



**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

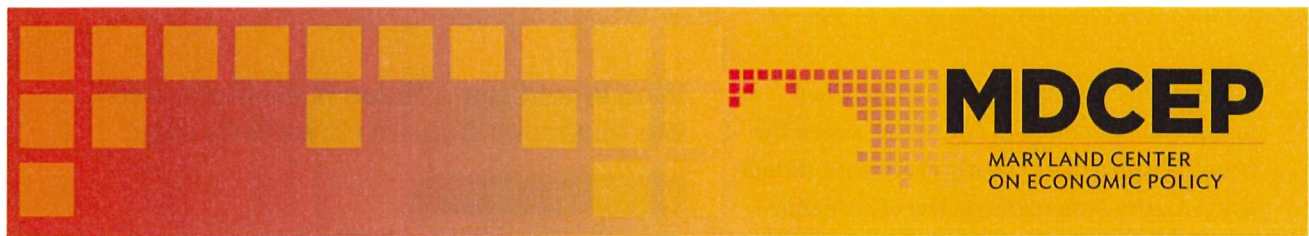
Organization Address: 1800 N. Charles St. Ste. 310, Baltimore, MD 21201

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](mailto:councilmail@howardcountymd.gov) no later than 2 hours prior to the start of the  
Public Hearing.*



NOVEMBER 15, 2021

# 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.<sup>i</sup> That cost only increases for workers supporting a family.

Council Bill 82-2021 would boost Howard County workers' income by \$43 million by 2026:<sup>ii</sup>

- 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:<sup>iii</sup>

- 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.”<sup>iv</sup>

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

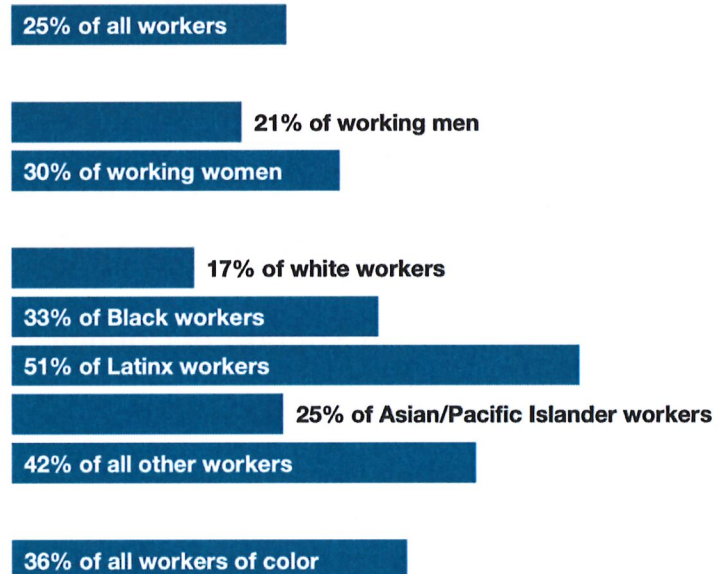
- Family-supporting wages are a crucial tool to make Howard County an attractive place to live and work, and to draw people into the labor market. This leads to a deeper talent pool for employers.
- More than anyone else, families living paycheck to paycheck quickly cycle every dollar of income back into the local economy by buying essentials.<sup>v</sup> 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.<sup>vi</sup>
- 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.<sup>vii</sup>

**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.

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## 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:

Table 1. 2018 Howard County Basic Living Standard Wages		
	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, <a href="https://www.epi.org/resources/budget/">https://www.epi.org/resources/budget/</a>		

### 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
<p><b>Source:</b> Economic Policy Institute Minimum Wage Simulation Model; see Technical Methodology by Dave Cooper, Zane Mokhiber, and Ben Zipperer. <a href="https://www.epi.org/publication/minimum-wage-simulation-model-technical-methodology/">https://www.epi.org/publication/minimum-wage-simulation-model-technical-methodology/</a></p> <p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>Full-time workers are those who usually work at least 35 hours per week.</li> <li>College graduates are workers with an associate's, bachelor's, or postgraduate degree.</li> <li>Estimated wage impacts for Black workers, Latinx workers, and college graduates underestimate true impacts because of data issues.</li> </ul>			

## Impact

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

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

<sup>ii</sup> 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/>

<sup>iii</sup> 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.

<sup>iv</sup> "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>

<sup>v</sup> 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>

<sup>vi</sup> 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>

<sup>vii</sup> 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](mailto: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/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 fluid and cursive, with a long horizontal flourish extending 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](mailto: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.



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.



# Public Sector Consulting Group

Navigating for clients through Maryland government affairs since 1995.

November 15, 2021

To Hon. Liz Walsh, Council Chair  
George Howard Building (1<sup>st</sup> 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, 4<sup>th</sup> 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.

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"

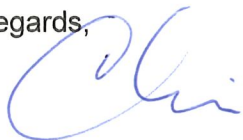
**Section 12.2204. – Council Meeting** (page 4 lines 13 – 23)

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 losing 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

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**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](mailto: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: [Handwritten Signature]

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

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## **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](mailto: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](mailto: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

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[councilmail@howardcountymd.gov](mailto: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**

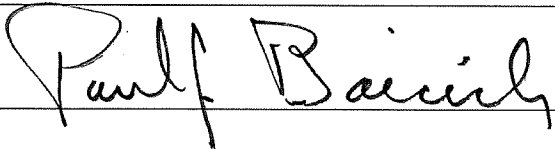
I, Paul J. Baicich, have been duly authorized by  
(name of individual)

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: 

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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Public Hearing.*

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

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: \_\_\_\_\_

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[councilmail@howardcountymd.gov](mailto: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

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**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

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