conjure up images of freedom and equality of opportunity, but sometimes we disregard that some in our community cannot afford the same luxury. As Luminus Network for New Americans, a nonprofit dedicated to aiding immigrants who settle in Howard County, it is essential that we take actions to ensure equal opportunity which includes equitable access to secure jobs and well-being.

We thank the Howard County Council for considering raising the minimum wage which impacts the stability and security of county residents and their families, including the new Americans served by Luminus. We ardently support CB 82-2021, which seeks to raise the minimum wage in the County to \$16 per hour.

Currently, less-than-living wages barely equip workers with the means to scrape by in Howard County and beyond. Howard County's current minimum wage of \$11.75 is less than half of the \$25.81 living wage¹ established for a working single adult with no children, according to the Massachusetts Institute of Technology's Living Wage Calculator. By raising the minimum wage in Howard County to \$16 per hour, in stepped increments depending on the employer, Howard County will be making important progress towards living wage.

Let's define Living Wage, so that there is clarity –

The living wage model is an alternative measure of basic needs. It is a market-based approach that draws upon geographically specific expenditure data related to a family's likely minimum food, childcare, health insurance, housing, transportation, and other basic necessities (e.g. clothing, personal care items, etc.) costs... The living wage is the minimum income standard that, if met, draws a very fine line between the financial independence of the working poor and the need to seek out public assistance or suffer consistent and severe housing and food insecurity. In light of this fact, the living wage is perhaps better defined as a minimum subsistence wage for persons living in the United States.²

¹ Massachusetts Institute of Technology (MIT), Living Wage for Howard County MD, <https://livingwage.mit.edu/counties/24027>

² MIT, Living Wage Definition, <https://livingwage.mit.edu/pages/about>

As we begin recovery from the pandemic, our low-income workers are in dire financial circumstances, and I implore you to give them your attention. Raising the minimum wage will encourage families to invest more into local businesses, and the increased profits will allow managers to hire workers, thus providing new job opportunities in our county.

When we strengthen the minimum wage, we not only strengthen our economy but the livelihoods of workers of color— 30% of African American workers’ wages would rise, as well as 51% of Latino workers wages would rise, with 36% of all workers of color seeing a rise in income.

As we pay families a living wage, we secure food and housing, we allow them to invest in their futures, and we raise the likelihood of their children pursuing education. By raising our minimum wage, Howard County offers families the best chance at achieving their American dreams.

We commend the Council for deliberating upon this measure to increase the minimum wage, and we strongly encourage the passing of CB 82-2021.

||
[1]

CB82-2021

11.17.11.20

Sayers, Margery

From: Kevin Cropper <kevincropper@yahoo.com>
Sent: Saturday, November 20, 2021 8:16 AM
To: CouncilMail
Subject: CB82-2021: Minimum wage

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

I certainly agree that the balance of income to expenses for some families is out of whack, with some pay for some breadwinners certainly not keeping up with costs. However, I'm not certain that the goals as shared by Councilwoman Rigby will all be met - and in some cases will be counterdicted, by raising minimum wage. For example, every summer, many communities rely upon neighborhood pools for fun, relaxation, cooling down, exercise, and enjoyment. Those pools (whether CA or Parks and Rec or community) are generally staffed not by breadwinners for families but by single youth, often teenagers in high school as a summer job. By pushing the organizations running these pools to pay staff more (typically non-breadwinner staff), those organizations (CA, neighborhood clubs, etc.) must either higher fewer staff (either decreasing safety or limiting hours) or raise the rates they charge the community members who enjoy those facilities, which results in either fewer people able to afford to enjoy them or they have a need to find higher paying jobs themselves. This "trickle-up" effect is a never-ending result of addressing the symptom (pay doesn't cover costs for some families) instead of the root issue (basic costs should be covered).

Perhaps adjustments (e.g., the minimum wage requirement is omitted or delayed for seasonal positions, ones that are more likely to be held by non-breadwinners) or different solutions (e.g., universal basic income for families / breadwinners) could be considered.

thanks
kevin
(Allview)

Kevin Cropper

PMP CUA CXA
Returned Peace Corps Volunteer
Panama, 2007-2009
443-745-5606

Sayers, Margery

From: Baker, Kevin
Sent: Thursday, November 18, 2021 3:55 PM
To: Sayers, Margery
Subject: FW: Testimony In Support of CB82
Attachments: Handley testimony in Support of CB82.pdf

For Related Documents under CB82.

From: James Handley <jdhandle85@gmail.com>
Sent: Wednesday, November 17, 2021 7:56 PM
To: Walsh, Elizabeth <ewalsh@howardcountymd.gov>
Subject: Testimony In Support of CB82

Councilmember,

Good evening. I hope you and your family are doing well. Tonight I testified in support of CB82 and was luckily second in the queue to speak. I thought I heard someone mention you hadn't made it to the hearing yet. If that's the case I wanted to provide a copy of my testimony, which is attached.

The Ellicott City & Western Howard Democratic Club fully supports CB82 and the Living Wage Coalition's goal of ensuring a living wage in the County. We hope that you will support the measure. Thank you.

Best,

James Handley
President of the EC&WH Democratic Club

James Handley's Testimony in Support of CB82 (Min. Wage Increase) – 11/15

Good evening, Chair Walsh, Vice Chair Jones, and Councilmembers. Thank you for taking the time tonight to hear from citizens on legislative issues. My name is James Handley. My wife, Garima and son, Aakash live in Ellicott City in District 1. I'm an attorney, before law school I was cavalry officer in the United States Army. I'm currently the President of the Ellicott City & Western Howard Democratic Club.

Tonight, I'm testifying in support of CB82. A bill which has the Ellicott City & Western Howard Democratic Club's full support. Recently, along with several other local democratic clubs, we've joined the Living Wage Coalition.

CB82 is a great first step towards ensuring all workers earn a living wage in one of the wealthiest counties in the country. Our club's leadership and members enthusiastically support this bill and the Living Wage Coalition's goal of ensuring a living wage in the County because it represents a key democratic party tenet.

Since the New Deal built the modern American middle class, the Democratic Party has stood for working Americas. Especially in our renewed Gilded Age, with astronomical wealth inequality, our leaders must stand for a living wage.

Our statewide leaders in Annapolis recently recognized this fact and succeed in passing the "fight for fifteen" minimum wage bill. While a great step, it is only an initial step. Indeed, Howard County workers wouldn't see \$15 an hour until 2025.

As noted in other testimony, this bill will have real, material benefits for Howard County workers, including benefiting a quarter of all Howard County workers. To our Club members and leadership support for a living wage is a core principle. Thank you to Councilmember Jones and Rigby for co-sponsoring the bill and we hope that their colleagues will join them in supporting this important first step towards a living wage in Howard County.

Sayers, Margery

From: Baker, Kevin
Sent: Thursday, November 18, 2021 3:04 PM
To: Sayers, Margery
Subject: FW: My testimony from last night

For Related Documents under CB82.

From: Melissa Affolter <melissa.affolter@gmail.com>
Sent: Thursday, November 18, 2021 2:07 PM
To: Walsh, Elizabeth <ewalsh@howardcountymd.gov>; Jones, Opel <ojones@howardcountymd.gov>; Rigby, Christiana <crigby@howardcountymd.gov>; Jung, Deb <djung@howardcountymd.gov>; Yungmann, David <dyungmann@howardcountymd.gov>
Subject: My testimony from last night

I didn't have time to print copies of this for you yesterday, so I have pasted the text of my testimony below. Thank you for giving me the opportunity to testify.

FDR said "No business which depends for existence on paying less than living wages to its workers has any right to continue in this county. By living wages I mean more than a bare subsistence level, I mean the wages of a decent living."

Teddy Roosevelt said "No man can be a good citizen unless he has a wage more than sufficient to cover the bare cost of living and hours of labor short enough so after his day's work is done, he will have the time and energy to bear his share in the management of the community, to help in carrying the general load."

And MLK said "I have the audacity to believe that peoples everywhere can have three meals a day for their bodies, education and culture for their minds, and dignity, equality, and freedom for their spirits.

People work hard. People *want* to work hard. And for their work, people deserve to be compensated to a level that allows them to have a life when they are done with their work day. I don't care if someone is doing "unskilled" labor, the kinds of jobs that are usually paid the minimum wage, those jobs are still work that needs to be done, and someone shouldn't have to work three of those jobs to be able to keep a roof over their heads. Because that's what we're talking about here. At \$15 an hour, a person's monthly take-home pay for 40 hours per week would be ~\$1560. For the WHOLE MONTH. No one can live on that. No one. So we aren't even talking a subsistence level wage.

We can do better than that. What a great community would this be if everyone had a good wage - enough to house, feed, and clothe their family. Have dependable cars that they aren't always worried are going to break down and then how will they get to work because the public transportation system in this county isn't that great but that's a completely different issue to tackle. Have time outside of work to spend with their kids to do things like help with homework, go to school music recitals, cheer them on when the kids are on a varsity team. Take a vacation. Make memories together as a family.

Essentially, we're here debating over how much below the poverty line we want to keep people, whether we should pay people 40% below the poverty line or if we can give them a raise so they're living only 30% below the poverty line. That's shameful. And, low income is closely linked with poorer outcomes in things like health and education, so they're a great way to systemically keep people in poverty. That's cruel. It's cruel. It comes down to this – everyone does better when EVERYONE does better. If your business model depends on paying your employees less than a living wage, you don't have a viable business model. ALL PEOPLE deserve the right to be paid for their work so that they can have a life, not spend their entire life working. It's human decency.

Kindest regards,
Melissa

--

Everyone does better when EVERYONE does better.
All of us need all of us to make it.

Sayers, Margery

From: Kenwalsh@comcast.net
Sent: Thursday, November 18, 2021 1:04 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Sent from my iPhone

Sayers, Margery

From: Laurie S. Coltri <lscoltri@verizon.net>
Sent: Thursday, November 18, 2021 10:24 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: YES, PLEASE!! Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

As a comfortable retired person and the parent of two children who grew up in the Howard County schools, I feel that our minimum wage workers -- our hospital, restaurant, janitorial, highway, etc. workers -- do an outsized job of making our county the beautiful, liveable place that it is. It is deeply unfair -- immoral -- that these hard workers and their families have to struggle. I would be glad to pay more for goods and services if I could be certain it would help to give our essential workers a true living wage. During the height of the pandemic, we chose to buy our groceries via home delivery and gave very large tips for this reason. But every stressed worker should be able to secure nutritious food, habitable and comfortable shelter, utilities, medical care and clothing.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,

Laurie S Coltri, JD, PhD
Columbia (Thunder Hill), Maryland

Sayers, Margery

From: Christopher Meyer <cmeyer@mdeconomy.org>
Sent: Wednesday, November 17, 2021 7:51 PM
To: CouncilMail; Harris, Michael
Subject: Response to CM Yungmann Q on heterogeneous employment effects

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good evening,

This email is in response to CM Yungmann's question regarding the Cengiz et al. (2019) study cited in my testimony (<https://academic.oup.com/qje/article/134/3/1405/5484905>).

If I recall correctly, his question concerned whether the study found any impacts on employment for minimum wage increase events where either the size of the increase was large or the new minimum wage was high.

The answer is **no**. **The study found no meaningful impact on employment, for small and large increases alike.**

The relevant discussion is located in Subsection III.C "Event-Specific Estimates" and Online Appendix D.

When the minimum wage is high relative to the median, the events have a bigger bite and a greater number of missing jobs below the new minimum, but also have a nearly equally sized number of excess jobs at or above the new minimum. **As a consequence, the employment effect is virtually unchanged** (slope = 0.006, std. err. 0.048) as we consider minimum wages that range between 37% and 59% of the median wage, as shown in Figure V, Panel B. Overall, these findings suggest that the level of the minimum wage increases in the United States that we study have yet to reach a point where the employment effects become sizable.

Therefore, while there is considerable heterogeneity in the bite of the policy, the distribution of employment estimates is consistent with the sharp null of zero effect everywhere: only 7 (or 5.3%) of events yield statistically significant overall employment changes: 1 is negative and 6 are positive, and the median estimate is very close to zero.

Note that the use of the word "bite" may cause confusion: The "bite" of a minimum wage increase is the **gross** number of "missing jobs" paying less than the new minimum wage, not the **net** change in jobs across the wage distribution. Thus while larger minimum wage increases have a larger "bite"—they *affect* a larger number of jobs—the researchers find that their ultimate impact on the number of jobs available is nil.

See footnote 2:

When we refer to the "bite" of the minimum wage, or to the extent to which the minimum wage is "binding," we mean how effective the minimum wage is in raising wages at the bottom. Therefore, the bite is a function of (i) how many workers are earning below the new minimum wage, (ii) how many of those workers are legally covered by the policy, and (iii) the extent of compliance.

Thank you for your consideration. I am happy to answer any additional questions.

Christopher Meyer ([he/him](#))
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Follow us on Twitter: [@mdeconomy](#)

Sayers, Margery

From: Katherine Berland <berlandk@gmail.com>
Sent: Wednesday, November 17, 2021 5:47 PM
To: CouncilMail
Subject: Additional testimony in support of CB-82

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Councilmembers,

I testified at the Council's session on November 15, 2021 in support of CB-82, and with this message I am submitting additional written testimony in support of the measure.

As I sat in the room, I heard many local business owners, primarily those in service industries such as restaurants and hotels, characterize the minimum wage as a wage meant for entry-level or training positions. This characterization ignores both the history of the minimum wage as well as the reality facing the majority of minimum wage workers in Howard County.

I'm sure you are aware that the federal minimum wage was first enacted in the Fair Labor Standards Act of 1938, the same legislation that included other vital worker protections, including requiring overtime pay for a workweek in excess of 40 hours and prohibitions against child labor. From its inception, the minimum wage was designed to be a living wage, one that would ensure that a person could meet the basic needs of food, clothing, and shelter if they had a job. Congress expected that it would be raised periodically, though left flexibility for future lawmakers to enact such increases as they saw fit. Unfortunately, we have seen over time as wages have stagnated and labor unions have eroded, business interests have had an outsized influence on legislation, which has contributed to the minimum wage not being raised in a manner to keep up with inflation, further exacerbating the wage gap between a minimum wage and a living wage. I heard Monday night many of the same arguments made by businesses that are brought up every time a minimum wage increase is contemplated, despite data which shows that raising wages for the lowest paid workers puts more money back into the economy, and ultimately benefits businesses as well as workers.

I want to address the concept of a minimum wage job being one that is designed to be for an entry-level position. Aside from ignoring the history and intent of the minimum wage, this also assumes that individuals who work minimum wage jobs have some other source of sustenance that would allow them to take such a position. This classist position assumes that teenagers and young adults are being supported by family, and that older workers either have savings or another income earner that can subsidize their wages, allowing them to take a position that does not pay a living wage until such time they are able to advance to one that does. Many workers do not have the privilege of taking a low-paying job just in order to gain experience or seniority at a company. I heard several anecdotes about employees at various businesses that started out as minimum wage workers, but I would like to hear from those employers what percentage of their workforce working minimum wage jobs have been promoted through the ranks to make a living wage. The reality is that most minimum wage workers do not earn a living wage unless they are able to move to another job, which usually requires access to additional education or training, both of which are difficult to obtain while working multiple jobs in order to meet basic needs.

Another through line from the testimony given by business owners was that operating costs have increased, leaving few options but to cut (or at least not raise) salaries in order to stay in business. There is much data that shows that raising the minimum wage does not lead to widespread business shutdowns. It's an argument made time and time again, but it does not hold up under close examination. While some individual businesses may be negatively impacted, overall industries do stabilize and businesses do adjust. It is frankly disheartening to hear so many business owners on the one

hand talk about their employees as "family", and on the other advocate for keeping their workers' wages too low to meet their own families' needs. Yes, the cost of doing business has increased, as has the cost of living. Sacrificing workers' ability to meet basic needs which have gotten harder to meet for the very same reasons business costs have increased is morally reprehensible.

Finally, I want to address the contention that the increase proposed by CB-82 is too much, too fast. I heard a couple of people talk about the difficulty meeting the timeframe for the implementation of a \$15/hr minimum wage, and how the schedule for that was carefully negotiated. The "Fight for 15" campaign started nearly a decade ago, and even then, \$15 was barely considered a living wage in most markets. Now, in 2021, \$15 falls well short of a living wage everywhere. The longer wage increases are delayed, the more the gap grows between a minimum wage and a living wage. I would have much preferred that the FLSA of 1938 implemented regular increases based on the consumer price index or at least on a set schedule, but since it didn't, workers have suffered by the inaction of legislators over time. The way to make up for this widening gap is not to implement the increase more slowly. While the gradual increase to \$16 over the next several years for Howard County workers is very much needed by low-wage workers, it *is* too little, and it is very, very late. I am not currently advocating for a higher starting point than CB-82 proposes, recognizing that there is still a long way to recovery for businesses due to the havoc that COVID created, but I do urge you to put in place the framework (as CB-82 would) to ensure that the minimum wage continues to be addressed by future Councils.

CB-82 is a necessary starting point, but it cannot be the end point. Workers need the modest and reasonable increase in the minimum wage that CB-82 would put in place, and they need it now. I strongly urge you to pass CB-82. Thank you for your time and consideration.

Sincerely,
Katherine Berland
Columbia, MD (District 4)

Sayers, Margery

From: Alissa Barron-Menza <alissa@businessforafairminimumwage.org>
Sent: Wednesday, November 17, 2021 5:14 PM
To: CouncilMail
Cc: Harris, Michael; Facchine, Felix; Holly Sklar
Subject: CB82: Work Session Cited Research + Links (Min Wage)
Attachments: BFMW Business and Minimum Wage Research January 2021.pdf

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Councilmembers,

Thank you for the opportunity to join today's legislative work session to discuss Council Bill 82-2021, the proposed minimum wage increase. **I wanted to follow up with links and summaries of studies I cited today on the impacts of minimum wage increases on pricing and employee turnover.** Links and details below.

I'm also including links to some of the studies that Chris Meyers from the Maryland Center on Economic Policy cited referencing decades of research that raising the minimum wage does not lead to job loss.

I've also **attached our longer annotated research summary** on the many business benefits of raising the minimum wage, including on productivity, turnover, service quality, accident rates, and more.

Please let me know if you have any questions. My full contact information is at the base of this email. Many thanks for your time,

Alissa Barron-Menza
Vice President
Business for a Fair Minimum Wage

(1) PRICING: Good pricing studies on the nominal impact of a higher minimum wage on prices, including in restaurants:

- The Federal Reserve Bank of Boston analyzed 27 metropolitan statistical areas and found that a 10 percent increase in the minimum wage increased prices on the whole by only 0.3 percent. [The Local Aggregate Effects of Minimum Wage Increases, Federal Reserve Bank of Boston, July 2018.](#)
- Similarly, the [Upjohn Institute for Employment Research published in 2016](#) that "prices grow by 0.36 percent for every 10 percent increase in the minimum wage" and "pass-through is primarily concentrated on the month that the minimum wage hike goes into effect, with no appreciable impact on the month before or after...."

(2) TURNOVER: On the high cost of employee turnover, and how higher wages reduce turnover, save businesses money and increase productivity:

- Adecco, [How Wages Impact Your Employee Turnover](#), February 1, 2019. "There's plenty of research that shows the correlation between low wages and low productivity (and lack of employee engagement). ... It's also worth noting that some lower-paying companies actually spend more than some higher-paying companies when it comes to workforce management. Why? Because the lower-paying companies have higher turnover costs in the form of job ads, onboarding, training and

opportunity costs. Not to mention, poor culture and productivity issues. Our data below found that in addition to higher turnover the lower an organization paid, 50% of that turnover occurred within the first 45 days of a new hire starting a job. That's very little time for an organization to see any ROI from their hires before losing them due to poor wages."

- Annie Mueller, [The Cost Of Hiring A New Employee, Investopedia, Updated June 16, 2020](#). Excerpted findings: "Not every new hire will demand the same process, but even an \$8/hour employee can end up costing a company around \$3,500 in turnover costs, both direct and indirect."

(3) EMPLOYMENT EFFECTS: On the employment effects of minimum wage increases, and how minimum wage increases do not lead to job loss:

• **Two studies Chris Meyers cited:**

1. [The Effect of Minimum Wages on Low-Wage Jobs, The Quarterly Journal of Economics, August 2019](#) by Cengiz, Dube, Lindner and Zipperer. The study of 138 state-level increases over 37 years (1979 to 2016) found "the overall number of low wage jobs remained essentially unchanged over the five years following the increases" and "no evidence of disemployment when we consider higher levels of minimum wages."
2. Arindrajit Dube, T. William Lester and Michael Reich, **Minimum Wage Effects Across State Borders: Estimates Using Contiguous Counties**, Institute for Research on Labor and Employment, Univ. of CA, Berkeley, August 2008. Published by [The Review of Economics and Statistics, November 2010](#). <http://irle.berkeley.edu/files/2010/Minimum-Wage-Effects-Across-State-Borders.pdf> Compared all neighboring counties in the U.S. located on different sides of a state border with different minimum wage levels between 1990 and 2006 and found no adverse employment effects from higher minimum wages.

- **A recent study of neighboring counties with different wage levels:** The Federal Reserve Bank of New York studied A-NY border counties after NY's min wage increases (phased to \$15) while PA remained at \$7.25. They found that New York had better employment trends than Pennsylvania. [Minimum Wage Impacts along the New York-Pennsylvania Border](#), Liberty Street Economics, Federal Reserve Bank of New York, Sep 25, 2019.

- **EXCERPT:** "In this analysis, we look at counties along both sides of the New York-Pennsylvania border. Since the fourth quarter of 2009, workers in both New York and Pennsylvania have been subject to the federal minimum wage of \$7.25 per hour. Over the last five years, though, New York's minimum wage has gone up. ... Specifically, we evaluate the effects on both employment and average weekly earnings in two industries with lots of lower-wage workers: retail trade and leisure & hospitality. ... As the minimum wage was raised to levels above \$10 per hour, leisure and hospitality employment in New York counties, if anything, *increased* relative to businesses over the Pennsylvania state line. ... Next, we look at retail trade, an industry in which employment has contracted along the New York-Pennsylvania border in recent years. In the chart below, we detect a pattern similar to that for leisure and hospitality: there appears to be a positive divergence in average wages between the states but no discernible divergence in employment trends."

--
Alissa Barron-Menza
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Business and Minimum Wage Research Summary
Holly Sklar, CEO, Business for a Fair Minimum Wage
Partially Updated January 2021

Selection of studies regarding the impact of wages on turnover, productivity, employment and more.

Polling

Luntz Global and National Restaurant Association polls, stories and power points provided in separate email

See, for example, Lydia DePillis, **Leaked documents show strong business support for raising the minimum wage**, Washington Post, April 4, 2016

<https://www.washingtonpost.com/news/wonk/wp/2016/04/04/leaked-documents-show-strong-business-support-for-raising-the-minimum-wage/>

“The survey of 1,000 business executives across the country was conducted by LuntzGlobal, the firm run by Republican pollster Frank Luntz, and obtained by a liberal watchdog group called the Center for Media and Democracy. (The slide deck is [here](#), and the full questionnaire is [here](#).) Among the most interesting findings: 80 percent of respondents said they supported raising their state's minimum wage, while only eight percent opposed it.

‘That’s where it’s undeniable that they support the increase,’ LuntzGlobal managing director David Merritt told state chamber executives in a [webinar describing the results](#), noting that it squares with other polling they’ve done. ‘And this is universal. If you’re fighting against a minimum wage increase, you’re fighting an uphill battle, because most Americans, even most Republicans, are okay with raising the minimum wage.’”

Some Key Employment Studies/Articles:

Arindrajit Dube and Attila S. Lindner, **City Limits: What do Local-Area Minimum Wages Do?**, National Bureau of Economic Research, NBER Working Paper No. 27928, October 2020
<http://www.nber.org/papers/w27928>

“Cities are increasingly setting their own minimum wages, and this trend has accelerated sharply in recent years. While in 2010 there were only three cities with their own minimum wages exceeding the state or federal standard, by 2020 there were 42. ... Early evidence suggests that the impact of the policy on wages and employment to date has been broadly similar to the evidence on state and federal-level minimum wage changes. Overall, city-level minimum wages seem to be able to tailor the policy to local economic environment without imposing substantial distortions in allocation of labor and businesses across locations.”

Anna Godøy and Michael Reich, **Are Minimum Wage Effects Greater in Low-Wage Areas?**, Institute for Research on Labor and Employment, IRLE Working Paper No. 106-20, September 2020. (Forthcoming in *Industrial Relations*)
<http://irle.berkeley.edu/files/2020/09/Are-Minimum-Wage-Effects-Greater-in-Low-Wage-Areas.pdf>

“In this paper we examine minimum wage effects in low wage counties, where relative minimum wage ratios reach as high as .82, well beyond the state-based ratios in extant studies. ... We find positive wage effects, especially in high impact counties, but do not detect adverse effects on employment, weekly hours or annual weeks worked. We do not find negative employment effects among women, blacks and/or Hispanics. In high impact counties, we find substantial

declines in household and child poverty.” (All the states in our sample experience one or more changes to the statutory minimum wage over the 2004-2017 period.)

Elise Gould, **Low-wage workers saw the biggest wage growth in states that increased their minimum wage between 2018 and 2019**, Economic Policy Institute, March 4, 2020
<https://www.epi.org/blog/low-wage-workers-saw-the-biggest-wage-growth-in-states-that-increased-minimum-wage-2018-2019/>

Stef W. Kight and Dion Rabouin, “Job loss predictions over rising minimum wages haven’t come true,” Axios, Nov 25, 2019
<https://www.axios.com/minimum-wage-job-loss-predictions-not-true-dcda5eac-996d-4539-a07e-12933eef4bca.html>

Jason Bram, Fatih Karahan and Brendan Moore, **Minimum Wage Impacts along the New York-Pennsylvania Border**, Liberty Street Economics, Federal Reserve Bank of New York, Sep 25, 2019
<https://libertystreeteconomics.newyorkfed.org/2019/09/minimum-wage-impacts-along-the-new-york-pennsylvania-border.html>

“In this analysis, we look at counties along both sides of the New York-Pennsylvania border. Since the fourth quarter of 2009, workers in both New York and Pennsylvania have been subject to the federal minimum wage of \$7.25 per hour. Over the last five years, though, New York’s minimum wage has gone up. ... Specifically, we evaluate the effects on both employment and average weekly earnings in two industries with lots of lower-wage workers: retail trade and leisure & hospitality. ... As the minimum wage was raised to levels above \$10 per hour, leisure and hospitality employment in New York counties, if anything, *increased* relative to businesses over the Pennsylvania state line. ... Next, we look at retail trade, an industry in which employment has contracted along the New York-Pennsylvania border in recent years. In the chart below, we detect a pattern similar to that for leisure and hospitality: there appears to be a positive divergence in average wages between the states but no discernible divergence in employment trends.”

Greg David, “NY Fed: **Minimum wage hikes didn't kill jobs**,” Crain’s New York Business, September 25, 2019
<https://www.craigslist.com/greg-david-new-york/ny-fed-minimum-wage-hikes-didnt-kill-jobs>

Doruk Cengiz, Arindrajit Dube, Attila Lindner and Ben Zipperer, **The Effect of Minimum Wages on Low-Wage Jobs**, The Quarterly Journal of Economics, August 2019
<https://academic.oup.com/qje/article/134/3/1405/5484905>
“We estimate the effect of minimum wages on low-wage jobs using 138 prominent state-level minimum wage changes between 1979 and 2016 in the United States ... We find that the overall number of low-wage jobs remained essentially unchanged over the five years following the increase... We also find no evidence of disemployment when we consider higher levels of minimum wages.”

Richard Florida, **In Praise of a Higher Minimum Wage**, City Lab, April 25, 2019 (includes short summary of Cengiz, Dube et.al)
<https://www.citylab.com/equity/2019/04/minimum-wage-by-state-jobs-data-employment-economic-research/587992/>

Jared Bernstein, “**New evidence of the minimum wage doing what it’s supposed to do: Help low-wage workers,**” Washington Post, March 8, 2018

https://www.washingtonpost.com/news/posteverything/wp/2018/03/08/new-evidence-of-the-minimum-wage-doing-what-its-supposed-to-do-help-low-wage-workers/?utm_term=.ad5694dc30a0

Sylvia A. Allegretto, Anna Godoey, Carl Nadler and Michael Reich, **The New Wave of Local Minimum Wage Policies: Evidence from Six Cities**, September 6, 2018

<https://irle.berkeley.edu/the-new-wave-of-local-minimum-wage-policies-evidence-from-six-cities/>

John Schmidt, **Why Does the Minimum Wage Have No Discernible Effect on Employment?**, Center for Economic and Policy Research, February 2013

<http://cepr.net/documents/publications/min-wage-2013-02.pdf>

Spotlights two recent meta-studies analyzing the extensive research conducted since the early 1990s; they conclude that “the minimum wage has little or no discernible effect on the employment prospects of low-wage workers. The most likely reason for this outcome is that the cost shock of the minimum wage is small relative to most firms’ overall costs and only modest relative to the wages paid to low-wage workers.” The report explores varied means of adjustment by employers such as increased worker productivity and diminished wage gap between lower and higher paid employees, noting, “But, probably the most important channel of adjustment is through reductions in labor turnover, which yield significant cost savings to employers.”

Arindrajit Dube, T. William Lester and Michael Reich, **Minimum Wage Effects Across State Borders: Estimates Using Contiguous Counties**, Institute for Research on Labor and Employment, Univ. of CA, Berkeley, August 2008. Published by The Review of Economics and Statistics, November 2010.

<http://irle.berkeley.edu/files/2010/Minimum-Wage-Effects-Across-State-Borders.pdf>

Compared all neighboring counties in the U.S. located on different sides of a state border with different minimum wage levels between 1990 and 2006 and found no adverse employment effects from higher minimum wages.

For additional earlier research see Holly Sklar, **Research Shows Minimum Wage Increases Do Not Cause Job Loss**, Business for a Fair Minimum Wage.

<https://www.businessforfairminimumwage.org/news/00135/research-shows-minimum-wage-increases-do-not-cause-job-loss>

Productivity and Other Benefits

Good overview of business benefits and related research: Justin Wolfers and Jan Zilinsky, **Higher Wages for Low-Income Workers Lead to Higher Productivity**, Peterson Institute for International Economics, January 13, 2015

<https://piie.com/blogs/realtime-economic-issues-watch/higher-wages-low-income-workers-lead-higher-productivity?p=4700>

Seema Jayachandran, “**How a Raise for Workers Can Be a Win for Everybody,**” New York Times, June 18, 2020

<https://www.nytimes.com/2020/06/18/business/coronavirus-minimum-wage-increase.html>

Krista Ruffini, **Better workplace conditions for long-term eldercare staff are key to promoting resident safety amid the coronavirus pandemic**, Washington Center for Equitable Growth June 4, 2020

<https://equitablegrowth.org/wp-content/uploads/2020/06/060420-Long-term-care-ib.pdf>
<https://equitablegrowth.org/better-workplace-conditions-for-long-term-eldercare-staff-are-key-to-promoting-resident-safety-amid-the-coronavirus-pandemic/>

Krista Ruffini, **Worker earnings, service quality, and firm profitability: Evidence from nursing homes and minimum wage reforms**, Washington Center for Equitable Growth, June 2020

<https://equitablegrowth.org/working-papers/worker-earnings-service-quality-and-firm-profitability-evidence-from-nursing-homes-and-minimum-wage-reforms/>

George Wehby, Robert Kaestner, Wei Lyu, Dhaval M. Dave, **Effects of the Minimum Wage on Child Health**, National Bureau of Economic Research, NBER Working Paper No. 26691, January 2020

https://www.nber.org/papers/w26691?utm_campaign=ntwh&utm_medium=email&utm_source=ntwgl1

John A Kaufman, Leslie K Salas-Hernández, Kelli A Komro, Melvin D Livingston, **Effects of increased minimum wages by unemployment rate on suicide in the USA**, Journal of Epidemiology and Community Health, January 2020

<https://jech.bmj.com/content/74/3/219>

Katie Bach, Sarah Kalloch and Zeynep Ton, **The Financial Case for Good Retail Jobs**, Harvard Business Review, June 26, 2019

<https://hbr.org/2019/06/the-financial-case-for-good-retail-jobs>

Kevin Rinz and John Voorheis, **The Distributional Effects of Minimum Wages: Evidence from Linked Survey and Administrative Data**, U.S. Census Bureau CARRA Working Paper Series Working Paper 2018-02

“we find that raising the minimum wage increases earnings growth at the bottom of the distribution, and those effects persist and indeed grow in magnitude over several years. This finding is robust to a variety of specifications, including alternatives commonly used in the literature on employment effects of the minimum wage.”

<https://www.census.gov/content/dam/Census/library/working-papers/2018/adrm/carra-wp-2018-02.pdf>

U.S. Department of Commerce, Economics and Statistics Administration, **Taking the High Road: New Data Show Higher Wages May Increase Productivity, Among Other Benefits**, ESA Issue Brief, August 4, 2015

<https://www.commerce.gov/sites/default/files/migrated/reports/taking-the-high-road-new-data-show-higher-wages-may-increase-productivity-among-other-benefits.pdf>

Obama White House Summary Report, Executive Office of the President, October 2016, **Raising the Minimum Wage: A Progress Update**
PDF attached

Retail’s Big Mistake: Slashing Payroll Cuts into Profits, Wharton's Marshall Fisher, Santiago Gallino and Serguei Netessine discuss their research on the impact of staffing on retailers' profits. Knowledge@Wharton, Wharton School

“It is imperative for retail companies to recognize that employees are the most valuable asset on any sales floor, especially now. Increased competition from online shopping threatens the very existence of many physical stores, so top-shelf service can make the difference between a customer making a purchase or walking out in frustration.”

<https://knowledge.wharton.upenn.edu/article/retail-staffing-model/>

Marshall Fisher, Santiago Gallino, Serguei Netessine, **Retailers Are Squandering Their Most Potent Weapons**, Harvard Business Review, Jan-Feb 2019

<https://hbr.org/2019/01/retailers-are-squandering-their-most-potent-weapons>

Jody Heymann, Magda Barrera, Magda Barrera, **How businesses can profit from raising compensation at the bottom**, Ivey Business Journal, December 2010. Based on their book, *Profit at the Bottom of the Ladder: Creating Value by Investing in Your Workforce* (Harvard Business Press, 2010).

“Our findings very clearly demonstrate that investing in employees at the bottom can be an advantage both in times of economic growth and during a recession.”

<https://iveybusinessjournal.com/publication/how-businesses-can-profit-from-raising-compensation-at-the-bottom/>

Recent Case Study:

Policy Matters Ohio, **Leading the way: Greater Cleveland Food Bank raises wages**, January 22, 2019

<https://www.policymattersohio.org/research-policy/fair-economy/work-wages/minimum-wage/leading-the-way-greater-cleveland-food-bank-raises-wages>

Business Closings

Small Business Administration, **Small Business Facts: Why Do Business Close?** May 2018

“Of the businesses with employees that closed in 2015, the top reasons for closing were low sales, the owner(s) retiring, and the owner(s) selling the business (Chart 2). With the next top reasons being opening another firm and illness/injury, it shows that many owners close for personal or health reasons not just business reasons. (“Other reasons” was also relatively high.)

https://www.sba.gov/sites/default/files/Small_Biz_Facts_Why_Do_Businesses_Close_May_2018_0.pdf

Turnover

Matthew Castillon, data scientist at Gusto, **70% of workers are likely to quit at current \$7.25 federal minimum wage in ‘brutal’ turnover cycle**, Sep 25, 2019

<https://www.cnn.com/2019/09/25/70percent-of-workers-are-likely-to-quit-at-current-federal-minimum-wage.html>

Adecco, **How Wages Impact Your Employee Turnover**, February 1, 2019

“There’s plenty of research that shows the correlation between low wages and low productivity (and lack of employee engagement). ... It’s also worth noting that some lower-paying companies actually spend more than some higher-paying companies when it comes to workforce

management. Why? Because the lower-paying companies have higher turnover costs in the form of job ads, onboarding, training and opportunity costs. Not to mention, poor culture and productivity issues. Our data below found that in addition to higher turnover the lower an organization paid, 50% of that turnover occurred within the first 45 days of a new hire starting a job. That's very little time for an organization to see any ROI from their hires before losing them due to poor wages."

<https://www.adeccousa.com/employers/resources/increasing-hourly-wages/>

Annie Mueller, **The Cost Of Hiring A New Employee**, Investopedia, Updated Jan 28, 2019
"Not every new hire will demand the same process, but even an \$8/hour employee can end up costing a company around \$3,500 in turnover costs, both direct and indirect."

<https://www.investopedia.com/financial-edge/0711/the-cost-of-hiring-a-new-employee.aspx>

Amanda Gallear, **The Impact of Wages and Turnover on Security and Safety in Airports: A Review of the Literature**, UC Berkeley Labor Center, October 18, 2017

<http://laborcenter.berkeley.edu/pdf/2017/SFO-literature-review.pdf>

Lauren Weber, "One Reason Wal-Mart Is Raising Pay: Turnover," *The Wall Street Journal*, Feb. 19, 2015,

<https://blogs.wsj.com/atwork/2015/02/19/one-reason-wal-mart-is-raising-pay-turnover/>

Arindrajit Dube, T. William Lester and Michael Reich, **Minimum Wage Shocks, Employment Flows and Labor Market Frictions**, Institute for Research on Labor and Employment, October 2014 and *Journal of Labor Economics*, 2016

<https://www.journals.uchicago.edu/doi/abs/10.1086/685449?journalCode=jole>

<http://irle.berkeley.edu/files/2013/Minimum-Wage-Shocks-Employment-Flows-and-Labor-Market-Frictions.pdf>

Heather Boushey and Sarah Jane Glynn, Center for American Progress, **There Are Significant Business Costs to Replacing Employees**, November 2012

[https://cdn.americanprogress.org/wp-](https://cdn.americanprogress.org/wp-content/uploads/2012/11/16084443/CostofTurnover0815.pdf)

[content/uploads/2012/11/16084443/CostofTurnover0815.pdf](https://cdn.americanprogress.org/wp-content/uploads/2012/11/16084443/CostofTurnover0815.pdf)

Aspen Institute, **Cost of Turnover Tool: Make the business case to improve retention through upskilling and stability** March 2019

https://assets.aspeninstitute.org/content/uploads/2019/01/Cost-of-Turnover-Tool.pdf?_ga=2.62762917.840328274.1556726946-247512978.1556726946

Accident Rates

Christopher D. B. Burt, **Chapter 2: New Employee Accident Rates**, New Employee Safety: Risk Factors and Management Strategies, Springer, 2015

"At its broadest level, there are three different bodies of research that have addressed new employees' occupational accident rate. All three literatures clearly show that an employee is more likely to have an accident at work in their initial period of employment in a job...."

See attached Chapter 2.

<https://www.springer.com/us/book/9783319186832>

Prices

Daniel MacDonald and Eric Nilsson, **Effects of Increasing the Minimum Wage on Prices: Analyzing the Incidence of Policy Design and Context**, Upjohn Institute for Employment Research Working Paper, June 2016

The paper explains updated methodology and benefit of being able to incorporate “rich variation in minimum wage policy of the last 10–15 years—including the rise of state and city-level minimum wage changes and the increased use of indexation—to investigate how the extent of price pass-through varies by policy context.”

“Our first main finding is that wage-price elasticities are notably lower than reported in previous work: we find prices grow by 0.36 percent for every 10 percent increase in the minimum wage, which is almost half of the previously accepted 0.7 percent. Second, we find that pass-through is primarily concentrated on the month that the minimum wage hike goes into effect, with no appreciable impact on the month before or after. ...”

https://research.upjohn.org/cgi/viewcontent.cgi?article=1278&context=up_workingpapers

Additional studies with pricing data summarized by House Education and Labor Committee staff:

- (Mississippi Case Study) Recent analysis on the impact of a \$15 minimum wage by 2024 in Mississippi estimates that businesses could absorb the remaining payroll cost increases by increasing prices by 0.6 percent through 2024. This price increase is well below the annual inflation rate of 1.7 percent over the past five years. <http://irle.berkeley.edu/files/2019/02/The-Employment-Effects-of-a-15-Minimum-Wage-in-the-US-and-in-Mississippi.pdf>
- Daniel Cooper, María José Luengo-Prado and Jonathan A. Parker, **The Local Aggregate Effects of Minimum Wage Increases**, Federal Reserve Bank of Boston, Working Paper, July 2018, original version posted August 2017
Analysis of 27 metropolitan statistical areas, found that a 10 percent increase in the minimum wage increased prices on the whole by only 0.3 percent.
<https://www.bostonfed.org/publications/research-department-working-paper/2017/the-local-aggregate-effects-of-minimum-wage-increases.aspx>

www.businessforafairminimumwage.org

Sayers, Margery

From: DEEBA Jafri <deebajafri@comcast.net>
Sent: Wednesday, November 17, 2021 1:36 PM
To: CouncilMail
Subject: Testimony in support of CB 82-2021
Attachments: CB82-2021 testimony Deeba Jafri.pdf

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Please see attached.

Kind regards

Deeba Jafri
Elkridge, MD
District 2

Dear Chairperson Walsh, Vice-Chair Dr. Jones and members of the county council,

Although I cannot testify in person tonight, it was enlightening to hear business owner testimony on Monday.

You would think from listening to the restaurant owners on Monday night that the jump from \$11.75/hr to \$15/hr was happening immediately. It isn't as you well know. It's over time.

Quoting the article from *The Baltimore Sun*, "If passed, the bill would incrementally raise the minimum wage for workers in Howard County to reach \$16 an hour by 2026. Businesses with 15 or more employees would start at \$14 an hour effective April 1, then increase to \$15 in 2023 and \$16 in 2025. Small businesses with fewer than 15 employees would start at \$13 an hour April 1, then increase to \$14 in 2023, \$15 in 2024 and \$16 in 2026. Howard County government employees would see an increase to \$15 an hour effective July 1 and then \$16 in 2024."

The contradictions on display from restaurant owners on Monday night were quite staggering.

1. How can you say your staff are like family to you, and then not pay them a living wage to be able to support their families.
2. How can you talk about runaway inflation and staffing shortages and not realize that your employees are dealing with that inflation too, and that maybe you have a staffing shortage because you are not paying a living wage.
3. The Mall. There are help wanted signs everywhere. Maybe it's because nobody wants to work at what they are offering? Even my teen has realized that babysitting pays more than retail. She can earn more with fewer hours at work, critical when she is involved in all things high school.
4. Montgomery County has already seen the minimum wage increase. Is the sky falling down in our neighboring county? Are we not frequenting those establishments because of price increases? I think not. All my favorites are still operating.
5. There's an element of déjà vu in all this too. Think back to the smoking ban in restaurants in Howard County in 2006. Here's a quote from *The Washington Post*. "It's going to close a lot of small businesses," said Joe Barbera, president of the Howard County Restaurant Association and owner of Aida Bistro in Columbia." It did not. Our restaurant scene is strong and the sky did not fall down.

I support CB 82-2021. This is a bill that helps over a quarter of Howard County households. One in four. Think about the dramatic impact that has on our entire community. All boats rise.

It's the right thing to do. Please support CB82-2021.

Deeba Jafri
Elkridge, MD
District 2.

https://www.washingtonpost.com/archive/local/2006/06/06/howard-bans-restaurant-bar-smoking/0ca1f7a2-f58d-42c5-894d-9401008772ec/?fbclid=IwAR2M7_pUfgqWIN49RPfB8--7yhecX9uL6QVlgCkxr66iuDRyEav9JSmHhyl

https://www.baltimoresun.com/maryland/howard/cng-ho-minimum-wage-hearing-20211116-4fatrdfrfnhjdkixskhncvlgzi-story.html?fbclid=IwAR34iaCFoKbTqrOup2vSseFY00QVIV9kul3cFYBIZELieQPS_A_pR1PR_ss

Sayers, Margery

From: Baker, Kevin
Sent: Wednesday, November 17, 2021 12:49 PM
To: Sayers, Margery
Subject: FW: Council Bill 82-2021
Attachments: Testimony - Minimum Wage.pdf

For Related Documents under CB82.

From: Jody Lenes <jlenes@eosoutdoorservices.com>
Sent: Wednesday, November 17, 2021 7:52 AM
To: Walsh, Elizabeth <ewalsh@howardcountymd.gov>
Subject: Council Bill 82-2021

Ms. Walsh,

I was unable to attend the hearing on Monday night and wanted to submit my testimony in opposition to this Council Bill. I am certainly open to any questions or further discussion.

Sincerely,

Jody



Jody Lenes / Principal
jlenes@eosoutdoorservices.com

Eos Outdoor Services, LLC
410-648-2820
13554 Triadelphia Road
Ellicott City, MD 21042
www.eosoutdoorservices.com

Outdoor Spaces... Transformed

11/15/2021

To: Members of the Howard County Maryland County Council

Re: Bill No. 82-2021 – Minimum Wage

Members of the Council, I appreciate the opportunity to speak to you today. My name is Jody Lenés, and I am a lifelong Howard County Resident and the owner of small business located here in the county as well. I am here today to testify in opposition of this council bill as I believe it put unnecessary additional strain on small businesses.

We strive everyday to have a company that provides opportunities for our employees. We do this with training, advancement, and the ability to grow within our organization. While many of our employees earn well above the proposed minimum, we have some that are below that number. These starting employees are beginning their careers and are learning what is necessary to move up.

One of the concerns from legislation such as this is the additional tracking and administrative expenses that come along with an increase like this. We are already tracking the Maryland sick and safe leave, paid time off and vacation time and more. Adding the necessary requirement that may require us to track time spent working in Howard County versus time worked outside of the county just adds additional time and administrative expenses.

Our business is already facing increased costs with the rising costs of materials, insurance, rents and so much more. Now, being asked to pay a higher minimum than the state even requests with an increase continually that is unknown, just makes working in the county become unfeasible. If we truly pass along the costs of all of these increases, consumers in this county will not want to pay for the product. They are already paying more for everything, and it places additional burden on them. On top of all of the increases, I question the true ability or process for monitoring or enforcing this wage increase. If this truly created a level playing field and companies were forced to pay this, then our customers would have no choice but to pay the increased charges. Without proper enforcement for one specific county versus the state, we are now placed at a disadvantage if we follow the rules.

I would recommend that the county look at solving some of the other issues that prevent employees from our company living in Howard County. They have better access to public transportation living in surrounding counties. In fact, our company has purchased a van to help get our employees around as there is no busses that would bring them to the Glenelg area where our company is located. Just raising wages won't make the county more affordable to live. All it will do is inflate the price of the housing as costs to maintain those properties will increase along with the wages.

I believe additional consideration needs to be put into ways to make the county more affordable. Mandating increasing the minimum wage that we as employers pay to our team members is not the job of this council. Again, as a resident of this county and a business owner in this county, I stand here opposed to this bill and recommend the county look at voting against this legislation.

Sayers, Margery

From: Rebecca Beall <rjbella358@gmail.com>
Sent: Wednesday, November 17, 2021 11:23 AM
To: CouncilMail
Subject: CB82-2021

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good evening. I am submitting written testimony on behalf of Council Bill 82-2021, AN ACT establishing a local minimum wage for employees working in Howard County. Howard County is one of the wealthiest counties in the United States – at the same time, just over 1 out of every 4 of our households (28%) have incomes below a living wage. These are people who tend to work in service jobs here in Howard County. People who take care of our children, and our seniors. People who work in restaurants and stores. People who clean our houses and work places. People who provide necessary services in Howard County. These are people we count on. The pandemic, which isn't over yet, demonstrated to us just how important people who work in service jobs are. As this community heals from the effects of COVID-19, we have the opportunity right now to affect change that will have significant and lasting impact for our community.

Raising the minimum wage, especially in this wealthy county, benefits all of us. Money flows and is circulated in the community, which will improve the economy. Everyone benefits. Everyone is raised up.

Strengthening the minimum wage in Howard County would make an important difference to the workers who keep our local communities going. It supports a strong economic and social recovery, benefiting families and children for decades to come. Isn't that what such a prosperous county should stand for?

I urge you to vote in favor of CV 82-2021

Thank you.

Rebecca Beall
5456 Endicott Lane
Columbia, MD 21044

Sayers, Margery

From: Cathy Hudson <cmhudson@comcast.net>
Sent: Wednesday, November 17, 2021 9:21 AM
To: CouncilMail; Ball, Calvin
Subject: CB-82

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

I have struggled and agonized over this legislation for the last month. I truly want folks who work so hard to earn a living wage. I really don't like the way upper management salaries have soared while rank and file employees' wages have stagnated. At the same time, this legislation is looking at a systemic problem and applying a small, piecemeal attempt at a solution that will have many unintended consequences.

One assumption that is being made is that money is the most important benefit that employees are looking for. While important, what I am hearing is that many also want a more flexible schedule or that they don't want to have to work long hours or that they don't want a long commute. As a farm employer, because I can hire more people, I have the coverage to give my employees that flexible schedule as well as to not overwork them. They also enjoy the comradery of working with multiple people and not by themselves. If I am mandated to raise wages significantly, then I lose my ability to better meet the needs/wants of my employees in creative ways.

As I have struggled with this issue, I have thought about 2 businesses that I am familiar with that have what I would call essential products and employees, that are childcare providers and farmers.

Childcare centers have struggled mightily during this pandemic. In the 2019 Maryland Child Care Market Rate Survey Report¹ it notes, "The provider's full rate, however, is usually determined by what parents can afford to pay, and not by what it costs the provider to provide high quality child care." And the majority of the costs come from salaries. In 2019 the survey noted that the average weekly cost for an infant in a child care center was about \$400. That infant requires a 1:2 ratio, so that for every \$1 increase in salary that could translate to an extra \$25/week cost. (assuming a 10 hr day for the infant) or \$1300/yr. That weekly cost would go down as the infant gets older and the mandated teacher/student ratio relaxes, but it also doesn't take into consideration salary adjustments for other non teacher staff as well. So whereas this bill might "only" add an extra dollar to the \$5 increase to employee salaries over 4 years, it will add additional stress to already stressed childcare centers, who may or may not be able to stay in business, and or parents-who will either decide that they can pay the additional amount, or will drop out of the workforce or look for alternative care. It will also give an advantage to in-home childcare providers who don't have employees. All are consequences that you need to consider.

As to farmers, most don't make minimum wage at least as far as it is from their growing of food. Yet it is to their benefit (physical and mental) to have some help around the farm. Many, myself included, hire young teenagers-high school and college-aged students seasonally. I look at it as job training, learning life skills, and mentoring as much as it is helping me to grow good food. For most it is their first job. But who is going to pay for the food that I grow if I have to charge how much it costs me to grow it and pay these increasing wages? Especially since they can go several minutes and get a similar product from a farmer in nearby Baltimore or Anne Arundel counties who don't have these overhead costs? And as I stated above, these students aren't looking for lots of money as much as they are looking for real work that they feel has purpose and where they can learn so many things. But they also want that week off to take maybe their last family vacation before adulting. They want to work as a group, not by themselves. They want a job that is close by. That is the kind of sanity and benefits that I want to offer my employees. However, this bill, by only focusing on wages will limit my ability to offer them these options and I will be forced to cut back on the number of employees. This will be another nail in the coffin of local food production.

Also having the automatic rate adjustment geared to the consumer price index for urban wage earners and clerical workers leaves me no hope for the future of local agriculture (as well as many other industries) as we will become less and less competitive with surrounding counties. Likewise, there is no provision for a decrease, so wages can only go up leaving no flexibility in economic downturns.

So my request would be to not have just Howard Co further increase our minimum wage, but watch and study the continuing increase in the statewide minimum wage. That is a significant increase already coming and there will be consequences from that-let's look at what they are and then further act as warranted.

If it is implemented, do it along with carve outs for seasonal employees or young workers, while also looking at ways to encourage employers to employ young workers in their community. And do away with the automatic rate adjustment that can only go up and that gives businesses a huge planning unknown.

1. https://earlychildhood.marylandpublicschools.org/system/files/filedepot/2/market_rate_survey_final_report_july_2019_sr_07_08_19_pm_final_pdf_3.pdf

Thank you,

Cathy Hudson

Myrtle Woods Farm

Elkridge, Md 21075



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

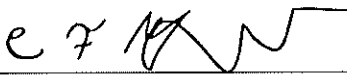
I, Christopher Meyer, have been duly authorized by
(name of individual)

Maryland Center on Economic Policy to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB 82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Christopher Meyer

Signature: 

Date: 11/15/21

Organization: Maryland Center on Economic Policy

Organization Address: 1800 N. Charles St. Ste. 310, Baltimore, MD 21201

1800 N. Charles St. Ste. 310, Baltimore, MD 21201

Number of Members: 8 Employees, 9 board members (non-membership org.)

Name of Chair/President: Benjamin Orr (CEO & President), Melissa Sines (Board chair)

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.

Strengthening the Minimum Wage Would Benefit 40,000 Howard County Workers

Position Statement in Support of Council Bill 82-2021

Given before the Howard County Council

The COVID-19 pandemic has highlighted Maryland communities' deep reliance on the workers who keep families fed, care for aging adults, and maintain sanitary public spaces. Yet these same workers too often take home wages that cannot support a family, let alone compensate for the daily risks their jobs require. Strengthening the minimum wage in Howard County would make an important difference to the 40,000 workers who keep Howard County communities going, support a strong recovery, and benefit children for decades to come. For these reasons, the Maryland Center on Economic Policy supports Council Bill 82-2021.

Council Bill 82-2021 makes three major improvements to the statewide minimum wage law enacted in 2019:

- Guarantees at least \$15 per hour for most workers by 2023 and all workers by 2024
- Increases the wage floor to \$16 per hour in 2025 for most workers (2026 for those at small employers)
- Adjusts the minimum wage for inflation in future years to ensure that it keeps up with the cost of living

Workers in Howard County simply cannot get by on low wages. Between housing, food, clothing, and other essentials, even a single adult in Howard County, working full time and not caring for children, would need to take home \$22.28 per hour to afford a basic living standard, according to the Economic Policy Institute.¹ That cost only increases for workers supporting a family.

Council Bill 82-2021 would boost Howard County workers' income by \$43 million by 2026.ⁱⁱ

- Workers benefiting: 40,000 (25% of Howard County workers)
- Total wage increase: \$43 million in 2026 (constant 2020 dollars)
- Average wage increase: \$1,100 in 2026
- Cumulative wage increase, 2022–2024: \$161 million

A stronger minimum wage would benefit workers of every background, and would be especially meaningful for women and workers of color, who today are often held back by structural barriers built into our labor market:

- 30% of working women
- 33% of Black workers
- 51% of Latinx workers
- 25% of Asian and Pacific Islander workers

A large body of research shows that when families earn enough to afford the basics, the benefits ripple out to nearly every part of their lives. A 2013 systematic review of academic literature linked higher family incomes to:ⁱⁱⁱ

- Fewer families struggling to put food on the table
- Increased spending on children’s clothing, reading materials, and toys
- Fewer behavioral problems, less physical aggression, and less anxiety among children
- Improved academic and cognitive test results, and more years of schooling completed

Decent wages are also linked to individuals’ and families’ physical health, prompting the American Public Health Association to endorse a higher minimum wage, noting that “current metrics for setting minimum wages inadequately capture the basic necessities for living in full health.”^{iv}

Council Bill 82-2021 would strengthen Howard County’s economy:

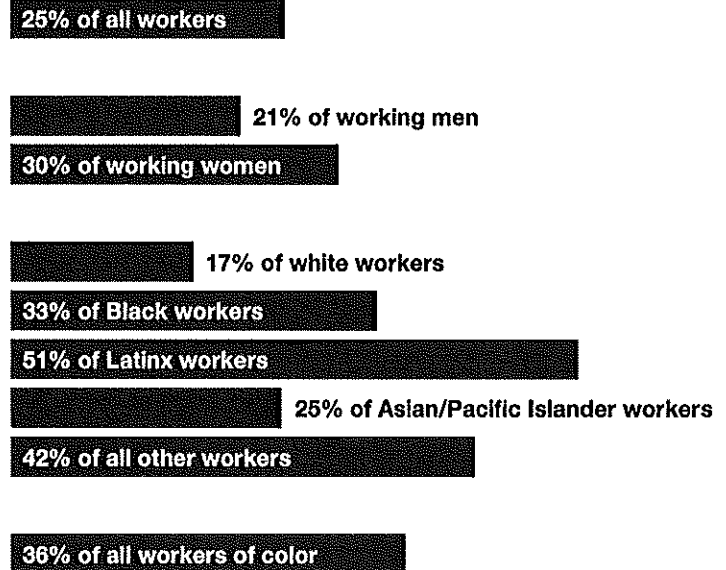
- Family-supporting wages are a crucial tool to make Howard County an attractive place to live and work, and to draw people into the labor market. This leads to a deeper talent pool for employers.
- More than anyone else, families living paycheck to paycheck quickly cycle every dollar of income back into the local economy by buying essentials.^v A higher minimum wage means higher incomes for precisely the families who will spend that money fastest. This, in turn, means stronger sales at local businesses, which allows them to hire more workers.

Finally, the most rigorous economic research undermines catastrophic predictions about the effect of a higher minimum wage on the economy:

- A study published in 2019 examined 138 state minimum wage changes between 1979 and 2016. The study found no evidence of any reduction in the total number of jobs for low-wage workers and no evidence of reductions affecting workers without a college degree, workers of color, or young workers.^{vi}
- A 2016 meta-analysis of 37 studies on the minimum wage published since 2000 found minimal employment effects, particularly for the vast majority of affected workers who are at least 20 years old.^{vii}

For these reasons, the Maryland Center on Economic Policy respectfully requests that the Howard County Council adopt Council Bill 82-2021.

Who Would Get a Raise If We Increased the Minimum Wage in Howard County?



Source: Economic Policy Institute Minimum Wage Simulation Model.

Equity Impact Analysis: Council Bill 82-2021

Bill Summary

Council Bill 82-2021 establishes a local minimum wage in Howard County, including three major differences from the statewide minimum wage law enacted in 2019:

- Council Bill 82-2021 would accelerate the increases called for under state law so that most workers are guaranteed \$15 per hour by 2023 and those at small employers reach \$15 in 2024.
- Council Bill 82-2021 would increase the minimum wage to \$16 per hour in 2025 for most workers and in 2026 for those at small employers.
- Council Bill 82-2021 would adjust the minimum wage for inflation in future years to ensure that it keeps up with the rising cost of living.

Background

The Maryland General Assembly passed legislation in 2019 to increase the statewide minimum wage to \$15 per hour by 2026 (with most workers reaching \$15 by 2025). However, this law was the product of a series of compromises that delayed wage increases for most workers and left some out entirely. Two Maryland counties currently have local minimum wage laws (Montgomery County and Prince George’s County).

Current wage standards are not sufficient to ensure workers in Howard County can afford a basic living standard. Table 1 reports hourly wages needed for a full-time worker in Howard County to afford a “modest yet adequate” standard of living in 2018, not accounting for subsequent inflation:

	1 Adult	2 Adults
No Children	\$22.28	\$15.15
1 Child	\$38.33	\$21.54
2 Children	\$46.35	\$25.14

Source: Economic Policy Institute Family Budget Calculator, <https://www.epi.org/resources/budget/>

Equity Implications

Because structural barriers in the labor market disproportionately push women and workers of color into low-wage jobs, strengthening the minimum wage yields especially large benefits for these workers. Table 2 summarizes equity-relevant impacts of Council Bill 82-2021.

Table 2. Howard County Minimum Wage Highlights

Who Would Get a Raise?	How Many Workers?	How Much on Average?	How Much Altogether?
Overall	40,000	\$1,070	\$43 million
Women	21,700	\$1,040	\$22 million
Black Workers	11,400	≥ \$1,250	≥ \$14 million
Latinx Workers	7,700	≥ \$1,070	≥ \$8 million
Workers of Color Overall	24,900	\$1,150	\$29 million
Age 20+	35,000	\$1,100	\$38 million
Parents	8,700	\$1,010	\$9 million
Full-Time Workers	23,000	\$1,260	\$29 million
College Graduates	7,600	≥ \$790	≥ \$6 million
Family Income < \$25,000	7,100	\$1,300	\$9 million

Source: Economic Policy Institute Minimum Wage Simulation Model; see Technical Methodology by Dave Cooper, Zane Mokhiber, and Ben Zipperer. <https://www.epi.org/publication/minimum-wage-simulation-model-technical-methodology/>

Notes:

- Full-time workers are those who usually work at least 35 hours per week.
- College graduates are workers with an associate's, bachelor's, or postgraduate degree.
- Estimated wage impacts for Black workers, Latinx workers, and college graduates underestimate true impacts because of data issues.

Impact

Council Bill 82-2021 would likely **improve racial, gender, and economic equity in Howard County.**

ⁱ Economic Policy Institute 2018 Family Budget Calculator, <http://www.epi.org/resources/budget/>

ⁱⁱ Source for all impact estimates is the Economic Policy Institute Minimum Wage Simulation Model; see Technical Methodology by Dave Cooper, Zane Mokhiber, and Ben Zipperer. <https://www.epi.org/publication/minimum-wage-simulation-model-technical-methodology/>

ⁱⁱⁱ Kerris Cooper and Kitty Stewart, "Does Money Affect Children's Outcomes? A Systematic Review," Joseph Rowntree Foundation, October 2013, <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/money-children-outcomes-full.pdf>

The systematic review methodology involves defining in advance how researchers will identify relevant studies, as well as quality control measures to ensure that only studies with credible methodologies are included. This methodology protects against researchers cherry-picking studies that support their viewpoint.

^{iv} "Improving Health by Increasing the Minimum Wage," American Public Health Association, November 2016, <https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2017/01/18/improving-health-by-increasing-minimum-wage>

^v Christopher Carroll, Jiri Slacalek, Kiichi Tokuoka, and Matthew White, "The Distribution of Wealth and the Marginal Propensity to Consume," *Quantitative Economics* 8(3), 2017, <https://onlinelibrary.wiley.com/doi/10.3982/QE694>

^{vi} Doruk Cengiz, Arindrajit Dube, Attila Lindner, and Ben Zipperer, "The Effect of Minimum Wages on Low-Wage Jobs," *The Quarterly Journal of Economics* 134(3), 2019, <https://academic.oup.com/qje/article/134/3/1405/5484905>

^{vii} Paul Wolfson and Dale Belman, "15 Years of Research on US Employment and the Minimum Wage," *Labour* 33(4), 2019, <https://onlinelibrary.wiley.com/doi/abs/10.1111/labr.12162>



**HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION**

I, Melvin Thompson, have been duly authorized by
(name of individual)

Restaurant Association of Maryland to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB82-2021 to express the organization's
(bill or resolution number)

support for opposition to request to amend this legislation.
(Please circle one.)

Printed Name: Melvin Thompson

Signature: Melvin R. Thompson

Date: 11/15/2021

Organization: Restaurant Association of Maryland

Organization Address: 6301 Hillside Ct. Columbia, MD 21046

6301 Hillside Ct. Columbia, MD 21046

Number of Members: 3,000 Statewide/250 Howard County

Name of Chair/President: Marshall Weston

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 5pm the day of the Public Hearing or delivered in person the night of the Public Hearing before testifying.



CB82-2021

Local Minimum Wage

November 15, 2021

Position: OPPOSE

Dear Howard County Council:

On behalf of our members with Howard County locations, the Restaurant Association of Maryland opposes CB82-2021.

Increasing the County minimum wage sooner than the phase-in schedule under current State law and adopting a higher \$16 County minimum wage with annual Consumer Price Index (CPI) increases will place additional burdens on local businesses, and make it harder for them to fully recover from the COVID pandemic and continue to provide job opportunities.

In 2019, State lawmakers adopted a longer phase-in schedule for Maryland's \$15 minimum wage law to mitigate the impact on businesses. This was a decision that was carefully considered. Howard County businesses have been planning for the phase-in schedule under current State law, and not the accelerated timetable and higher minimum wages being proposed by Council Bill 82.

Passage of this legislation would force employers to also increase wages for their current experienced staff, as starting wages would eventually approach the wage levels of more experienced employees. Such across-the-board wage increases to maintain the pay differential between entry-level workers and experienced staff compounds the higher labor costs associated with this legislation.

As drafted, Council Bill 82 would also eliminate the youth worker exception under current State minimum wage law that allows employers to pay employees under the age of 18 at least 85% of the State minimum wage. State law also exempts employees under age 16 working less than 20 hours per week from the State minimum wage requirement (federal minimum wage applies). Council Bill 82 would increase youth labor costs for employers who provide first-time job opportunities to this age group.

This legislation also proposes to reduce the allowable tip credit by increasing the minimum cash tip wage in Howard County to \$4.00/hour, up from \$3.63/hour under current State law. There is no legitimate reason for increasing the tip wage because tipped employees are guaranteed by law to make at least the applicable minimum wage per hour for the workweek. Federal and State minimum wage laws require employers to make up any deficiencies if a tipped employee does not make enough in combined cash tip wages plus tips to make at least the full applicable minimum wage per hour for the workweek. Most tipped employees make significantly more than minimum wage with tips included. State lawmakers understood this when they decided to maintain Maryland's cash tip wage/tip credit.

The restaurant/foodservice industry continues to struggle to overcome the catastrophic impact of the pandemic and remains in recovery mode for the foreseeable future. Although operating restrictions have been lifted and the vaccine is now widely available, business has not yet returned to pre-pandemic levels.

(more)

Restaurant Association of Maryland
Page 2

Restaurant/foodservice businesses are also facing substantial food/product cost increases and supply chain issues. Additionally, many businesses have been unable to find enough employees to meet their needs.

Given that the restaurant/foodservice industry requires significantly more labor to generate sales than many other industries, higher labor costs affect the restaurant/foodservice industry disproportionately. Higher labor costs cannot be fully offset by menu price increases because across-the-board price increases drive away customers. If this legislation passes, restaurant/foodservice business owners will be forced to find other ways to offset higher labor costs, which may include cutting work hours and hiring fewer entry-level/unskilled workers.

Mandating higher wages in Howard County will make it more difficult to operate a foodservice business in the County.

For these reasons, we respectfully request that you do not move forward with this legislation.

Sincerely,

A handwritten signature in black ink, reading "Melvin R. Thompson". The signature is written in a cursive style and is followed by a long, horizontal, slightly wavy line that extends to the right.

Melvin R. Thompson
Senior Vice-President



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Dawn Popp, have been duly authorized by
(name of individual)

Columbia Democratic Club to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB-82 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Dawn M. Popp

Signature: Dawn M Popp

Date: 11/13/2021

Organization: Columbia Democratic Club

Organization Address: 5912 Trotter Rd.

Clarksville, MD 21029

Number of Members: 366

Name of Chair/President: Cynthia Fikes

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 5pm the day of the Public Hearing or delivered in person the night of the Public Hearing before testifying.

Testimony on Behalf of Columbia Democratic Club CB82-2021
November 15, 2021

Good evening, my name is Dawn Popp, and I am a member of the Board of the Columbia Democratic Club. I am testifying tonight on behalf of the Club, but note that the views expressed in this testimony also very much represent my views as an individual resident of District 1.

The Columbia Democratic Club wholeheartedly believes that every Howard County worker deserves to be paid a living wage. While this bill does not implement an actual *living wage* requirement, we are nonetheless proud to support it as an important, meaningful, and long-overdue *first step* toward that goal. A first step that will, almost immediately, make a positive difference in the lives of thousands of working families across our County.

We were thrilled and grateful to see 4 of the 5 members of this Council at the kickoff rally for the Living Wage Howard County Coalition - of which we are a member organization - and trust that the support shown at that rally will translate into votes in favor of this bill.

As one of the wealthiest counties in the nation, it is simply unconscionable that more than 1 in 4 households in Howard County struggle each month to make ends meet. We can, and must, do better. Howard County should be a leader on this issue, rather than simply waiting for the next incremental changes in the state's minimum wage to take effect.

According to data from the Maryland Center on Economic Policy, raising the minimum wage in Howard County will benefit approximately 40,000 Howard County workers. Contrary to popular belief, these aren't just teenagers working for minimum wage - about 35,000 of those 40,000 workers are aged 20 or older. These are our friends, our neighbors; they are hospital workers, cashiers, childcare providers, cafeteria staff in our schools, and more. Importantly, many of them are those who we deemed "essential workers" at the height of the COVID-19 pandemic, and who continued to work and put themselves at risk while the rest of us were sheltering at home. How sadly ironic it is to call someone "essential" when their work is not even valued enough to pay them a fair wage.

Raising the minimum wage will not only benefit those 40,000 people who will see an increase in their paychecks, it will benefit our entire community. Workers are also consumers, and low-income households are more likely than those with higher income to spend each additional dollar they earn, boosting the economy and supporting local businesses. Moreover, higher wages make it easier to attract and retain workers, which should be good news to everyone concerned about the current labor shortage.

Finally, another important factor to us as Democrats is the fact that women and workers of color are disproportionately represented in minimum wage work. Thus, raising the minimum wage should also be a priority from the standpoint of equity and racial justice. This bill would raise

wages for 30% of the county's working women, 33% of the county's Black workers, 25% of our AAPI workers, and 51% of our Latinx workers.

Again, this bill is an important and long-overdue step toward the goal of a true living wage in Howard County. We urge you to vote "yes" so that tens of thousands of our hardworking friends and neighbors will start seeing a bit more money in their pockets beginning in April. And after we take this first step together, we look forward to continuing to work with you on the next step, and the one after that, until every worker in Howard County is able to earn a true living wage.

Testimony in support of CB-82
November 15, 2021

My name is Katherine Berland. I live in District 4, and I'm here tonight to speak in favor of CB-82. When I moved to HoCo in 2000, my first job here paid me around \$13.50 per hour. Even back then that wasn't enough to fully support myself and my two small children on my own. Fortunately, my husband made approximately the same amount of money as me, so I wasn't doing it alone. We also had family who helped us with child care and housing, putting us in a position where we were able to complete our education and move on to better paying jobs, and a more secure economic situation, which has kept us able to stay here for the past two decades.

More than 1 in 4 families in HoCo struggle to meet basic needs. The modest increase of the minimum wage being proposed will provide immediate and long overdue wage relief for tens of thousands of workers. Starting next year, this bill would provide at least an additional \$50 per week for someone working a full time job. What does an additional \$50 mean for a family that is struggling? It means maybe that week not having to choose between whether to buy groceries or whether to pay your phone bill. It means not deciding whether to fill a prescription, or whether to buy a tank of gas so you can get to work. It means you can get a pizza and cake to celebrate your child's birthday, instead of putting it off another week.

Remember when I said my first job here paid \$13.50 per hour in 2000? Calculating for inflation, I would need just over \$22 to have the same amount of purchasing power today. The CPI-U increased by 5.4% just this year, which means if you didn't get a 5.4% wage increase going into 2022, you actually took a paycut. The cost of inflation is felt the most acutely by low-wage workers, who find that the same amount of labor doesn't bring back the same value in pay as it used to. Many workers are forced to increase their labor to receive the same value in return, which means sacrificing time with family and postponing long-term goals in order to take on a second job or work longer hours. Too often, even these measures fall well short of what is needed.

Every worker is also a consumer. We send a powerful message about whose consumer dollars we value when we don't require adequate wages to be paid to all workers. HoCo has an amazing assortment of restaurants and shops. But let's be real. The consumers that many of these businesses cater to are people like me, whose earnings have outpaced inflation over time. Howard County is one of the wealthiest counties in the country based on average income, but we see from the numbers that those who have more have *a lot more* than those who have less. We have people working in HoCo who can't afford to live here, let alone spend discretionary income in local businesses. Raising wages to a level that puts more consumer dollars in more pockets is the best way to expand the customer base, which is good for business.

CB-82 is a critical first step in helping working families obtain economic stability. The implementation schedule allows the time necessary for employers to adjust, while also providing immediate relief for those most in need. And to ensure that the gap between the minimum wage and a living wage does not continue to widen, it requires regular increases based on inflation as well as revisiting the issue in the future. CB-82 will benefit both workers and businesses, and I strongly urge you to vote yes.

The first part of the book is devoted to the study of the structure of the group of automorphisms of a free group. It is shown that this group is generated by a finite set of automorphisms, and that these automorphisms can be chosen to be "simple" in a certain sense. The second part of the book is devoted to the study of the structure of the group of automorphisms of a free group of rank n . It is shown that this group is generated by a finite set of automorphisms, and that these automorphisms can be chosen to be "simple" in a certain sense.

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Public Sector Consulting Group

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November 15, 2021

To: Hon. Liz Walsh, Council Chair
George Howard Building (1st Floor)
430 Courthouse Drive
Ellicott City, MD 21043

cc: Hon. Opel Jones
Hon. Christiana Rigby
Hon. Deb Jung
Hon. David Yungman

Fr: Christopher B. Costello

Re: **CB 82-2021 AN ACT establishing a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements.**

POSITION: **Oppose**

My Name is Chris Costello, I live at 10782 Symphony Way, Columbia, 4th Council District.

I am a self-employed government affairs consultant (lobbyist), representing Maryland nonprofit associations. Education: BS in Economics from Mt. St Mary's University and an MBA from Loyola University of Maryland. I have been representing nonprofit associations on labor and employment matters in Annapolis for 48 years.

Let me begin by recognizing the significant financial hardships that confront families that must rely on an income that is at or near the minimum wage. This is especially true given the high cost of living in Howard County and the current rate of inflation. Fortunately, Howard County families do have access to assistance via public services and nonprofit supplements.

I respect the sponsors view of this legislation and their sincere intentions; however, I believe there are compelling reasons that demonstrate why that this bill will do more harm than good.

Currently the available labor supply in Maryland is low relative to demand for workers across all occupations and employers are offering wages above the minimum wage proposed by the CB 82-2021.

When minimum wages are increased, not everyone benefits because the employers must balance their budgets, which requires that they either cut expenses or increase prices, the latter generally a last resort.

- Cost increases minimum wage increase for employees
- Cost reductions Reduced hours, layoffs, hiring freezes
- Price Increases = possible decrease in sales > reduced demand > reduced production,

So why increase the minimum wage?

A presentation by the proponents of the "Minimum Wage that was streaming on the Council's web site included two reasons for increasing the Minimum Wage: the "**high cost of living**" and the desire to establish a "**Living Wage**" for workers in Howard County.

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The purpose for this legislation is unclear when the terms "Minimum Wage" and "Living Wage" are used concurrently, so they are defined here:

- **Minimum Wage** - "a wage fixed by legal authority or by contract as the least that may be paid either to employed persons generally or to a particular category of employed persons."
- **Living Wage** - "the minimum income necessary for a worker to meet their basic needs. This is not the same as a subsistence wage, which refers to a biological minimum. Needs are defined to include food, housing, and other essential needs such as clothing. The goal of a living wage is to allow a worker and family to afford a basic but decent standard of living through employment without government subsidies". a "Living Wage" would increase with the number of dependents. <https://livingwage.mit.edu/counties/24027>
- **Howard County's** current "**Living Wage**" for an adult with one child is \$36.07 per hour, \$24.72 more than the current "Minimum Wage"

Section 12.2204. – Council Meeting (page 4 lines 13 – 23)

Inserting this section into the "Minimum Wage" law authorizes future Councils to decide on increases in the "Minimum Wage," using the cost of living and other factors. While the term "Living Wage" is not mentioned, this section could allow the Council to expand the minimum wage to approximate a "Living Wage."

If this bill is intended to use the "Minimum Wage" law to establish a "Living Wage" for employees in Howard County, regardless of how protracted the implementation might be, expect to see an adverse economic effect on many small businesses. The economic climate and economic perception for Howard County for business would also be affected negatively resulting in a loss of employment and tax revenue.

For these reasons, I respectfully recommend an unfavorable vote on CB 82-2021

Regards,



Christopher B. Costello

Good evening, Councilmembers. My name is Rebecca Otte. I'm in my 21st year of teaching with Howard County Public Schools, and I've been a resident of District 3 for the last 2 years. I'm speaking tonight in favor of Council Bill 82.

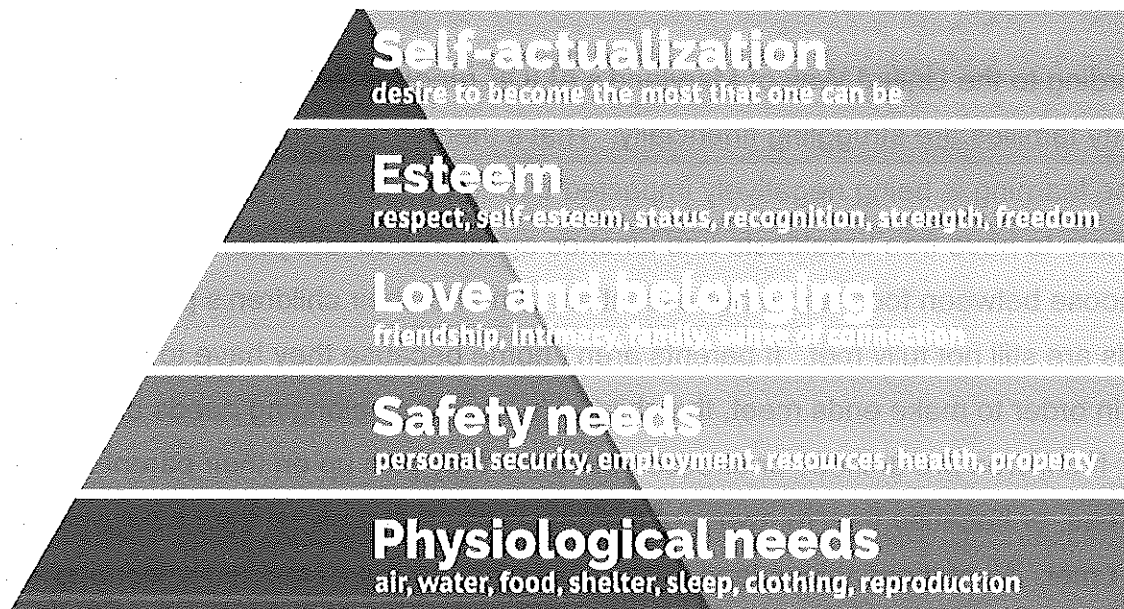
One of the first things education majors learn in undergrad is called Maslow's Hierarchy of Needs. It's a pyramid with 5 levels - the base is physiological needs, followed by safety needs. Love and belonging is in the middle, followed by Esteem and then Self-Actualization at the very top. Academic learning occurs when people are in the 4th and 5th levels of the pyramid, and it's a hierarchy, meaning that people can't do something at a higher level if the needs below it aren't being met. I'm sure it's difficult to focus on constituent testimony if you're hungry, and you wouldn't be worried about a public hearing at all if you weren't physically safe.

According to the United Way of Maryland's ALICE report in 2020, 28% of Howard County families are struggling financially. That's theoretically 28% of HCPSS' students whose learning is being negatively impacted through no fault of their own. We're fortunate to have free breakfasts and lunches again this school year, but if families have to choose between food and other essentials at home, their children's physiological needs are still not fully met. If parents aren't home because they have to work multiple jobs in order to make ends meet, the children's love and belonging needs aren't fully met. If children are anxious or stressed because they pick up on their parents' feelings of stress, or because they're aware of their struggles themselves, their safety needs aren't met. All of these things lead to students who are not available for learning when they're in school. And this doesn't even touch the opportunity gaps that come with financial struggles, which also impact academic achievement.

It's more than just HCPSS students who are impacted by a low minimum wage. The school system's food service workers, who were in school buildings every day during the shutdown, putting themselves and their families at risk in order to feed Howard County's children - they don't make \$15 an hour until a few years in. I am hopeful that an amendment is forthcoming that would provide funds to HCPSS sufficient to raise the

minimum wage for our food service workers to \$15 an hour by 2022 and \$16 per hour by 2024.

We know that the state has passed legislation to raise the minimum wage, but we also know it's more expensive to live in Howard County than elsewhere in the state. (See the fact that I've only been a resident for 2 years.) Increasing the minimum wage faster is the right thing to do and it will have a positive impact on more than just the 28% of families who are struggling. I urge you to vote yes on Council Bill 82 with the amendment for HCPSS' employees. Thank you.



Maslow's hierarchy of needs

<https://www.thoughtco.com/maslows-hierarchy-of-needs-4582571>



Council Bill 82 Testimony

November 15, 2021

Good evening.

My name is Randy Marriner, and I live at 4411 Manor Lane, Ellicott City. I am the Chairman and Founder of Victoria Restaurant Group. We are a 14-year-old, Woman Owned and Controlled company in Howard County, that operates Victoria Gastro Pub in Columbia, and Manor Hill Tavern in Old Ellicott City. We employ over 150 hardworking, and well-paid team members.

I am here tonight to try to inform and educate you on potential devastating effects that this bill will have on my businesses and all the restaurants here in Howard County.

Two years ago, when the State Legislature launched the 'Fight for Fifteen', we the restaurant industry here in Howard County worked diligently with our Local Delegation to strike a compromise which became the basis of the current law, which rolled out over time, and froze the tip-wage at \$3.63/hr.

I sit here tonight dumbfounded, that we are revisiting this issue again...especially considering what our industry has endured over the past 20 months with COVID-19.

Let me say that again....dumbfounded!

With all due respect, I must ask what vaccine has protected you from seeing the ravages this Pandemic has had on our local restaurant industry?

Those of us who have survived, after loosing almost everything, now must deal with runaway inflation, staffing shortages because people still get paid to just stay home, supply chain issues, fuel surcharges, and the list goes on and on. And now you want to raise the baseline on all labor, on top of that?

When minimum wages go up ALL wages go up. Your bill raises my labor costs by 12% the first year and 17% the second year. Not to mention the 10% increase in the tip-wage on my employees that ALREADY make between \$25 and \$50 an hour or more.

For the first time in 14 years, Victoria Gastro Pub will be closed for Thanksgiving. For those 13 years, we fed thousands of Howard Countians with amazing turkey dinners, with all the stuffing, mashed potatoes, vegetables, cranberry sauce and then topped it off with Mary's fresh Pumpkin Pies. This year with the cost of overtime from being short staffed and the cost of turkey more than doubling we would have had to charge \$60 per person...so we're closing!

Again, the minimum wage is not supposed to be a living wage. It is an entry level or training wage that allows employees to get their foot in the door, learn and grow. At Victoria Restaurant Group, our Chief Operating Officer, Heather Gotcher, started with us in 2008, as a part time Host while she was in college...at minimum wage. Today, she runs the whole show.

The unintended consequence of this bill will be elimination of jobs. Just this week I received something from Food & Beverage Magazine introducing technology to eliminate 58% of my work force by installing the 'All-In-One-Kiosk'. 58% of jobs gone.

We, the Restaurant Industry of Howard County, implore you to keep the Minimum Wage & Tip Credit exactly where they are AND where they belong.

Here's the bottom line, the next time you take family or friends out to dinner, do you want to order from a kiosk and pick up your own food from a window? I didn't think so, and neither would I.

Thank you for your thoughtful consideration.

Sayers, Margery

From: Steve at Ironbridge <steve@ironbridgewines.com>
Sent: Monday, November 15, 2021 12:27 PM
To: CouncilMail
Subject: Steve Wecker's thoughts on the minimum wage debate...
Attachments: minimum wage.docx

Follow Up Flag: Follow up
Flag Status: Completed

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Thank you for considering this...

--

Regards
Steve Wecker
Cured/ 18th & 21st / The Iron Bridge Wine Company/ Mutiny Pirate Bar
2019 State of Maryland Restaurateur of the Year
443 271 7177

Thoughts on the Minimum Wage increase from Maryland's Restaurateur of the Year

This is a multi-layered issue. Many people work two jobs six days a week to pay their rent, but it won't solve anyone's issues to pay \$1-\$2 an hour more when it's \$1,600 a month for a one-bedroom apartment in Howard County. There needs to be an overall plan implemented so that not only are wages raised but corresponding services, housing, transportation, medical services and household expenses are dealt with.

Money is the tip of the iceberg, but we know that there isn't much workforce housing in Howard County, so what often happens is many people share expensive housing, as well as cars. The County needs to develop a plan for really affordable workplace housing and then, a system of mass transit to get those workers to their jobs. Until that happens, everyone in Government gets to feel good, without making a difference.

In my case, most of my 250 employees are making more than \$15 an hour anyway. If we want to work toward [Rouse Company and Columbia founder] Jim Rouse's dream, we need to work with these people. Everything is more expensive and will continue to be so. And for the minimum wage earner, it is a mountain of expense that is climbed every day.

In general, the government needs to operate more efficiently so it can focus on housing, education, health care, training, etc., with a reasonable wage to give these people a better lifestyle. Are we making sure that they are getting the opportunity to a good education so that at some point we can break the cycle of poverty? I sent the County Executive's office a note a while back about ticketing minimum wage earners for parking illegally on Route One in ElkrIDGE when they were trying to have a low cost day with their families by picnicking and swimming in the river. That \$150 ticket amounts to a day's wages. That point is lost when we are looking at the big picture through the small lens of a couple of dollars an hour.

So mandating \$16 an hour on businesses and leaving it at that is not the way to go, because I can't pay people \$16 who are just starting out. Minimum wage jobs are just that because they are jobs that people get when they are just starting out. I need to look at every employee as to what they can bring to the business and their level of talent. You don't pay a new lawyer what the head of the Law firm makes, just because it's expensive to live in Howard County. So, I can't afford to hire starting workers who want to get experience because I need to be able to

justify the hourly wage. Also, unfortunately, I can tell you that today, the work ethic is generally not what it once was and the workers still expect all of the wages and benefits while often, not supplying a matching performance.

I am left with looking at the overall labor cost and how it works in our business model. If wages rise across the board, and when the dishwasher is getting \$16.00 an hour, the line cook who was making \$17.00 an hour will want to jump to \$19.00. Then the Lead Cook will need additional dollars. So, instead of employing 9 cooks on a Friday night, I may have to look at cutting two cooks out and running with a smaller crew. The two who I don't use then have to find alternate employment or work more hours. At that point, we aren't making things better for everyone, just a few and the cycle continues

For politicians to hang this on small businesses is not fair. We are the people creating jobs, supporting the community, We can't print money and we are not a national chain. We now pay employee sick leave, We choose to pay much of our employees' health care and that cost is rising. Goods are more expensive, rent is more expensive, services are more expensive. The economy is nowhere near recovered, we lost hundreds of thousands of dollars with the pandemic and we have no idea if it will ever come back. All the costs are rising and now we will add labor to that ever increasing list.

This is not about Steve keeping more money and buying a big house. We work very hard as an organization to support the community as well as to do everything we have to do give our employees a healthy, clean and safe place to work. Owning a business is a terrifying thing. Ask the thousands of businesses that go under every year and lose their investments and sometimes their life savings. Every day we navigate all of the pitfalls of business owning and pay the freight on trying to make a dollar and support a family. I choose to do this, but I object to being mandated to pay a wage, just because it seems like a good idea. I apologize, but cutting non-essential government spending, by being more efficient in what is purchased, perhaps looking at pensions and wages at the County level would be a great place to start .If I go out of business, that's 250 people who don't have a job. If it eventually stops being worth my while to run my restaurants, and I pray it never happens, I can do something else. But the work that we do in the community and the jobs that we create and the families that we support and the opportunities that we provide all go away.



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Tracy Lingo, have been duly authorized by
(name of individual)

UNITE HERE, Local 7 to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB 82-2021 to express the organization's
(bill or resolution number)

support for /-opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Tracy Lingo

Signature: Tracy Lingo

Digitally signed by Tracy Lingo
Date: 2021.11.15 17:47:04 -05'00'

Date: 11/15/21

Organization: UNITE HERE Local 7

Organization Address: Baltimore, MD 21201

Baltimore, MD 21201

Number of Members: 2,500

Name of Chair/President: Roxie Herbekian

*This form can be submitted electronically via email to
councilmail@howardcountymd.gov no later than 2 hours prior to the start of the
Public Hearing.*

Testimony in Favor of CB 82-2021 from Tracy Lingo, UNITE HERE Local 7
Presented 11/15/21

Good evening, my name is Tracy Lingo. I am the Staff Director of UNITE HERE Local 7. We represent over 2,500 hotel, food service, event center and casino workers throughout the state of Maryland, including the workers laid off from the former Sheraton Columbia hotel, reopening this month as the Merriweather Lakehouse Hotel. I am here tonight to speak in favor of Council Bill 82-2021, an effort to raise the Howard County minimum wage.

The past eighteen months have been extremely difficult for our members and for hospitality workers throughout the country. Almost immediately after the pandemic more than 90% of our membership was laid off. To date over 70% of our membership remains laid off. While some of our members in food service, event centers, and casinos have returned to work, the hotel industry has been slow to recover, as business travel and meeting business have largely not yet returned.

The majority of our members are women and people of color. While our members were lauded as essential workers during the pandemic, the reality is that the pandemic hit low wage workers, like our members, the hardest. Our members didn't have jobs where they could work from home. Often families counted on more than one wage earner and with family members working in the same industry, both wage earners laid off. And, because the minimum wage has not kept pace with the cost of living, they did not have savings to fall back on. Almost immediately workers in our industry needed to rely on unemployment, and when that was difficult for many to access, we saw members in need of emergency food within weeks of the start of the pandemic. This need really highlighted for us the importance of raising the minimum wage to over \$15 an hour as an issue of long-term economic stability for workers in our industry.

As our region seeks to recover from the pandemic, we feel that laws like this minimum wage law and efforts to ensure that laid off workers return as quickly as possible to the jobs they were laid off from, such as the recall laws passed in both Washington, DC and Baltimore as essential, not only to workers in our industries, but to the economic well-being and stability of our communities. It seems very fitting that Columbia, a community that was founded with a vision of racial and economic inclusion is the first in our state to include a provision to tie future increases to the cost of living and to provide review of wages at regular intervals. Especially now, as the workers hit hardest by this pandemic seek to recover, raising the minimum wage, and ensuring that it does not fall behind the cost of living again in the future, will have a very concrete positive impact on workers in our industries. When I first started organizing with our Union 20 years ago, Alexandria, Virginia had just passed a living wage law, also tied to CPI. Our members in Alexandria worked in the parking lots owned by the city. When I first started working with them, they all worked twelve-hour days, 7 days a week, at multiple jobs, struggled to see their children because they worked so many hours, and worried about paying rent on apartments that were crowded and falling apart. As the years went on, these members became some of the most stable in our union. Some saving to buy homes, others to send kids to college. This kind of stability makes a huge difference for families and provided profound dignity.

Now, as workers in Howard County seek to rebuild their lives after months of being laid off, ensuring that the jobs they return to pay living wages that afford dignity is a necessary building block to restoring economic stability in our community and is an essential step that we must take.

I'd like to take this time to thank Counselman Jones and Councilwoman Rigby for sponsoring this legislation and to thank as well, all the Council people who have been working to ensure that they workers laid off from the Sheraton Columbia can return to work as their hotel reopens.

Thank you for allowing me to speak.

Testimony in Favor of CB 82-2021 from Victoria Jordan
Presented 11/15/21

Good evening, my name is Victoria Jordan. I have worked in Howard County since 2019 as a housekeeper at the Sheraton Columbia. That's the hotel that's reopening as the Merriweather Lakehouse and refusing to rehire over 100 former employees. Before I begin, I want to take a moment to thank all the council members who have been supporting our efforts to be recalled to our jobs.

When we got laid off at the beginning of the pandemic, I was making about \$12.50 an hour. At the time the minimum wage was \$11.00. That extra dollar fifty makes a difference in what I could afford. A strong minimum wage is important because it helps lift incomes for all working people. Wages haven't kept up with the cost of living for a long time. And we know the price of everything is going up. So, I also think tying future wage increases to the cost of living is really important. We shouldn't have to always be catching up.

During the early part of the pandemic it was popular to talk about 'essential workers' and to give us a lot of love. Now I hear more people complain about 'essential workers' because businesses can't find enough of us to work. What people need to be talking about is making sure we can sustain the workers. We need job stability, with wages and benefits that allow us to keep a real life together so that we're able to keep the businesses running that everyone relies on.

I currently live in Baltimore but when I was working at the hotel, I started looking for an apartment in Columbia. Travelling from Baltimore was a big expense and took so much time out of my day. During the weekdays I had a 45-minute commute each way even on the direct bus. On the weekends the direct bus didn't run and sometimes I would have to call an Uber to bring me to work, which was much more than I could afford. I would have loved to live in Columbia, but the rents are definitely higher than where I live now.

A higher wage would make it easier to live where I work and let me have more time for myself and my family. There are a lot of jobs in Columbia and this bill would enable essential workers to live close to where we work and be a part of this community.

Testimony in Favor of CB 82-2021 from Elaina Antonsen
Presented 11/15/21

Good evening, my name is Elaina Antonsen, thank you for giving me the opportunity to speak. I was a banquet worker for over 24 years at the Sheraton Columbia up until we got laid off because of the pandemic. We're currently fighting to get our jobs back as the hotel reopens this month rebranded as the Merriweather Lakehouse.

We need a higher minimum wage because working people are forced to get by on too little. Especially since the beginning of the pandemic we've seen prices for everything, gas, food, rent get higher. Families aren't going to be able to make it, I'm not going to be able to make it. Already so many of my co-workers have to rent rooms in their homes. Many of my coworkers have to work several jobs just to survive.

As a banquet server, most of my income came from the gratuity that the Company charged the guests. That income allowed me to live here in Columbia and be relatively comfortable and stable. Since we have been laid off, I have been looking for a job that will replace the income I made as a server, and it's been very hard to find something that pays enough. Even jobs that have a lot of responsibility, like elder care, are only offering \$14 - \$16 an hour, which doesn't seem like enough for people we are trusting to care for our elderly. Raising the floor for minimum wage will help make sure that all jobs in Howard County are paid a fair wage that allows workers to live here with dignity.

Before I close, I want to thank you for considering this important legislation. I also want to thank the County Councilmembers who are working with us to help us return to our jobs at the Merriweather Lakehouse Hotel. Your support means so much to us.

James Handley's Testimony in Support of CB82 (Min. Wage Increase) – 11/15

Good evening, Chair Walsh, Vice Chair Jones, and Councilmembers. Thank you for taking the time tonight to hear from citizens on legislative issues. My name is James Handley. My wife, Garima and son, Aakash live in Ellicott City in District 1. I'm an attorney, before law school I was cavalry officer in the United States Army. I'm currently the President of the Ellicott City & Western Howard Democratic Club.

Tonight, I'm testifying in support of CB82. A bill which has the Ellicott City & Western Howard Democratic Club's full support. Recently, along with several other local democratic clubs, we've joined the Living Wage Coalition.

CB82 is a great first step towards ensuring all workers earn a living wage in one of the wealthiest counties in the country. Our club's leadership and members enthusiastically support this bill and the Living Wage Coalition's goal of ensuring a living wage in the County because it represents a key democratic party tenet.

Since the New Deal built the modern American middle class, the Democratic Party has stood for working Americas. Especially in our renewed Gilded Age, with astronomical wealth inequality, our leaders must stand for a living wage.

Our statewide leaders in Annapolis recently recognized this fact and succeed in passing the "fight for fifteen" minimum wage bill. While a great step, it is only an initial step. Indeed, Howard County workers wouldn't see \$15 an hour until 2025.

As noted in other testimony, this bill will have real, material benefits for Howard County workers, including benefiting a quarter of all Howard County workers. To our Club members and leadership support for a living wage is a core principle. Thank you to Councilmember Jones and Rigby for co-sponsoring the bill and we hope that their colleagues will join them in supporting this important first step towards a living wage in Howard County.



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Djawa Hall, have been duly authorized by
(name of individual)
1199 SEIU to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding _____ to express the organization's
(bill or resolution number)

support for / ~~opposition to /~~ request to amend this legislation.
(Please circle one.)

Printed Name: Djawa Hall

Signature: Djawa Hall

Date: 11/15/21

Organization: 1199 SEIU

Organization Address: 611 N Eutaw St
Baltimore, MD 21201

Number of Members: 10,000

Name of Chair/President: Lisa Brown

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.



Minimum Wage Increase Testimony Howard County

Dear Madam Chair and Members of the Howard County Council,

My name is Djawa Hall, and I am the Political Coordinator with 1199SEIU- the largest healthcare union in the nation, where we represent over 10,000 healthcare workers in Maryland. Given that one in four families in Howard County struggle to feed their loved ones and tens of thousands of families deal with issues involving housing affordability, we are proud to support CB81-2021 in support of increasing Howard County's minimum wage to \$16.00 by 2025.

Howard County's workforce is made up of hospitality workers that attend to the needs of county and non-county residents, public emergency workers who keep our communities safe, healthcare workers who are still fighting on the frontlines of COVID-19, and thousands of other workers who make Howard County's economy flourish every day. Despite the risk that essential workers put themselves in to provide the public with services, many workers who make the current minimum wage of \$11.75 continue to struggle to merely survive and the pandemic only exacerbates this. This has resulted in wide-scale evictions, an increase in poverty, the increased contraction of COVID-19, the inability for children to go to school, as well as just an overall cumbersome society to raise and have a family.

Fortunately, if this bill passes, the benefits will far outweigh any drawbacks. Workers are consumers, and if people are not earning a living wage, they cannot spend money at local businesses because they are living paycheck to paycheck. By raising wages, this would enable low-wage workers to support small businesses better. Along the same lines, keeping wages low only puts small businesses at a competitive disadvantage because working people will shop based on what they can afford, and bigger businesses tend to have lower prices. By increasing the minimum wage, jobs that pay the lowest wages that commonly experience high turnover rates will not have the chance to retain workers, reducing the cost of recruitment and training- both of which are costly for business owners.

For 1199SEIU members, many of whom are essential workers, the passage of this bill will have a versatile, positive impact for both healthcare workers and Howard County. Increasing living wages would not only mean that healthcare heroes would be valued more appropriately for saving lives and risking COVID-19 contraction, but it would also mean lower poverty rates and a reduction on the strain on social safety-net programs. In practice, if more families are better financially equipped to handle socio-economic problems, it would alleviate the number of hospitalizations, the need to hire more healthcare workers, and would ultimately allow Howard County to reallocate resources to other areas that need funding. Moreover, this would eliminate the need to fund state and local programs like Section 8 housing, SNAP, and unemployment benefits. While we agree that it is good to have these programs as a safety net, it is not sustainable for workers to rely on them long term. Therefore, increasing the minimum wage would allow workers, businesses and both the county and state government to all benefit.

For these reasons, we believe that an increase in the minimum wage is necessary for all members of Howard County's population and proudly support the passage of CB81-2021 to increase Howard County's minimum wage to \$16.00.

Thank you for your time and consideration on this matter,

Djawa Hall
Political Coordinator
Maryland/DC Region
1199SEIU United Healthcare Workers East
(443)310-7450 ©

African American Coalition of Howard County
11370 Heathertoe Lane
Columbia, Maryland 21044
Monday, November 15, 2021
Liz Walsh, Chairperson
Howard County Council
3430 Court House Drive
Howard County, Maryland 21043
councilmail@HowardCountyMd.gov

Thank you, Chairperson Walsh, for your and the County Council's vision and leadership on the first of a special kind day in Howard County Maryland. It is a day where all Howard Countians come together to fight and bring justice for those among us at the bottom of Howard County's economic wage roster, added to that, the working people of Howard County.

And AACHC also expresses appreciation of all others here tonight for their commitment to a Living Wage for Howard County, an issue that has been, and still is, a troublesome one for years, both at the Federal level and the County level.

Moreover, AACHC tonight dedicate its support to decent living wages because so many Howard County residents (according to research by Maryland Center on Economic Policy (MDCEP) are in considerable need of such wages-- especially Black and Brown employees of Howard County.

First, according to research, "a stronger minimum/livable wage, to the tune of \$15.00 to \$16.00 an hour would boost Howard County workers' income by \$83 or

more million in 2022.

Additionally, total wages would increase to \$83 million for that same period.

Likewise, research shows that 39,500 or 25% of Howard County workers would benefit from a stronger wage in Howard County.

Additionally, the average wage would increase over that period by \$2,300.

Specific groups affected, according to Maryland Center on Economic Policy (MDCEP), includes:

- 76% of workers in low-income families;
- 34% of Black workers;
- 30% of working women;
- 51% of Latinx workers; and
- 25% of Asian and Pacific Islander workers.

Further research shows that “because families who live paycheck to paycheck quickly use the new income to pay for necessities, strengthening the minimum wage/increases in living wages would boost sales at Howard County businesses and boost the local economy.

Higher family income results from high wages. So does living wages reduce the Black-White wealth gap

According to other long-lasting studies reported by MDCEP, a “large body of research shows that when families earn enough to afford the basics, the benefits ripple out to nearly every part of their lives.” In fact, according to the Maryland

Center on Economic Policy (MDCEP), a 2013 systematic review of academic literature linked higher family incomes to:

- fewer families struggling to put food on the table;
- increased spending on children's clothing, reading materials, and toys;
- fewer behavioral problems, less physical aggression, and less anxiety among children;
- improve academic and cognitive test results and more years of schooling completed; and
- adequate wages are also linked to individuals' and families' physical health.

Yes, the African American Coalition of Howard County (AACHC) is deeply concerned about the availability to find workers to support small businesses. In fact, according to MDCEP regarding Howard County Maryland:

“A higher wage standard may also draw more people into the labor market and make it easier for businesses to hire. The media have given significant attention throughout 2021 to anecdotes of businesses struggling to hire enough workers. While [perhaps] there is no strong evidence of a widespread, sustained labor shortage, a higher wage standard would make Howard County a more attractive place to work, potentially leading to more application for positions at local businesses.”

In short, respected wages for Blacks and the working poor in Howard County

Maryland has “historically” rung hollow. Low wages affects the ability of Blacks in Howard County Maryland to educate their children properly, affect Blacks and the working poor ability to afford decent housing, affect the ability of Black businesses to find good employees, and, affects the ability of Black business, who hired most American Blacks (“Why Are Black Employers More Likely than White Employers to Hire Blacks?”, Michael A. Stoll, School of Public Policy and Social Research, UCLA) again, from getting well-skilled employees.

The unbridgeable gulf in Howard County between rich and poor causing those, especially Blacks and Browns, living from paycheck to paycheck, robbing Peter to pay Paul, is jaw-dropping, continuing a grim milestone in many ways for Blacks and Browns in Howard County. In other words, not having a “livable wage” in Howard County is “striking” and injustice, and thus “corrosive” to building a livable Howard County community. And the African Americans Coalition of Howard County is encouraging Howard County residents, in this case, not to “die on the vine,” but to support a Living Wage for Howard County Maryland.

Thanks,

Sherman Howell,

Sherman Howell, VP, Research & Agenda Planning

African American Coalition of Howard County

for Rev. Robert A. F. T

cc:

Rev. Robert A. F. Turner, President, *AACHC*

African American Coalition of Howard County Community

AACHC Leadership Group

The Press



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Bruce E., Nelson, have been duly authorized by
(name of individual)

Alpha Phi Alpha to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding Council Bill 82 - 2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: BRUCE E. NELSON

Signature: Bruce E Nelson

Date: November 15, 2021

Organization: Alpha Phi Alpha Fraternity, Incorporated

Organization Address: PO BOX 321, Columbia, MD 21045

PO BOX 321, Columbia, MD 21045

Number of Members: 136

Name of Chair/President: J. Craig Bailey

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.

CB 82 Testimony
November 15, 2021

Good Evening,

My name is Bruce Nelson am representing Alpha Phi Alpha Fraternity, Incorporated, Kappa Phi Lambda Chapter. Since our chartering in 1975 our organization has led by providing educational advancement, leadership and advocacy for the community we serve. The Alpha Achievers program has become our signature program in partnership with the Howard County Public School System.

Our organization is focused on supporting community level legislation that provides equitable living opportunities for the residents of Howard County. Alpha Phi Alpha supports the proposal to raise the minimum wage in Howard County. The high cost of living in Howard, which includes rent at over \$1,800 for a one-bedroom apartment; combined with the increasing costs for energy, gas and insurance are making it difficult for people to thrive. Poverty is a real concern in Howard County. There are over 20,000 people who are food insecure. Our organization understands even with the increased minimum wage coupled with gradual wage increases over the next several years residents will still find it hard to maintain a reasonable standard to living. \$15 per hour is about \$31,000 per year, which means that approximately \$20,000 of their annual salary is allocated for rent.

Alpha Phi Alpha encourages the County Council to approve this bill. Thank you for giving us an opportunity to provide testimony.



**HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION**

I, David Marker, have been duly authorized by
(name of individual)

Jewish Community Relations Council of Howard County to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: David Marker

Signature: David Marker Digitally signed by David Marker
Date: 2021.11.15 10:24:31 -05'00'

Date: November 15, 2021

Organization: Jewish Community Relations Council of Howard County

Organization Address: 10630 Little Patuxent Pkwy STE 400, Columbia, MD 21044

10630 Little Patuxent Pkwy STE 400, Columbia, MD 21044

Number of Members: _____

Name of Chair/President: Betsy Singer

*This form can be submitted electronically via email to
councilmail@howardcountymd.gov no later than 2 hours prior to the start of the
Public Hearing.*



IN SUPPORT OF:

Council Bill 82-2021 – Strengthen and Raise Howard County’s Minimum Wage

My name is David Marker. I reside at 7131 Willow Brook Way, Columbia MD, 20146. I am submitting testimony to support Council Bill 82-2021 on behalf of the **Howard County Jewish Community Relations Council (JCRC)** of the Jewish Federation of Howard County.

We believe that raising the County minimum wage to \$16 per hour over the next several years is the right choice for Howard County. This wage is in line with the often-cited ALICE report from the United Way, which estimates that a single individual needs a yearly income of \$33,636 to meet basic expenses in Maryland without public assistance (<https://www.uwcm.org/alice>). We’d like to add that even with \$16 per hour, workers and families in Howard County struggle. The cost of living – particularly housing – is higher here than in the state overall, and furthermore, the \$33,636 yearly income does not include the costs of having any children in the household.

We also believe that including an automatic inflation adjuster is very important. We all know that there is great inertia preventing regular updates to legislation such as this. By adjusting for inflation we assure that Howard County will maintain a living wage into the future, just like how social security benefits are annually adjusted to keep up with inflation.

If there is a single common theme running through our Jewish tradition, it is that of social justice. Our scriptures repeatedly emphasize the need to treat workers fairly. For example, according to Deuteronomy 24:14-15, “You shall not abuse a needy and destitute laborer ... but you must pay him his wages on the same day, ... for he is needy and urgently depends on it...” Proverbs 31:9 demands that we “speak up, judge righteously, champion the poor and the needy.” We have an obligation not only to feed the hungry but also to help those in need become self-sufficient. Providing an adequate minimum wage is key to attaining that self-sufficiency. A wage earner working full time should be able to provide a minimum level of support for themselves and their family.

In addition, the failure to require a sufficient minimum wage which keeps workers out of poverty subsidizes low wage employers at the expense of society. When families don’t have the financial resources to afford the necessities of life, it creates a strain on our schools and all the social service institutions in the County, and new demands for County resources. This affects all of us, not only low-wage workers.

Last month I listened to a presentation sponsored by the Howard County library system that discussed how the lack of affordable housing affects us all. When our workforce cannot afford to live here, they are forced to move elsewhere. Providing a living wage helps make it possible for everyone to live here, producing the diverse, inclusive County we all should desire.

Thank you for taking the time to consider our testimony, please act now to make Howard County a better and more equitable place for all of us to live.

11/15/21



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Paul J. Baicich, have been duly authorized by
(name of individual)

Our Revolution Howard County to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Paul J. Baicich

Signature: Paul J. Baicich

Date: 15 Nov 21

Organization: Our Revolution Howard County

Organization Address: c/o Baicich, 7237 Swan Point Way, Columbia, MD 21045

c/o Baicich, 7237 Swan Point Way, Columbia, MD 21045

Number of Members: 150+

Name of Chair/President: Paul J. Baicich

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TESTIMONY IN FAVOR OF CB82- 2021

by Paul J. Baicich, Chair, Our Revolution Howard County

15 November 2021

This testimony is presented by Our Revolution Howard County, whose members reside in every district in the county. We present this short testimony in favor of CB82-2021, establishing a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements, submitted by Councilmembers Opel Jones and Christiana Rigby.

The state's minimum wage (settled in Annapolis in March 2019 by overriding the Governor's veto) should reach \$15 for larger employers (15 or more employees) on 1 Jan 25, while *this* CB83 proposal hits that mark two years earlier, 1 Jan 23. *This is admirable.* And surpassing \$15 to reach \$16 by 1 Jan 25 (again, for larger employers) is even better.

Still, since our county is among the top wealthiest counties in the U.S., as measured by multiple reputable standards, one might want us to do better yet. We might soon want to compress some of the categories (small, large, and government), especially eliminating the distinction between small and large employers, and shorten the date for the final top-end hourly wage.

But with the impact of the pandemic still roiling the country, state, and county, this current proposal may be the best we can do for now.

The issue may require *another look* in the near future, as we continue to crawl out of this ongoing economic and health crisis. But our organization approves of CB82 as presented.

Paul J. Baicich
Chair
Our Revolution Howard County
7237 Swan Point Way
Columbia, MD 21045
410-992-9736





Sayers, Margery

From: Amy Brooks <Amy@brooksformaryland.org>
Sent: Monday, November 15, 2021 2:05 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

It's about being able to go into the grocery store without dread, it's about being able to pay for those swimming lessons, it's about not having to say "no" to every request from your 5-year-old. A living wage is just that....a chance to live based on the fair wage that you are paid for your hard work.

Maryland took a big step when we voted to increase our minimum wage to \$15 per hour. By 2026 \$15.00 per hour will be the base salary for all workers in our state, however, the U.S.Department of Labor has calculated the current living wage to be over \$16.00 for the average family in our nation and this was calculated before our recent surge of post-pandemic inflation.

We all have seen that the cost of living has increased just to cover our basic needs. Increased prices for gas, groceries, childcare, that new pair of shoes for your ever-growing teenager have forced families to make hard choices and many are no longer making ends meet.

Maryland must immediately address wages in our State. We must speed up the timeline for the minimum wage increase. We must take further action to require large companies receiving state or federal funding to increase their living wage. We must take care of families. We must allow the citizens of Maryland to live fully based on the wage they work hard to receive.

Amy Brooks

Sayers, Margery

From: Keith Ohlinger <kohlinger05@verizon.net>
Sent: Monday, November 15, 2021 8:16 AM
To: CouncilMail
Subject: CB 82-2021

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members:

I hope this email finds everyone healthy and safe. It's been a long time, I hope to see you all sometime soon in the new normal.

I ask you to oppose CB 82-2021. I fully understand everyone's intention to help people better their lives but we already have this effort occurring at the state level. It is currently difficult for a small business owner to make it in Howard County, especially for a farm. The unfortunate truth is that I don't even make \$15/hour. My goal had been to try hiring employees to help with labor as I'm not getting any younger but this bill would make a bad situation even worse. The only way I can see this working for larger farms is by reducing their workforce numbers and or increasing prices. This makes us less competitive and has the opposite intended effect. In my case it means continuing to work alone for however long I can. Please oppose this one.

Stay safe and healthy out there!

Keith Ohlinger
Porch View Farm LLC
Cell # 240-893-1718
Sent from my iPhone



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

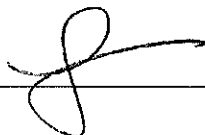
I, Jill Christianson, have been duly authorized by
(name of individual)

Luminus Network for New Americans to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding 82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Jill Christianson

Signature: 

Date: 11/15/21

Organization: Luminus Network for New Americans

Organization Address: 5999 Harpers Farm Rd, Suite 200-E,
Columbia MD 21044

Luminus is a non-profit service organization.

Number of Members: _____
Mike Mitchell, CEO

Name of Chair/President: _____

***This form can be submitted electronically via email to
councilmail@howardcountymd.gov no later than 2 hours prior to the start of the
Public Hearing.***



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Dan Hajdo, have been duly authorized by
(name of individual)

Howard County Indivisible, Economic Equity Team to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB-82 2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Dan Hajdo

Signature: _____

Date: 07/20/2021

Organization: Howard County Indivisible

Organization Address: P.O. Box 603, Savage MD, 20763

P.O. Box 603, Savage MD, 20763

Number of Members: 700

Name of Chair/President: Elizabeth Kate

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 5pm the day of the Public Hearing or delivered in person the night of the Public Hearing before testifying.



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Jenny Afkinich, have been duly authorized by
(name of individual)

the Unitarian Universalist Congregation of Columbia to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Jenny Afkinich

Signature: 

Date: 11/15/2021

Organization: Unitarian Universalist Congregation of Columbia

Organization Address: 7246 Cradlerock Way Columbia, MD 21045

7246 Cradlerock Way Columbia, MD 21045

Number of Members: 300 families

Name of Chair/President: Colette Gelwicks

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

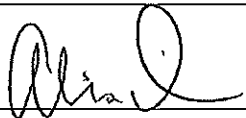
I, Alissa Barron-Menza, have been duly authorized by
(name of individual)

Business for a Fair Minimum Wage to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding Council Bill 82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Alissa Barron-Menza

Signature: 

Date: 11/11/21

Organization: Business for a Fair Minimum Wage

Organization Address: 940 Thayer Ave, Unit 8231, Silver Spring, MD 20910

Number of Members: _____

Name of Chair/President: Holly Sklar

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BUSINESS *for a* **FAIR MINIMUM WAGE**

Legislative Public Hearing of the Howard County Council, Howard County, Maryland
Ellicott City, MD
November 15, 2021

**Testimony of Alissa Barron-Menza, Vice President, Business for a Fair Minimum Wage
Regarding Council Bill 82-2021**

Position: SUPPORT

Thank you, Chair Walsh, Vice Chair Jones, and distinguished members of the Council for the opportunity to testify in support of raising Howard County's minimum wage.

My name is Alissa Barron-Menza and I am the Vice President of Business for a Fair Minimum Wage, a national network of business owners, executives and business organizations that believe a fair minimum wage makes good business sense. Our members include great businesses in Howard County like those testifying in support of Council Bill 82-2021.

We support incrementally raising Howard County's minimum wage to \$16, with cost-of-living adjustments in subsequent years so the minimum wage keeps up with the cost of living rather than falling behind.

We also supported the passage of Maryland's last minimum wage increase, but we had hoped for a faster pace than the compromise measure of \$15 by January 1, 2025 for employers with 15 or more employees, and July 1, 2026 for employers with 14 or fewer employees. In Howard County, MIT's Living Wage Calculator indicates that the basic needs wage for a single adult without dependents working full-time is already nearly \$16.

This proposal to raise Howard County's minimum wage is very timely. Raising the minimum wage is a vital tool for shared economic recovery that will be good for workers, good for business, good for customers and good for the local economy.

As our CEO and founder Holly Sklar notes, "Some people say we can't raise the minimum wage now because times are hard. Well, if we hadn't raised the minimum wage in hard times, we wouldn't have a minimum wage to begin with." The federal minimum wage was first enacted in 1938 during the Great Depression to put a floor under wages to alleviate poverty and boost the economy by increasing consumer purchasing power. And that's exactly what it did.

Raising the minimum wage is just that kind of shared recovery tool we need again now. It's bad for businesses and communities when working people can't afford the basics.

It's too often forgotten when talking about minimum wage that workers are also customers. Raising the minimum wage puts money in the pockets of people who most need to spend it. It boosts the consumer buying power that businesses depend on to survive and grow – a purpose of the minimum wage since its creation.

Fair pay is good for business in many ways beyond increased consumer spending. Low pay typically means high employee turnover. Raising the minimum wage saves businesses money in lower turnover, reduced hiring and training costs, less product waste, and lower error and accident rates. Businesses further benefit from better productivity, product quality and customer service.

Raising the minimum wage doesn't hurt small businesses. It encourages the better business practices that help them survive and compete.

Target, Amazon and Best Buy, for example, already pay \$15 or higher. Costco just raised its minimum pay to \$17. Many small businesses pay near \$15 or higher now because they know it makes them more competitive.

For small businesses to succeed in competition with big box stores and online companies with fast delivery, you have to give customers a reason to shop with you and keep buying from you. That comes back to customer service, which comes back to employees who can afford to stay long enough to learn your business and help you keep up with what customers want. Employees often make the difference between repeat customers or lost customers.

Put simply, businesses that are more invested in their employees have employees that are more invested in the business.

Howard County's minimum wage increases will go right back into businesses and the local economy. They will help workers, businesses and communities recover from the pandemic and thrive in the future.

We respectfully urge your support for Council Bill 82-2021. Thank you for your time.

Alissa Barron-Menza
Vice President
Business for a Fair Minimum Wage
alissa@businessforafairminimumwage.org



**Testimony on Howard County Council Bill 82-2021
Ellicott City, Maryland
November 15, 2021**

Brian England, Owner, BA Auto Care

Position: SUPPORT

My name is Brian England. My wife and I own BA Auto Care, an auto service and repair facility in Columbia, Maryland. I'm also on the board of the Howard County Citizens Association and a member of Business for a Fair Minimum Wage. The HCCA voted 5-1 in support of raising the minimum wage and for me to talk on their behalf.

I am here to voice strong support for Council Bill 82-2021 to raise Howard County's minimum wage to \$16 over several years, with a cost of living adjustment in future years so the minimum wage keeps up with the cost of living.

BA Auto Care has been in business since 1978 and I'm proud to say we see a strong future as a family business. My daughter is now our general manager and has taken over the day to day running of the business.

We have won many awards, including Maryland Small Business of the Year and Howard County's Best Auto Care Facility this year and for nearly all of the other 43 years we have been in business.

Our employees are a big reason why we are successful. And that starts with us valuing our employees. As we see every day on the shop floor, fairly paid employees provide better service, work harder, and are more productive. They can focus their attention on their jobs and not be in a state of worry and fear about how they will make rent or heat their homes or afford school supplies and clothes for their growing kids.

Our employees stay with us for a long time and develop a rapport with customers, which is very good for business. We have employees who have been with us for 8, 10, 15, 20 and even 36 years!

Have you ever wondered why when you visit some businesses their staff is frequently changing? It's a good bet they are paying an inadequate wage.



It makes more sense to have a higher minimum wage and lower employee turnover than a low minimum wage with high turnover. High turnover costs a lot of time and money in continual hiring and training expenses. And it alienates customers.

When businesses pay so little their employees can't make ends meet, it hurts everyone. I see working people having to choose between replacing bald tires and putting in a new battery. I see working people struggling to keep their car on the road, delaying needed services to the point that their car has a major failure.

When businesses pay more, it's good for all businesses because employees become consumers with more money to spend.

Raising the minimum wage lifts everyone up. Workers and their families won't need to rely on the social safety net just to keep a roof overhead and food on the table. Workers will have more money to spend at all kinds of businesses. We'll have a much stronger local economy and community.

I applaud our Councilmembers for working to make our minimum wage a wage that working people in Howard County can live on. That's essential if Howard County is going to grow and thrive together.

I respectfully urge your support for Council Bill 82. Thank you for your time.

Brian England
Owner and President
BA Auto Care
9577 Berger Rd, Columbia, MD 21046
briane@baautocare.com
baautocare.com



Bill: Council Bill 82-2021

To: Hon. Liz Walsh, Chair, and members of the Howard County Council, Howard County, MD

Date: November 15, 2021

Submitted by: Scott Nash, CEO and founder, MOM's Organic Market

Position: SUPPORT

My name is Scott Nash. I am the founder and CEO of grocery chain MOM's Organic Market, and a member of Business for a Fair Minimum Wage. As an employer in Howard County, I support Council Bill 82 to raise the county's minimum wage to \$16 by 2025, with cost-of-living adjustments in future years.

With an investment of \$100, I started MOM's in 1987 out of my mother's garage in Beltsville, Maryland. We now have 1300 employees and 21 stores from New York to Virginia. In Maryland, our 10 locations include Jessup in Howard County and stores in Montgomery, Prince George's, Frederick, Baltimore and Charles Counties.

In 1980, as I turned 15, I took my first part-time job running the fry station at Burger King for \$3.10 per hour. That's more than today's minimum wage adjusted for the cost of living. I was surrounded by full-time adult co-workers – some with children – and they relied on their paychecks to survive. I learned back then the struggle and stress low-paid hourly workers endure.

I believe people who earn the minimum wage have more difficult jobs than executives like me. Raising the minimum wage rewards exactly those who deserve a raise the most!

Also, many full-time minimum wage workers at large corporations must rely on government subsidies to make ends meet. A minimum wage that doesn't reflect the cost of living is nothing more than a taxpayer labor subsidy for these highly profitable corporations and industries. If we want to see unnecessary government spending go down, raise the minimum wage.

At MOM's, we consider paying a higher wage a smart, strategic investment. Good businesspeople know that their most important asset is their employees.

We pay a minimum wage of \$15 across all of our stores. We've seen firsthand that a higher minimum wage makes for a better employee. As we've raised wages, we've seen higher employee retention. Training costs go down as people stay longer. Morale goes up and our workforce is more productive, engaged and dedicated.



Raising the minimum wage is also good for the economy. Consumer spending increases when workers move out of poverty and into the middle class. Contrary to popular belief, I am not a job creator. Demand creates jobs, not supply. I can't hire unless people buy our products. Raising the minimum wage creates conditions for more entrepreneurs to start companies, for the economy to grow, and more wealth is created at all levels.

Raising the minimum wage will increase productivity, decrease the number of full-time workers who must rely on government assistance programs, grow consumer spending and the economy, increase wealth, and you can feel good improving the lives of hard-working people.

Thank you.

Scott Nash

CEO

MOM's Organic Market

In Howard County: 7351 Assateague Dr. #190, Jessup, MD 20794

HQ: 5566 Randolph Rd., Rockville, MD 20852

scott@momsorganicmarket.com

www.momsorganicmarket.com



Testimony on Council Bill 82-2021

Before the Howard County Council, Howard County, Maryland

The Honorable Liz Walsh, Chair

November 15, 2021

Andy Hooper, President, &pizza

Position: SUPPORT

My name is Andy Hooper and I am the president of &pizza. We are members of Business for a Fair Minimum Wage. I want to thank the Council for the opportunity to testify in support of raising Howard County's minimum wage.

Founded in 2012 in Washington, D.C., &pizza set out to create a different kind of pizza shop — one where experience is the focal point and every shop reflects the culture and people of its neighborhood. Our locations in Maryland include Maryland City, right next door to Howard County with many customers from Howard County, as well as twelve additional locations across Montgomery, Prince George's, Baltimore and Harford Counties. In total, we have grown to 55 locations — and counting — from Richmond, Virginia to Boston.

We believe that when you take care of your people, they take care of your customers, and your business thrives. It's a simple, but critical concept often overlooked by the business community. We've never seen a truly successful business where the employees didn't feel appreciated, engaged, and supported.

Fair pay has been a vital ingredient in our company's success, culture, and the well-being of our employees. Our focus has always been on providing quality jobs, and higher wages are the clearest way to say to our workforce, 'We value you.'

This is not a moralist's call to action. There are real and tangible benefits in this bill for businesses and the local economy. When workers get a raise, it's almost immediately put back into the economy through consumer spending.

At &pizza, as a result of fair wages, we've seen higher employee productivity and increased employee dedication and retention along with pride in work. More employees, who we call f&mily members, are incentivized to convert from part-time to full-time, and from full-time to salaried roles. Our employees are proud to work for &pizza; with it, our customer satisfaction, customer experience, and our bottom line benefit accordingly. We save time and money by avoiding employee turnover. Our employees are our loudest brand ambassadors.

This has held true even during the pandemic. &pizza has opened 16 new locations since the start of the pandemic. Our new locations are staffed with engaged f&mily members who see future growth

potential with &pizza, and we plan to open another 10 by the end of the year. It's a testament to the power of fair wages and benefits, and a corporate culture that puts people first.

Let's remember that employees are also customers. When people don't have to worry about making rent and putting food on the table for their families — when they can rest knowing they will be compensated fairly and can afford the basic necessities — they become stronger consumers in their local community. They are far less likely to depend on the social safety net to make up for inadequate wages. It's a virtuous cycle.

When we raise the wage, we raise up people and our communities. This, in turn, helps businesses grow.

Incrementally raising Howard County's minimum wage to \$16 per hour, with cost-of-living adjustments in future years, will be good for business and the local economy. This increase supports our customers, and with it, our communities and our business.

I urge the Council to support Council Bill 82.

Thank you.

Andy Hooper
President
&pizza
611 Pennsylvania Ave SE, Suite 131
Washington, DC, 20003
awh@andpizza.com



**Testimony on Council Bill 82-2021
Legislation on Howard County's Minimum Wage
Before the Howard County Council
November 15, 2021**

**Aaron Seyedian, Owner, Well-Paid Maids
Position: SUPPORT**

My name is Aaron Seyedian and I am the owner of Well-Paid Maids, the Washington area's only living-wage home cleaning service. I'm also a member of Business for a Fair Minimum Wage. I support Council Bill 82-2021.

As a small business owner operating in neighboring Montgomery County, I want to share our experience in Montgomery County, which is raising its minimum wage further and faster than the state of Maryland – as Howard County is proposing to do. Businesses with more than 50 employees in Montgomery County have already reached a \$15 minimum wage as of this July, with smaller businesses reaching \$15 in subsequent years. Montgomery County also included annual cost of living adjustments after reaching \$15 so that the minimum wage keeps pace with cost of living in future years.

I strongly support Montgomery County's minimum wage increases, which have been good for our business, our people and our economy.

Every time a jurisdiction debates raising the minimum wage, we hear some businesses cry wolf. They claim the wage increase will force them to lay off employees, leave the area, or close. I saw it in DC during the successful campaign for \$15 by 2020, and in the state of Maryland's successful campaign for \$15. While it is not surprising, it is disappointing to hear these bad-faith arguments from certain businesses and business groups who oppose any increase in the wage floor despite the increasing cost of living.

Take my business as an example. In an industry known for low wages, my business success is proof that paying fair wages is doable and good for business. All employees at Well-Paid Maids make at least \$20/hour and receive a full benefits package including health, dental, life and vision insurance, 22 days of paid time off per year, and various other benefits. Not only is this the right thing to do, it leads to a happier, healthier, and more productive workforce.

Even though many of our competitors are currently reporting a labor shortage, we are having no trouble finding qualified applicants to fill open positions. In addition, customers appreciate our living-wage business model so much that we have more business than we can keep up with. In roughly five years, we have grown to a staff of 17 full-time employees and are continuing to hire to meet demand.



Too often in the minimum wage debate, we struggle to see what's plainly in front of our faces. Why are some businesses and industries struggling to hire? Why can't children perform well in schools? Why are we facing a lopsided recovery from the pandemic, where many people are unable to make ends meet while others grow wealthier than ever? Too many working people are not getting paid enough to live on. That's not just bad for working people, it's bad for the economy and it's bad for business.

I've seen the difference a living wage makes for my own employees and my business. I've seen the difference it makes for a local economy when the wage floor is raised so that it better reflects the local cost of living. I hope that this positive difference can be extended to all employees and businesses in Howard County.

I respectfully urge the Council to support Council Bill 82-2021. Thank you.

Aaron Seyedian
Founder and Owner
Well-Paid Maids LLC
202-856-6909
aaron@wellpaidmaids.com

Sayers, Margery

From: Alissa Barron-Menza <alissa@businessforafairminimumwage.org>
Sent: Tuesday, November 16, 2021 10:57 AM
To: CouncilMail
Subject: CB 82 Business Support Testimony (Minimum Wage)
Attachments: CB82-2021 Business for a Fair Minimum Wage Support Testimony Nov 15 2021.pdf; BA Auto Care Testimony CB82-2021 SUPPORT.pdf; MOMs Support Testimony Howard County Bill 82 11-15-21.pdf; &Pizza Support Testimony for Howard County Bill 82-2021.pdf; Well-Paid Maids Support Testimony HoCo Bill 82 Nov 15 2021.pdf

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Councilmembers,

Thank you for the opportunity to give testimony in SUPPORT of Council Bill 82-2021 to raise Howard County's minimum wage to \$16 in several steps + a cost of living adjustment in future years.

Attached testimony from the business community in support of Council Bill 82-2021:

- Business for a Fair Minimum Wage -- Alissa Barron-Menza, VP
- BA Auto Care -- Brian England, Owner
- MOM's Organic Market -- Scott Nash, CEO
- &pizza -- Andy Hooper, President
- Well-Paid Maids -- Aaron Seyedian, Owner

FYI, all 5 of us registered to give testimony last night and everyone was participating in the hearing via WebEx until we were dismissed around 10pm. We are looking into who can come back for Wednesday evening.

Please let us know if you have any questions as you consider this bill. We are very happy to be a resource.

Thank you for your time,
Alissa

--

Alissa Barron-Menza
Vice President
Business for a Fair Minimum Wage
Phone: 301-960-5281
Mobile: 717-440-2651
alissa@businessforafairminimumwage.org
www.businessforafairminimumwage.org



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Leonardo McClarty, have been duly authorized by
(name of individual)

Howard County Chamber to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB 82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Leonardo McClarty

Signature: Leonardo McClarty Digitally signed by Leonardo McClarty
Date: 2021.11.08 10:53:22 -05'00'

Date: November 8, 2021

Organization: Howard County Chamber

Organization Address: 6240 Old Dobbin Lane, Ste 110, Columbia, MD 21045

6240 Old Dobbin Lane, Ste 110, Columbia, MD 21045

Number of Members: 625

Name of Chair/President: Chuck Phillips, SVP - KCI Technologies

*This form can be submitted electronically via email to
councilmail@howardcountymd.gov no later than 2 hours prior to the start of the
Public Hearing.*



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

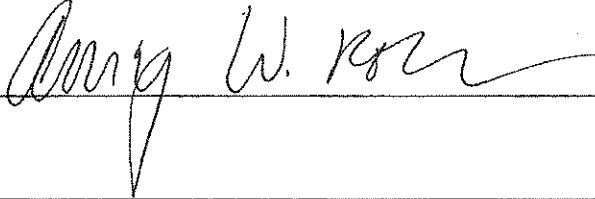
I, Amy W. Rohrer, have been duly authorized by
(name of individual)

Maryland Hotel Lodging Association to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding Bill No. 82-2021 to express the organization's
(bill or resolution number)

support for opposition to request to amend this legislation.
(Please circle one.)

Printed Name: Amy W. Rohrer

Signature: 

Date: 11-8-21

Organization: Maryland Hotel Lodging Association

Organization Address: Annapolis, MD 21401

Annapolis, MD 21401

Number of Members: 200

Name of Chair/President: Michael Henningsen

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Colleen Morris, have been duly authorized by
(name of individual)

Howard County Education Association to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB82 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Colleen Morris

Signature: Colleen Morris

Date: 11-8-2021

Organization: Howard County Education Association

Organization Address: 5082 Dorsey Hall Rd. Suite 102

Ellicott City, MD. 21042

Number of Members: 6,000

Name of Chair/President: Colleen Morris

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HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Kelly Klinefelter Lee, have been duly authorized by
(name of individual)

Howard Progressive Project to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB-82 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Kelly Klinefelter Lee

Signature: KKL

Date: 11/11/21

Organization: Howard Progressive Project

Organization Address: 5305 Village Center Drive #293

Columbia, MD 21044

Number of Members: 9 board members

Name of Chair/President: Kelly Klinefelter Lee

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.

Sayers, Margery

From: Baker, Kevin
Sent: Tuesday, November 16, 2021 12:00 PM
To: Sayers, Margery
Subject: FW: Maryland Center on Economic Policy Report regarding CB-82

For Related Documents under CB82.

From: Kelly Lee <kellyklinefelterlee@icloud.com>
Sent: Tuesday, November 16, 2021 10:56 AM
To: Walsh, Elizabeth <ewalsh@howardcountymd.gov>; Jones, Opel <ojones@howardcountymd.gov>; Rigby, Christiana <crigby@howardcountymd.gov>; Jung, Deb <djung@howardcountymd.gov>; Yungmann, David <dyungmann@howardcountymd.gov>
Subject: Maryland Center on Economic Policy Report regarding CB-82

Good morning, Mr. Yungmann, Ms. Jung, Ms. Walsh, Dr. Jones, and Ms. Rigby,

Thank you for hearing HPP's testimony last night in support of CB-82, a bill that will raise the minimum wage in Howard County.

In response to Mr. Yungmann's questions, I would say the following. First, community does not stop at our Howard County lines. I teach in Baltimore City and bring the majority of my salary back to spend in Howard County. About two-thirds of Howard Countians do the same. But I also spend my money at restaurants, stores, coffee shops, and cultural venues in the city. This is the same for folks who work in Howard County and live elsewhere. We are a region, a wealthy region, and a region that will be enriched by a cumulative wage increase of \$161 million between 2022 and 2024. Furthermore, I believe it is cynical to imagine that we have a moral obligation to the folks to pay rent or own homes in Howard County but not to those who work in Howard County. As many argued in their testimonies last night, leaving the workers who make our comfortable lifestyles possible struggling to make ends meet is not acceptable, no matter where they lay their heads at night. But respectfully, the United Way's ALICE report show that 1 in 4 Howard County RESIDENTS don't make a living wage. Arguing about where people live and work is a distraction.

You will find the report from the non-partisan Maryland Center on Economic Policy here: <http://www.mdeconomy.org/howard-minimum-wage/>. When HPP convened the Living Wage Howard County coalition, we went to experts. We do — and we should — value professional expertise. When I need medical care, I don't do it myself. I call a doctor. When I need to sell my house, I don't do it myself. I call a professional like Mr. Yungmann. When folks want their kids educated, they put their trust in me as an experienced and qualified teacher. Economists are the most qualified people to give us a macro look at the effects of increases to the minimum wage over time. I hope the report and its attached information will be helpful to you as you weigh the merits of CB-82.

HPP is a young organization, and we look forward to working with you all in the coming years on ways to improve Howard County for all its people.

Best,

Kelly Klinefelter Lee (she/her)
President
Howard Progressive Project
443-546-6041



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Alexander Horn, have been duly authorized by
(name of individual)

Howard County MD Young Democrats to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Alexander Horn

Signature: 

Date: 11/8/21

Organization: Howard County MD Young Democrats

Organization Address: 8763 Carriage Hills Dr, Columbia, MD 21046

Number of Members: 30

Name of Chair/President: Megan Williams

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 5pm the day of the Public Hearing or delivered in person the night of the Public Hearing before testifying.



**HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION**


I, Daniel Newberger, have been duly authorized by
(name of individual)

Living Wage Howard County to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Daniel B Newberger

Signature: 

Date: November 11, 2021

Organization: Living Wage Howard County

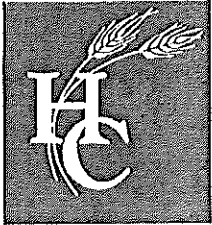
Organization Address: c/o HPP, 5305 Village Center Dr., Suite 293, Columbia MD 21044

c/o HPP, 5305 Village Center Dr., Suite 293, Columbia MD 21044

Number of Members: 12 member organizations

Name of Chair/President: Kelly Klinefelter Lee, Rashida George, & Daniel Newberger, chairs

*This form can be submitted electronically via email to
councilmail@howardcountymd.gov no later than 2 hours prior to the start of the
Public Hearing.*



HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Jake Burdett, have been duly authorized by
(name of individual)

Progressive Democrats of Howard County to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CB-82-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Jake Burdett

Signature: Jake Burdett

Date: 11/15/2021

Organization: Progressive Democrats of Howard County

Organization Address: 6801 Oak Hill Lane, P.O. Box 6523

Columbia, MD 21045

Number of Members: 17

Name of Chair/President: Jake Burdett

This form can be submitted electronically via email to councilmika.howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.

VIRTUAL TESTIMONY



HOWARD COUNTY COUNCIL AFFIDAVIT OF AUTHORIZATION TO TESTIFY ON BEHALF OF AN ORGANIZATION

I, Sarah Price, have been duly authorized by
(name of individual)

Maryland Retailers Association to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

CB82-2021
County Council regarding _____ to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Sarah Price

Signature: Sarah Price

Date: November 15, 2021

Organization: Maryland Retailers Association

Organization Address: 171 Conduit St, Annapolis, MD 21401

171 Conduit St, Annapolis, MD 21401

4000+ retail locations statewide
Number of Members: _____

Cailey Locklair (President)
Name of Chair/President: _____

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 2 hours prior to the start of the Public Hearing.

Sayers, Margery

From: Stuart Kohn <stukohn@verizon.net>
Sent: Wednesday, November 17, 2021 8:32 AM
To: CouncilMail; howard-citizen@googlegroups.com
Subject: A Concern - Does Public Legislation Testimony Really Matter?

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

FYI,

See subject. There is a County Council Work Session scheduled today at 1pm which includes discussion on Council Bill 82-2021 to establish a local minimum wage for employees working in Howard County; and generally relating to Howard County minimum wage requirements.

The problem is this evening at 6pm there is public testimony which continues from Monday evening on CB82 because of the volume of public interest on the Bill. Over 50 individuals had signed up to testify. Those individuals who were going to testify virtually on Monday have the opportunity to provide testimony this evening.

It looks on the surface that those testifying this evening may not have a voice and perhaps are being placated as the Council is discussing CB82 at the afternoon Work Session before hearing ALL concerns both positive and negative. One realizes that written testimony can be provided to the Council until the next Legislation session. However to conduct the Council Work Session on this particular Bill at this time leaves a perception that public testimony may not matter.

Quite simply Work Sessions on a given Bill(s) or Resolution(s) should not be conducted by the Council until such time when ALL PUBLIC TESTIMONY is heard by the Council.

Stu Kohn
HCCA President

Sent from my iPhone

Sayers, Margery

From: Elaine B. Johnson <johnsone49@hotmail.com>
Sent: Wednesday, November 17, 2021 7:40 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Elaine B. Johnson

Sayers, Margery

From: Susan Garber <buzysusan23@yahoo.com>
Sent: Tuesday, November 16, 2021 9:03 PM
To: CouncilMail
Subject: URGENT: Questions to consider at work session on CB-82

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members,

There are numerous unintended consequences of raising the minimum wage to a higher rate and at a faster pace than the already generous plan of our State legislature. It's kind of Council members Jones and Rigby to want to help working families because it is more expensive to live in Howard County than elsewhere. But is raising the minimum wage going to improve that situation or only worsen it? Would efforts to reduce the cost of living here not ultimately be more beneficial to all residents? [For example: legislate disallowing building of homes over a certain price point.]

Will it benefit some while hurting others (such as those who left the workforce after long careers where they made much lower salaries, i.e. our growing demographic of Seniors) or possibly result in negative consequences for ALL Howard residents? Have you considered the consequences for both our children and our elderly?

Have you considered the level of uncertainty created for Title 1 funding for our schools?

Have you considered that the increase in AMI could actually make affordable housing LESS affordable?!

What about school policy 6010's heavy weight to residents' income when it comes to redistricting? Will the result be another unpredictable outcome?

What will the effect be on the County's revenue and budgeting? Will there be a potential loss of jobs as both small and large businesses seek to control their highest expense, labor?

Will the increased cost of goods and services and higher taxes actually more than negate the increased wages provided? Or will increased labor costs

raise the price of goods and services to a point where Howard County retired seniors lose their homes, their independence and their dignity. A \$16 per hour wage for a full time job will equate to \$33,280. That's where a first-time- employed, unskilled worker could begin. While \$2,773 isn't a fortune on a monthly basis, it would look like one to our elderly living on savings and Social Security, where the average monthly payment is currently \$1543, and the interest on personal savings averages less than one tenth of one percent!

I think a great deal more thought needs to go in to considering ALL the ramifications to CB-82. This has been just a starter list.

I sincerely hope you will take some of these questions under consideration in your work session.

Thank you for your consideration,

Susan Garber

Dear Howard County Councilmembers,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest counties in the country; however, more than 25% of households struggle financially. Workers deserve pay that covers their basic needs. These struggling workers and their families need a living wage NOW, as the state-level mandate of a \$15/hour minimum wage is years away from taking full effect. Other Maryland counties have already raised their minimum wage and Howard County should follow their lead.

Please vote for CB82-2021 to raise the minimum wage and provide more financial security for Howard County workers.

Sincerely,

Kim Birnbaum

Thank you for letting me testify this evening. My name is Phillip Tulkoff and I moved to Howard County 35 years ago. I am the third generation president of my family's 90 year old food manufacturing company with customers in all 50 states. We have over 100 employees in Baltimore City and another 25 in Cincinnati.

I testified in February of 2019 in Annapolis in opposition of the state's bill for a \$15.00 minimum wage. I laid out the costs to my company and the potential negative effects of raising the minimum wage to \$15.00. Here we are 2 years and nine months later and I can tell you we have incurred almost a half a million dollar increase in employee salary and benefit expenses in just the last year in order to keep up with the rising minimum wage and competitive pressures from the large companies now offering the \$15.00 now.

The one dollar an hour increase over the states \$15 doesn't sound like much but do you really understand the cost of that to a small employer? This is about dollars and sense, but I submit to you that you can't vote for this bill if you do not truly understand what an increase of a \$1.00 an hour for a small employer really means. One dollar an hour more for a forty hour a week employee is \$2,080 a year. But that's not all, what about the employer paid taxes, the benefits the employer provided employee? The total cost to an employer for a \$16/hr employee is about \$42,000/year.

In order to keep parity in your labor force you will need to increase everyone's rate by a dollar an hour. If you just raise the lowest paid staff then you are compressing your payroll and the employees that had to work several years to attain that pay level will be disenfranchised. You will need to raise everyone's rate.

A restaurant or small shop that has ten employees will have the impact I just described times 10, or times twenty if they have twenty employees and so forth. So a 10 employee shop owner is now absorbing \$20,000 plus in increased payroll costs. Where does that money come from? Pricing is not perfectly elastic; you can't continue to raise prices and expect to still have customers.

Entry level jobs are exactly as they imply, they are your first job in the employment market. They are not meant to be a living wage. These jobs don't require a high school diploma and are mostly manual work such as stacking boxes or packing bottles in a case. At what minimum wage does it make more sense for me to automate and eliminate those positions? Who is going to hire the immigrants that don't speak English, the people that dropped out of high school, spent time in jail or had addiction problems? If you work hard, follow the rules and show initiative the sky is the limit. I can give you examples of employees at my firm that started at minimum wage that are now making \$40K, \$50K, \$60k and even \$90k a year.

Federal, state and local governments have spent the last 2 years trying to save small business across the country because without businesses there are no jobs and therefore no economy. So why would you now introduce a bill that without question will burden those very businesses you were just trying to save at the worst possible time in our economic history?

Businesses have a choice as to where they setup and operate. In February of 2020 I purchased a factory and land in Cincinnati and in December 2020 I began producing in OH. I have invested \$10 million dollars in that facility, currently have 25 employees and eventually will have triple that number. It is cheaper and easier to do business in OH than MD. I am not the only business owner in MD that will figure that out.

Impact of \$16.00/Hour Wage

NOVEMBER 2021

Cost Impacts

- Raising the minimum wage affects **ALL** Employees
- To keep pay equity, all employees would need their rates increased by the difference between the minimum wage and the lowest paid worker
- This increase is compounded by the benefits for all staff - taxes, 401K match, PTO, workman's comp, etc.

Current Payroll Costs

- MD unemployment tax (\$102/employee/yr)
- Workman's Comp (\$2.15/hundred dollars, \$670.80 for a \$15/hr worker)
- FUTA (\$420.00/yr)
- FICA (7.65% of wages)
- Overtime pay

Current Company Benefits

- Dollar for dollar 401k match up to 8% of salary
- Subsidized health insurance (80% for individual (\$4,427) & 70% for family (\$10,050))
- Monthly company lunch
- Annual holiday bonus based on years of service (\$15,300 in total for hourly workers, \$300 avg bonus)
- Annual holiday party & annual crab feast (\$5,000)
- Annual subsidy for work shoes (\$50/yr/employee)
- Costs for uniforms and laundry services (\$325 / employee / yr)
- Paid time off first year - 10 days
- Holidays - 10 days/year
- Life insurance - \$20,000 free (\$50/yr/employee)
- \$50.00 payment for getting an annual physical & free flu shots

True Cost of \$1.00/hour Minimum Wage Hike

Lowest Hourly Rate	\$15.00
\$16.00 – Lowest Rate	\$1.00
Number of Hourly Employees	1
Total Annual Labor Cost	$\$1.00/\text{hr} \times 1 \text{ employees} \times 2080 \text{ hrs.} = \$2,080$
Variable Portion of Benefits (19%)	\$2,475.20

True Cost of \$16.00/hour Minimum Wage

Lowest Hourly Rate	\$13.00
\$16.00 – Lowest Rate	\$3.00
Number of Hourly Employees	65
Total Annual Labor Cost	$\$3.00/\text{hr} \times 65 \text{ employees} \times 2080 \text{ hrs.} =$ \$405,600
Variable Portion of Benefits (19%)	\$77,064
Total Cost Impact	\$ 482,664

Detailed Benefits Calculations

Hourly	Annual	Budget OT \$s	Total Budgeted Salaries	8% 401k Match	Company Portion Health Ins	MD Unemp .012*\$8500	Fed Unemp 6% of 7,000	Fica 7.65%	Work Comp 2.15/100	Uniforms 6.32/week	X Mas Bonus AVG	Total Add Ons	As % of Salary
\$15.00	\$31,200	\$ 472	\$ 31,672	\$ 2,533	\$ 4,427	\$ 102.00	\$ 420.00	\$ 2,422	\$ 670.80	\$ 328	\$ 300	\$ 11,483	37%
				\$1.21/hr	\$ 2.13 / hr						\$0.14/hr	\$5.52/hr	

Does not include the cost of 10 holidays or the 10 PTO days

Opportunities for Upward Mobility

Started on blending deck at \$ 15.14/hour in 2002
Now a salaried employee at \$ 82,660/year + up to
10% manager's bonus

Started in janitorial at \$ 9.00/hour in 2013
Now salaried at \$43,680/yr

Started on production floor at \$7.50/hour in 2008
Now a salaried employee at \$65,029/year + up to
10% manager's bonus

Started in janitorial at \$6.00/hour in 1990
Now hourly at \$22.97/hour

Started as part time clerk at \$ 8.50 /hour in 2010
Now a salaried employee at \$ 94,159/ year + up to
10% manager's bonus

Options for offsetting wage increase

1. Do nothing and take hit on profitability (reduces funds for reinvestment into the company, cash flow, lowers company value)
2. Freeze all hourly wage increases for six years
3. Reduce company supplied benefits (health insurance, vacation, 401k match)
4. Reduce workforce by replacing hourly workers with automation. (estimated 15 - 20 worker reduction)
5. Move to a lower cost location

Why we expanded in OH instead of MD


1. Purchased a 64,000 sq ft building on 9 acres for less than the cost of expanding 15,000 sq ft in Baltimore City
2. Lower minimum wage
3. Lower workman's comp rates
4. No wastewater system requirement
5. Much bigger pool of experienced production workers
6. Very manufacturing friendly political climate

Sayers, Margery

From: Katja Fort Rhoden <katjafort@gmail.com>
Sent: Sunday, November 14, 2021 8:16 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Katja Fort Rhoden
INOVA Double Lung Transplant Recipient 
Be A Donor
<https://www.organdonor.gov>

“Just when the caterpillar thought her life was over, she became a butterfly”

Sayers, Margery

From: paige getty <p.getty@gmail.com>
Sent: Sunday, November 14, 2021 1:52 PM
To: CouncilMail
Subject: District 4 resident in support of CB82-2021, the minimum wage bill

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Member Jung and the entire Howard County Council,

I support CB82-2021 and ask that you vote **IN FAVOR** of this minimum wage bill.

Every county resident deserves to earn a *living* wage for their labor that serves all of us who live and work here. This minimum wage bill is one important step in advancing our county toward that living wage.

Please vote FOR CB82.

Thank you,
Rev. Paige Getty, resident of District 4
10318 Twinedew Place, Columbia 21044

--

Paige Getty (she/her)
p.getty@gmail.com

Sayers, Margery

From: team taemin <teamtaemin17@gmail.com>
Sent: Sunday, November 14, 2021 8:11 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,

Jamie Saunders

Sent from my iPhone

Sayers, Margery

From: Liam Nesbitt <nesbittliam@gmail.com>
Sent: Sunday, November 14, 2021 8:04 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Sent from my iPhone

Sayers, Margery

From: Paige Getty <minister@uucolumbia.net>
Sent: Saturday, November 13, 2021 11:01 AM
To: CouncilMail
Cc: Board
Subject: Please vote FOR CB82-2021, Minimum Wage Bill

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear members of the Howard County Council,

The Board of Trustees of the Unitarian Universalist Congregation of Columbia (UUCC) urges you to vote **IN FAVOR of CB82**, the minimum wage bill that would increase the county minimum wage to \$15 by 2023 and \$16 by 2025.

With a membership of about 300 families—who reside in all parts of Howard County—for more than 50 years UUCC has been an institution that provides not only a religious home for many in our community, but that also has a mission of service and justice-making, especially for the benefit of the most vulnerable residents in the county.

For too long, we have seen the income gap widen, and we have seen the costs of goods and services rise without comparable increases in wages. UUCC's food insecurity ministry is in high demand, as even individuals with jobs and housing struggle to feed their families. Similarly, the guests of the Cold Weather Shelter often are individuals with jobs who do not earn enough money to provide sustainable housing for themselves. It is simply unjust, and we must insist that our employers pay fairer wages.

Every county resident deserves to earn a *living wage* for their work that serves all of us who live and work here. This minimum wage bill—which, thankfully, requires annual increases based on the local Consumer Price Index starting in 2027—is one important step in advancing our county toward that living wage.

Please vote FOR CB82.

In community,
Rev. Paige Getty and the UUCC Board of Trustees

The Rev. Paige Getty, Minister
she / her / hers
Unitarian Universalist Congregation of Columbia
7246 Cradlerock Way
Columbia, Maryland 21045
(410) 381-0097, ext. 101
minister@uucolumbia.net

Sayers, Margery

From: sophia el marji <selmarji@gmail.com>
Sent: Saturday, November 13, 2021 9:24 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. As a person who works a minimum wage job that is below \$15, workers provide exceptional work that needs to be paid in equal, which is at least \$15, I have friends mothers that have to work 2-3 jobs at least just to make it by, living a very stressful life to provide for her family and pay student education which is not cheap at all. This could all be avoided if the county were to raise the minimum wage, and continue to raise it based on what the country needs are to live comfortably. Thank you for your consideration. Sincerely, Sophia El Marji

Sent from my iPhone

Sayers, Margery

From: Clark's Elioak Farm <clarkselioakfarm@hotmail.com>
Sent: Friday, November 12, 2021 6:12 PM
To: CouncilMail
Subject: Minimum Wage Bill

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

As a Howard County resident and business owner, I have some concerns about CB82-2021. Howard County is a very small county in the center of the State. It doesn't make any sense to have a separate minimum wage for our county—we should continue to have the same minimum wage schedule as the State.

I hire a number of teenagers at my farm. CB82-2021 does not include a lower rate for young people the way the State law does. That will be a major blow to young people looking for work. For many young people working at our farm is their first job. That means we do a lot of training—about the specific job and about what it means to work outside the home and develop good work habits. There should be recognition that these first time employees have a lot to learn and an introductory wage would be appropriate.

Other minimum wage laws include exceptions for seasonal work and part-time work. I think that is something you need to consider also.

We are currently looking at a high inflation rate and prices for everything going up. One of the major expenses for many small businesses (restaurants, farms, retail etc) is labor. IF we have to raise wages more in Howard County than in the surrounding counties, don't you understand that the price of your meal, your food, your fun in our County will have to rise higher than in other counties.

I hope you will give serious consideration to staying in line with the State's Minimum Wage law.

Thank you,
Martha Clark
10380 Clarksville Pike
Ellicott City, MD 21042

Sent from [Mail](#) for Windows

THE MALL IN COLUMBIA

November 12, 2021

Ms. Liz Walsh
Howard County Council Chair
3430 Courthouse Drive
Ellicott City, MD 21043

RE: CB 82-2021 Minimum Wage Increase

Dear Council Chair Walsh,

Over the past month, I have discussed CB 82-2021 with many of the retailers and restauranteurs at The Mall in Columbia. The intent of this letter as well as my in-person testimony at the County Council hearing on this legislation, is for me to convey the stories of our tenants in order for the Council to understand the variety of situations and how this legislation, if approved, will impact them.

Before I tell these stories, it is important to provide the context of the tenants who are currently at The Mall in Columbia. Out of a total of 210 tenants currently open for business at the Mall, 93 or 44% are locally owned and operated businesses. These are mostly small business owners that have been severely challenged by the pandemic and continue to work hard with long hours to be able to provide for their families. As a Landlord, we have completed customized "work-outs" for every one of our tenants in order that they may be able to remain open and keep their staff employed. And while this has impacted our business significantly, it was important for us to support our tenants and their employees.

The minimum wage increase will impact nearly every one of our local owners, some more than others. And not in the ways you might expect. To a person, the Mall's retailers and restauranteurs reported that they generally do not pay minimum wage. The rare exception is the student who works part-time, is looking for a flexible work schedule and is new on the job and being trained. After a short time, even these part-time students' wages are increased.

Without naming the specific entities, let me share two of the stories of these local, hardworking business owners.

One of our local owners has two businesses in the Mall and is a long-time tenant. She shared that she does not start any of her employees at minimum wage and that they also earn commission that averages another \$1.50/hour. Her reasoning for this is both for the cache of working in her stores and to be competitive. She employees 2/3's as part-time workers who are generally not supporting families. They are primarily students who need the flexible hours. Their full-time employees are already at or above \$17/hour with managers even higher. If Howard County increases its minimum wage, she feels she would need to raise her hourly wages even higher to continue to stay competitive. This in turn will further impact her margins which have significantly decreased during the past 20 months of the pandemic.

And a second local owner has one food business in the Mall and is in the process of opening a second. He is already paying non-tipped employees more than the minimum wage in order to be competitive. Since the start of the pandemic, food costs have risen from 31% to 41% of their total costs. Additional challenges include delivery costs and the recent elimination of the expanded outdoor patio program. This owner is one of the most optimistic tenants in the Mall. And while he is excited about the opening of the new restaurant, he is concerned about the impact the pandemic continues to have on their business. He sees increasing the minimum wage further at this time will only increase his long list of current challenges and further reduce his already much diminished margins.

In addition to these stories, we have over 40 businesses in carts and kiosks in our common area. The majority of these businesses have local owners with families who work long hours themselves, hiring primarily students for the part-time shifts they are not able to work themselves. Their margins are very slim and in order to not impact their family's income, many believe they will need to work longer hours, thereby cutting hours of their employees, if the minimum wage is further increased.

In summary, the retailers and restaurateurs at The Mall in Columbia are still struggling from the impact of the pandemic. As a whole they employ over 4000 employees and are very committed to doing right by their employees. The vast majority currently pay more than minimum wage and have been challenged by the rising costs and diminished business margins over the past 20 months.

The County has spent a good amount of time and resources shoring up our local businesses during this most challenging of times. All of our retailers who received these grants were local businesses and very appreciative of the County's efforts on their behalf. We believe this is not the time to further add to the burden of these local owners by increasing the minimum wage greater than the increase that is already taking place the first of 2022.

Thank you for the opportunity to submit testimony relative to CB 82-2021.

Respectfully,

A handwritten signature in black ink, appearing to read "Barbara A. Nicklas", with a long horizontal line extending to the right from the end of the signature.

Barbara A. Nicklas
Senior General Manager, The Mall in Columbia

CC: Howard County Council Members
Howard County Executive Calvin Ball



WMDA/CAR Service Station
and Automotive Repair Association

November 12, 2021

To: Members of Howard County Council

Re: CB82-2021 - In Opposition

I represent WMDA/CAR - service station, convenience stores and repair facilities. As well meant as CB82-2021 is, it will have a negative impact on locations and especially 24/7 locations and their employees.

The impact will also be felt by potential employees who will not be hired. Maryland already has a minimum wage bill that will reach full effect in January of 2025 and 2026 for small employer. Howard County would be the outlier in Maryland with the highest mandated Minimum wage in the state.

The positions at our locations were never meant to be a living wage with the exceptions of managers who are well above minimum wage. These positions are transition jobs where young and new to work force can learn communication and language skills and how to interact with customers. Flexible hours attract students. Unfortunately, these jobs could be eliminated or severely cut back with a wage that is too costly to fit in the budget.

This also discourages business development in Howard County. with wage compression, rising tide floats all boats. This becomes a very costly bill for small business at a time when they are struggling to come out of the unprecedented times of COVID 19.

Kirk McCauley
WMDA/CAR
301-775-0221
kmccauley@wmda.net

Sayers, Margery

From: Anne Brown <annembrown2@gmail.com>
Sent: Thursday, November 11, 2021 7:48 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

I work in healthcare and have seen too many residents and community members to work for "poverty wages" which do not allow them either food or housing security for them, let alone their family. This is shameful...we do not take care of those people who take care of us! Please, please help our neighbors and community to be able to live a more secure life, so that they can help us to do good.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,

Anne M Brown
10936 Rock Coast Road
Columbia, MD 21044

CB 82-2021

Sayers, Margery

From: Joan Driessen <joan.driessen@acshoco.org>
Sent: Wednesday, November 10, 2021 12:01 PM
To: CouncilMail
Subject: ACS Support for CB82-2021
Attachments: CB 82_11.15.2021.pdf

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members,

On behalf of the Association of Community Services (ACS) and our over 150 member organizations and community advocates, I urge you to vote in favor of CB 82, which accelerates the State-required minimum wage increases, and requires annual minimum wage increases and for the Council to meet to regularly evaluate the minimum wage. Within our advocacy priorities, ACS supports efforts for everyone to have living wages to have a truly just standard of living in Howard County.

You will see in our Self-Sufficiency Indicators Report that it takes approximately \$75,000 per year, which is about \$36.06 per hour, for families to be self-sufficient and financially stable in Howard County. The MD Center on Economic Policy's (MDCEP) data reveals that a single adult who is not parenting needs to earn at least \$22.28 per hour, or around \$46,342 per year, in order to meet living wage requirements in the County. We fully recognize that the legislation's required minimum wage increases are not synonymous with the living wage needs *and* we support CB 82 because it is a step towards reaching living wages for each employee in Howard County.

In addition to wages being a matter of equity and social justice, wage requirements directly impact the nonprofit sector as both service providers and employers. So many people are working, and their wages are not high enough to take care of all of the necessities of life. For example, nearly 1 out of every 4 renter households in Howard County pay more than 50% of their income on rent, which does not leave much money for food, medicine, clothing, etc., because wages have not kept up with our cost of living. Nonprofits then see and face the direct impacts of low wages on the people we serve on a daily basis as we enroll people in benefits (e.g., SNAP, Medicaid, WIC, TCA) and provide emergency needs for food, clothing, housing, etc. Too often, nonprofit employees have such low wages that many also qualify for the very same benefits and services we provide for the clients we serve. We've got to work together to improve the lives of the clients we serve and people who work in nonprofits.

In truth, even as we support living wages, we must also recognize that increasing minimum wage requirements challenges nonprofits as employers. It is a struggle to pay living wages on nonprofits' budgets – particularly for small nonprofits. We face challenges in paying higher wages due to a variety of reasons, including but not limited to government-determined reimbursement rates for services being too low, grants and contracts with insufficient funding for the staffing required, and being required to operate under the presumption of scarcity. Our nonprofit workforce deserves wages that truly values the work we do. It will not help ease the staffing shortages and turnover we are facing when certified, licensed, and credentialed employees can earn more money in various for-profit entities doing less stressful work. Staffing shortages lead to decreased services and potentially closing our doors, which means our whole community loses out.

I would be remiss if I did not also mention the need for benefits (e.g., health insurance, retirement, life insurance) in the nonprofit sector since benefits and wages go hand in hand. With greater support for increasing the wage requirements, such as utilizing American Rescue Plan Act money to provide support for nonprofits to increase wages for employees, we also need to begin to address the deficit in benefits for nonprofit employees and the people we serve who earn

minimum wage. One example from an ACS member that does offer benefits illuminates this challenge. Winter Growth presently offers health insurance to any employee who works over 30 hours per week, and low wage workers can have health insurance for \$90/month premium with a \$1,500 annual deductible. As an employer, Winter Growth's pays an additional \$3.68/hour (or \$7,644 per year) per full-time employee to ensure access to health insurance. Without support for the minimum wage increases, they would face a real challenge around increasing wages and potentially offering less generous benefits. I am sure that many in the for-profit sector can relate to this difficulty.

While there are real concerns around the impacts of increasing minimum wage requirements to reach a living wage on employers, we wholeheartedly believe that we can work together to problem-solve around these challenges to meet the demands of justice and equity. Everyone benefits when we all earn enough to meet our needs. When we take steps to reach a living wage, we can shape a future where we will no longer have approximately 1 out of every 4 HCPSS students receiving Free and Reduced Priced Meals because their families will have enough money to cover their food expenses, for example, and people who work in Howard County can afford to live here too. We stand to lose more if we do not act now.

To reference the MDCEP again, this legislation will directly impact 40,000 people in Howard County, totaling a \$43 million increase in wages by 2026. 30% of working women, 33% of Black workers, 51% of Latinx workers, 25% of Asian and Pacific Islander workers, and 75% of workers in low-income families will benefit. Wage increases can draw more people into the labor market and since people with lower wages usually spend money on necessities, we stand to see a boost our local economy. The bottom line is that we can expand opportunities for people to earn living wages, keep our nonprofits and businesses open, and have a robust economy because it is not a zero-sum game.

Other counties have shown that they do not collapse when requiring increased wages coupled with government support for meeting those increases. Let's do that here in Howard County too so we can truly have a high quality of life for all residents. Now is the time to act. With that, we urge to vote favorably for CB 82 and commit to the additional advocacy and action that helps us all rise.

Thank you,

Joan Driessen

Joan Driessen
Executive Director
Association of Community Services of Howard County
9770 Patuxent Woods Drive, Suite 301
Columbia, MD 21046
410-715-9545
Direct: 443-518-7701





CB 82 – Minimum Wage Requirements

Position: Support

November 15, 2021

On behalf of the Association of Community Services (ACS) and our over 150 member organizations and community advocates, I urge you to vote in favor of CB 82, which accelerates the State-required minimum wage increases, and requires annual minimum wage increases and for the Council to meet to regularly evaluate the minimum wage. Within our [advocacy priorities](#), ACS supports efforts for everyone to have living wages to have a truly just standard of living in Howard County.

You will see in our [Self-Sufficiency Indicators Report](#) that it takes approximately \$75,000 per year, which is about \$36.06 per hour, for families to be self-sufficient and financially stable in Howard County. The [MD Center on Economic Policy's](#) (MDCEP) data reveals that a single adult who is not parenting needs to earn at least \$22.28 per hour, or around \$46,342 per year, in order to meet living wage requirements in the County. We fully recognize that the legislation's required minimum wage increases are not synonymous with the living wage needs *and* we support CB 82 because it is a step towards reaching living wages for each employee in Howard County.

In addition to wages being a matter of equity and social justice, wage requirements directly impact the nonprofit sector as both service providers and employers. So many people are working, and their wages are not high enough to take care of all of the necessities of life. For example, nearly 1 out of every 4 renter households in Howard County pay more than 50% of their income on rent, which does not leave much money for food, medicine, clothing, etc., because wages have not kept up with our cost of living. Nonprofits then see and face the direct impacts of low wages on the people we serve on a daily basis as we enroll people in benefits (e.g., SNAP, Medicaid, WIC, TCA) and provide emergency needs for food, clothing, housing, etc. Too often, nonprofit employees have such low wages that many also qualify for the very same benefits and services we provide for the clients we serve. We've got to work together to improve the lives of the clients we serve and people who work in nonprofits.

In truth, even as we support living wages, we must also recognize that increasing minimum wage requirements challenges nonprofits as employers. It is a struggle to pay living wages on nonprofits' budgets – particularly for small nonprofits. We face challenges in paying higher wages due to a variety of reasons, including but not limited to: government-determined reimbursement rates for services being too low, grants and contracts with insufficient funding for the staffing required, and being required to operate under the presumption of scarcity. Our nonprofit workforce deserves wages that truly values the work we do. It will not help ease the staffing shortages and turnover we are facing when certified, licensed, and credentialed employees can earn more money in various for-profit entities doing less stressful work. Staffing shortages lead to decreased services and potentially closing our doors, which means our whole community loses out.

I would be remiss if I did not also mention the need for benefits (e.g., health insurance, retirement, life insurance) in the nonprofit sector since benefits and wages go hand in hand. With greater support for increasing the wage requirements, such as utilizing American Rescue Plan Act money to provide support



for nonprofits to increase wages for employees, we also need to begin to address the deficit in benefits for nonprofit employees and the people we serve who earn minimum wage. One example from an ACS member that does offer benefits illuminates this challenge. Winter Growth presently offers health insurance to any employee who works over 30 hours per week, and low wage workers can have health insurance for \$90/month premium with a \$1,500 annual deductible. As an employer, Winter Growth's pays an additional \$3.68/hour (or \$7,644 per year) per full-time employee to ensure access to health insurance. Without support for the minimum wage increases, they would face a real challenge around increasing wages and potentially offering less generous benefits. I am sure that many in the for-profit sector can relate to this difficulty.

While there are real concerns around the impacts of increasing minimum wage requirements to reach a living wage on employers, we wholeheartedly believe that we can work together to problem-solve around these challenges to meet the demands of justice and equity. Everyone benefits when we all earn enough to meet our needs. When we take steps to reach a living wage, we can shape a future where we will no longer have approximately 1 out of every 4 HCPSS students receiving Free and Reduced Priced Meals because their families will have enough money to cover their food expenses, for example, and people who work in Howard County can afford to live here too. We stand to lose more if we do not act now.

To reference the MDCEP again, this legislation will directly impact 40,000 people in Howard County, totaling a \$43 million increase in wages by 2026. 30% of working women, 33% of Black workers, 51% of Latinx workers, 25% of Asian and Pacific Islander workers, and 75% of workers in low-income families will benefit. Wage increases can draw more people into the labor market and since people with lower wages usually spend money on necessities, we stand to see a boost our local economy. The bottom line is that we can expand opportunities for people to earn living wages, keep our nonprofits and businesses open, and have a robust economy because it is not a zero-sum game.

Other counties have shown that they do not collapse when requiring increased wages coupled with government support for meeting those increases. Let's do that here in Howard County too so we can truly have a high quality of life for all residents. Now is the time to act. With that, we urge to vote favorably for CB 82 and commit to the additional advocacy and action that helps us all rise.

Thank you,

Joan Driessen

Joan Driessen
Executive Director

Sayers, Margery

From: Baker, Kevin
Sent: Wednesday, November 10, 2021 11:49 AM
To: Sayers, Margery
Subject: Fwd: proposed minimum wage

For Related Documents under CB82.

Get [Outlook for iOS](#)

From: Lynn Moore <lynn@larrilandfarm.com>
Sent: Wednesday, November 10, 2021 11:47:05 AM
To: Baker, Kevin <kebaker@howardcountymd.gov>
Subject: proposed minimum wage

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Mr. Baker,

I am contacting you regarding the proposed Howard County Minimum Wage Legislation. As a business owner who employs primarily local youths, these proposals will have a major impact on our business. Due to the seasonal nature of our business, we employ primarily high school and college students. On average we employ 60+ students each season (5 – 6 months). About 45-50% are under age 18. Most of these students have no work experience. They must be taught how to work. They need very detailed instructions. They require a tremendous amount of supervision. It is unreasonable to pay them a 'living wage' as they are not experienced enough nor mature enough to justify the expense to the business.

I feel strongly that one of my services to the community is to train young people how to work: the importance of showing up for work on time, being ready to work when you arrive, how to communicate with others, how to be part of the work crew, the importance of performing the job to the satisfaction of the supervisor, what good customer service is, what tools are, how to use them, etc. Then they will be ready for the responsibility of a full time job. A lower wage for employees under age 18 would allow my business to justify the effort the training requires.

I encourage Howard County legislation to be in line with Maryland regulations. As a business owner it is very hard to keep up with the differences in regulations between different jurisdictions. I want to be in compliance with all regulations but it can be overwhelming especially when the same regulation varies between county, state and federal.

Sincerely,

Lynn Moore

Larriland Farm
lynn@larrilandfarm.com
(O) 410-489-7034
www.pickyourown.com or www.larrilandfarm.com



Sayers, Margery

From: Amy Jackson <amyjack1@verizon.net>
Sent: Tuesday, November 9, 2021 6:29 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. I no longer work in Howard County, but moved to Montgomery to work as I make \$15/hour there doing the same work I was only making \$13 in HOCO.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.
Sincerely,

Sent from my iPhone



The Arc.
Howard County

Achieve with us.

November 9, 2021

Dear County Council Members:

My name is Cindy Parr, and I wanted to supply additional written testimony to help articulate what I failed to voice to the degree necessary in my November 3, 2021, letter related to support of CB82-2021. As I stated in the November 3rd letter to County Council members, I wrote about the hardships disabilities providers are facing; the most significant being dire staffing shortages.

While our current world situation lends itself to creating a whole host of reasons for this issue, hourly wage is most definitely always on the list. Since I came to The Arc in July of 2015, we have been advocating every legislative session for increased funding to be able to pay our Direct Support Professionals a fair wage for the critical supports they provide people with disabilities. One would think it obvious that people who work in a field which requires a variety of certifications and annual refreshers, should receive a decent, living wage.

Year in and year out we advocate for people working in the disabilities field who need to be appropriately compensated. The hourly rate for their demanding work should never be less than a fast-food restaurant employee, retail clerk, or a line worker in a big box manufacturing company.

It is notable and appreciated that the Council recognizes the need to increase the hourly wage in Howard County. I feel the Council must also recognize their responsibility related to this proposed legislation so there are no unintended consequences for providers like The Arc of Howard County.

It is also worth noting that while we appreciate the inclusion of home and community-based services in the "small employer" category to ease the transition to the higher minimum wage levels, without adequate state and local funding, we will be unable to compete financially with large employers in the County for staff.

Direct support professionals must earn competitive wages for us to be able to hire enough staff to serve the people and families who rely on us. Most developmental disability providers are nonprofit organizations that rely on funding from the state and federal government. Unlike other businesses, DDA-licensed Medicaid providers are prohibited from passing on cost increases to the people they support. The unfunded employer mandate proposed by this legislation raises concerns for developmental disability providers, many of whom are already operating on thin margins due to a state reimbursement rate that hovers near minimum wage for direct support professionals.



Achieve with us.

If the County cannot supplement these increases in a meaningful way, it will create a financial hardship for our agency and many others. The proposed annual schedule of increases exceeds the state's minimum wage bill. Our agency, minus additional funding from the County, would struggle to support these scheduled increases outlined in CB82-2021.

I would ask that the Council please mark this letter as an addendum to my letter dated November 3, 2021.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Cindy Parr". The signature is fluid and cursive.

Cindy Parr
Executive Director

Sayers, Margery

From: Jackie Bryant <jebryant7@gmail.com>
Sent: Monday, November 8, 2021 10:40 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,

Jackie Bryant

Sayers, Margery

From: Brittany Edwards <britt0423@gmail.com>
Sent: Monday, November 8, 2021 9:02 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of us are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,

Brittany M. Ambrose

Sayers, Margery

From: Annie Phillips <ipo70@yahoo.com>
Sent: Monday, November 8, 2021 5:24 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Sent from my iPhone

Sayers, Margery

From: Annie Phillips <ipo70@yahoo.com>
Sent: Monday, November 8, 2021 5:23 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Sent from my iPhone

Sayers, Margery

From: Anne M Brown <annembrown1@verizon.net>
Sent: Monday, November 8, 2021 5:11 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Anne M Brown
10936 Rock Coast Road
Columbia, MD 21044

Sent from my Verizon, Samsung Galaxy smartphone

Sayers, Margery

From: Ling liu <lsliu00@gmail.com>
Sent: Monday, November 8, 2021 4:51 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Sayers, Margery

From: Cynthia Fikes <fikesfavors@gmail.com>
Sent: Sunday, November 7, 2021 7:13 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am Cynthia Fikes a long time Howard County resident, and President of the Columbia Democratic Club.

I am personally writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit.

As a concerned citizen, I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,

Cynthia Fikes
301-300-3970

Sent from my iPhone

Sayers, Margery

From: Rachel Eure <reure1@gulls.salisbury.edu>
Sent: Sunday, November 7, 2021 3:03 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,
Rachel Eure

Sayers, Margery

From: Eleanor Lee <eleanorklee1998@icloud.com>
Sent: Sunday, November 7, 2021 11:52 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Eleanor Lee
7085 Copperwood Way Columbia MD, 21046

Sayers, Margery

From: Colleen Cotton <cmariecotton@gmail.com>
Sent: Sunday, November 7, 2021 7:13 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,
Colleen Cotton

Sent from my iPhone

Sayers, Margery

From: Scott Lee <scottmkleee@icloud.com>
Sent: Saturday, November 6, 2021 5:40 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,
Scott Lee

Sayers, Margery

From: Erik Allen Lee <erikallenlee@icloud.com>
Sent: Saturday, November 6, 2021 4:38 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Erik Allen Lee,
Columbia, Maryland

Sayers, Margery

From: Ethan <ethanklee2000@gmail.com>
Sent: Saturday, November 6, 2021 1:41 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Ethan Lee
11810 Snow Patch Way

Sayers, Margery

From: Mike Cox <mike@onceuponachildmaryland.com>
Sent: Thursday, November 4, 2021 5:43 PM
To: CouncilMail
Cc: Leonardo McClarty; Twele, Larry

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Greetings Howard County Council,

As a multi store business owner; retail business in Howard County and retail business in Anne Arundel county, this bill for min wage increase will only add another unnecessary burden to small business owners. The government does not realize they do not always have to "one up" other jurisdictions. State government has a law in place to increase min. wage to the \$15.00 per hour rate. If Howard county tries to enact their own version of this, it only complicates matters and muddies the water. Now, I will have employees in Anne Arundel County making less than employees in Howard County, a huge morale killer. Employees in the AA County store will now want to come and work in Howard County and this will hurt my already struggling employee base in AA County. Just leave it alone; COVID, rising costs, trouble hiring employees, can the government pump the brakes and let us small business owners catch our breath and try to survive.

Thank you, Mike

--

Mike Cox
Owner/Operator
Once Upon A Child - Gambrills, Maryland
Once Upon A Child - Ellicott City, Maryland

Sayers, Margery

From: Kim Estell <clarlennurseryinc@gmail.com>
Sent: Thursday, November 4, 2021 11:08 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. As a business owner myself, my budget process is rooted in the understanding that I would not have a business worth anything if I can't pay my employees what they are worth.

Howard County is one of the wealthiest in the country, and yet, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026.

Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,
Kimberly Estell
Owner/Director, Clarlen Nursery Inc

CB82-2021

Sayers, Margery

From: Christine Carey <christinecarey1@outlook.com>
Sent: Thursday, November 4, 2021 6:57 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

-Christine Carey

Sayers, Margery

From: Abram Fox <abramfox@gmail.com>
Sent: Wednesday, November 3, 2021 10:53 PM
To: CouncilMail
Subject: Testimony in support of CB82-2021

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear County Council members,

I write in support of CB82-2021, a bill recently advanced by Councilman Jones and Councilwoman Rigby.

A great strength of our county is our sense of community. Increasing the minimum wage is a direct and tangible way that the County Council can support members of the Howard County community by ensuring that those who work hard can earn enough to survive. Pay disparity has been an ongoing issue as the state minimum wage, even with its increases, has not kept pace with the rate of productivity of our workers. This disparity has been even more evident since last March, as some of the people most likely to earn minimum wage - those working in food preparation and serving, cleaning, healthcare support, etc. - proved themselves time and time again as the backbone of our society and our economy.

By increasing the minimum wage, we can better support the Black and Hispanic workers in our community, especially women from those groups, who are disproportionately underpaid. We can directly take on the scourge of poverty in our community, lifting people who work hard and work long hours into positions of greater financial security, no longer living paycheck to paycheck or wondering how to feed their families. Increasing the minimum wage will provide an economic stimulus to our community - those workers earning more will spend more in the place they live, Howard County - and would save taxpayer money as fewer county residents will need to rely on assistance programs.

While there are plenty of specific reasons for supporting a minimum wage increase, I think the most compelling one is a moral argument. Low-wage workers are valued members of our community just like you or I. They deserve dignity, and so does their work.

Sincerely,

Abram Fox
Ellicott City

Sayers, Margery

From: James Reiser <areiser1@comcast.net>
Sent: Wednesday, November 3, 2021 7:51 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Ann Smith-Reiser
columbia, MD

Sayers, Margery

From: c b <cball3394@yahoo.com>
Sent: Wednesday, November 3, 2021 7:31 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit.

I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,

Candace Ball

Sent from iPhone.

Sayers, Margery

From: Jenny Afkinich <jafkinich@gmail.com>
Sent: Wednesday, November 3, 2021 7:05 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Everyone deserves the opportunity to support themselves and their families. Thank you for your consideration.

Sincerely,

Jenny Afkinich, MSW PhD

Sayers, Margery

From: Baker, Kevin
Sent: Wednesday, November 3, 2021 11:59 AM
To: Sayers, Margery
Subject: FW: Howard County Minimum Wage

For Related Documents under CB82.

From: William Low <will@rathskellermd.com>
Sent: Wednesday, November 3, 2021 11:43 AM
To: Walsh, Elizabeth <ewalsh@howardcountymd.gov>
Subject: Howard County Minimum Wage

Dear Councilmember Walsh,

Thank you for representing District 1 so well. I am writing to you today in hopes that you will vote against the Howard County minimum wage bill introduced by your fellow Councilmembers Rigby and Jones. As I'm sure you can relate, COVID-19 has not been kind to the restaurant industry. Even after most restrictions to dining have been lifted, we have had to manage finding staff, deal with rising costs of food, and tolerate supply chain logistics. Raising the minimum wage above the state level will make it even more difficult for restaurants, especially the ones in your district. Our payroll costs are already through the roof and raising menu prices to offset the rising cost of labor will make us less competitive than restaurants in neighboring counties. Thank you for taking the time to read my email and I hope you consider my concerns as a business owner in District 1.

God Bless,

Will

--
Ave Christus Rex

William Low
Owner/Manager
Rathskeller
5782 Main St.
Elkridge, MD 21075
(410)796-1530
www.rathskellermd.com
@rathskellermd

Sayers, Margery

From: Tina Horn <tinahorn_cae@hotmail.com>
Sent: Wednesday, November 3, 2021 11:53 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

Along with so many others, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet their basic needs. That is appalling. Every single person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,

Christine (Tina) Horn
Wilde Lake
Columbia MD

Sayers, Margery

From: Jessica Mahajan <jessica_mahajan@yahoo.com>
Sent: Wednesday, November 3, 2021 11:51 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Sincerely,

Jessica Mahajan
District 2

Jessica



Achieve with us.

November 3, 2021

Dear County Council Members:

My name is Cindy Parr, and I am writing to voice my support of CB82-2021, introduced by Council members Christiana Rigby and Opel Jones. As I am sure you are aware, the disabilities field, like many entities is experiencing a staffing crisis. While there are multiple reasons for this hardship, the primary one is hourly wage.

The Arc of Howard County provides disabilities services for people with disabilities, and we know the importance of this legislation. Currently, we supply a portfolio of services to more than 260 adults with disabilities in the Howard County community.

Our organization has been in existence 60 years and in that time, we have never experienced the hiring challenges we currently face.

The State of Maryland determined several years ago that there needed to be an increase in our minimum wage to help Marylanders working in lower paying jobs earn dollars that could help them live better lives. Their goal was to achieve \$15 an hour by 2025.

CB82-2021 is in alignment with the state's legislation and is necessary for employers like The Arc of Howard County to attract and retain staff. Neighboring counties Montgomery and Prince George's have also adopted minimum wage legislation that achieves \$15 an hour sooner than 2025. I would encourage the Council to consider providing supplemental funding like Montgomery and Prince George's to assist in achieving this goal.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Cindy Parr", written in a cursive style.

Cindy Parr
Executive Director

Sayers, Margery

From: JOHN SMITH <jdsmith51@verizon.net>
Sent: Monday, November 1, 2021 12:55 PM
To: CouncilMail
Subject: Minimum Wage Bill

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Date: 11/1/21
Subj: CB 82-2021

Dear Council Members:

Please raise Howard County's minimum wage to at least \$16.00 an hour. I saw an ad for Amazon that promised new employees \$16.00 plus 20 weeks personal leave and college tuition reimbursement. Howard County is a costly place to live. We need to raise wages to ensure a viable workforce.

Thank you.

JD Smith
Owen Brown
Columbia

CB82-2021

Sayers, Margery

From: zach smith <zach0949@gmail.com>
Sent: Sunday, October 31, 2021 7:53 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Sayers, Margery

From: Eva Schwegler <eva_schwegler@yahoo.com>
Sent: Sunday, October 31, 2021 9:19 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,
Eva Schwegler
Sent from Yahoo Mail on Android

Sayers, Margery

From: Rebecca Beall <rjbella358@gmail.com>
Sent: Friday, October 29, 2021 1:08 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,

Rebecca Beall
5456 Endicott Lane
Columbia, MD. 21044

Sayers, Margery

From: pauldstringer@aol.com
Sent: Saturday, October 30, 2021 9:27 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Paul Stringer
Council District 4
Howard County, MD

Sent from AOL Mobile Mail
Get the new AOL app: mail.mobile.aol.com

Sayers, Margery

From: Leonardo McClarty <lmccclarty@howardchamber.com>
Sent: Friday, October 29, 2021 2:45 PM
To: CouncilMail
Cc: Ball, Calvin; Jones, Jennifer D.
Subject: Howard County Chamber Letter on CB 82
Attachments: Min Wage Ltr Oppose_10.29.21.docx

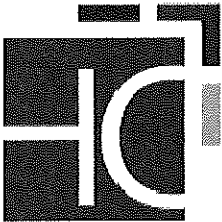
[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Councilmembers:

Good afternoon. Please find attached a letter from the Chamber stating our opposition to CB82.

Thanks

Leonardo McClarty, CCE
President/CEO
lmccclarty@howardchamber.com



**HOWARD COUNTY
CHAMBER**

Howard County Chamber
410-730-4111 x107
6240 Old Dobbin Lane, Suite 110
Columbia, MD 21045
www.howardchamber.com



*Mission: To accelerate business growth through connections, advocacy, and professional development.
Vision: To lead the way for a vibrant community where business thrives.*

[Click here to join the Chamber](#)



6240 Old Dobbin Lane ■ Suite 110 ■ Columbia, MD 21045

October 21, 2021

Ms. Liz Walsh
Howard County Council Chair
3430 Courthouse Drive
Ellicott City, MD 21043

RE: CB 82-2021 Minimum Wage Increase

Dear Council Chair Walsh:

The Howard County Chamber (Chamber) has spent the past few weeks reviewing the proposed minimum wage legislation and discussing our concerns with you and the bill sponsors. The Chamber appreciates your desire to assist those that may be underemployed or economically challenged; however, there are businesses that have yet to recover from the COVID-19 pandemic and who are equally struggling. Moreover, there is a statewide transition underway to \$15 that we do not yet know the impact of, as well as other labor-related mandates from paid sick leave to the likely paid family medical leave. Wages are just one part of the overall mandated employee benefits in Maryland businesses are juggling.

This legislation could not come at a worse time as businesses are also dealing with labor issues, supply chain challenges, increased costs, and looming vaccination mandates depending upon company size. According to research, there appears to be no end in sight as economists predict these issues will permeate well throughout 2022. Timing aside, this legislation has the potential to adversely affect younger and inexperienced workers who may see hours decreased or job opportunities decreased altogether.

Further, an increase at the entry level leads to wage compressions where workers that are more senior in experience and credentials are stymied in their earning potential due to the floor being raised. If the issues expressed previously are not enough, the consumer price index component and the call for a wage review by newly elected County Councilmembers stands to have business owners seeing an annual wage increase for perpetuity.

The Chamber recognizes there is a desire to assist the marginalized. Equally as important is balance and consideration of the plight of job creators, especially those reeling from the effects of COVID-19. It is our desire that you would delay the introduction of this legislation until market conditions improve and we see what happens statewide. As always, we remain willing to work with you and others on this matter.

Respectfully,

A handwritten signature in black ink that reads 'Leonardo McClarty'.

Leonardo McClarty, CCE
President/CEO, Howard County Chamber

CC: Howard County Council Members
County Executive Calvin Ball
Howard County Chamber Board of Directors

Sayers, Margery

From: Lisa Marini <lisavmarini@gmail.com>
Sent: Friday, October 29, 2021 12:41 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 for a living wage

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,
Lisa Marini
Fulton, MD

Sayers, Margery

From: B Illum <buffy.illum@gmail.com>
Sent: Friday, October 29, 2021 10:30 AM
To: CouncilMail
Subject: vote YES on CB82-2021 and raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Hello,

Howard County needs to do what our neighboring counties of Montgomery and Prince George's have done, and take action to reach \$15 faster than the statewide law dictates.

Thank you,
Buffy Illum
Ellicott City D1

Sayers, Margery

From: lindaleslie@verizon.net
Sent: Friday, October 29, 2021 9:40 AM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Vote Yes on CB82

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest counties in the country, but we have many, many residents who struggle to get by. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,

Linda Lamppert Leslie

Sayers, Margery

From: Khaleda Hasan <shahidkhaleda@gmail.com>
Sent: Thursday, October 28, 2021 10:14 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County.

Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs.

Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit.

I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers.

Thank you for your consideration.

Sincerely,
Dr. Khaleda Hasan
District 3

Sayers, Margery

From: Laura Newberger <laura.newberger@gmail.com>
Sent: Thursday, October 28, 2021 9:24 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,
Laura Newberger

Sent from my iPhone

Sayers, Margery

From: deebajafri <deebajafri@comcast.net>
Sent: Thursday, October 28, 2021 9:10 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Deeba Jafri
Elkridge MD

Sent from my Verizon, Samsung Galaxy smartphone

Sayers, Margery

From: Jennifer Solpietro <jennygrrlrocks@gmail.com>
Sent: Thursday, October 28, 2021 9:09 PM
To: CouncilMail
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council,

I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration.

Sincerely,
Jennifer Solpietro
Board of Directors, Howard Progressive Project District 4 Resident

Sent from my iPhone

Sayers, Margery

From: Lanessa Hill <lanessahill@gmail.com>
Sent: Friday, October 22, 2021 4:19 PM
To: CouncilMail
Cc: info@livingwagehoco.org
Subject: Please pass CB82-2021 to raise the minimum wage in Howard County!

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council, I am writing to urge you to VOTE YES on CB82-2021 and raise the minimum wage in Howard County. Howard County is one of the wealthiest in the country, however, more than 1 in 4 households struggle to meet basic needs. Every person deserves the dignity of a paycheck that reflects the importance of their work and provides for their essential needs. Wages that fall well below the level needed to afford these basic living costs create additional barriers to employment and access to opportunities to achieve economic prosperity. Too many of our neighbors are struggling now, and cannot wait until the state-level mandate of a \$15/hour minimum wage fully takes effect as late as 2026. Other Maryland counties have already raised their minimum wage beyond the state-mandated minimum, and Howard County should follow suit. I urge you to pass CB82-2021 without delay, to provide essential support for Howard County residents and move Howard County closer to ensuring a living wage for all workers. Thank you for your consideration. Sincerely,

Sent from my iPhone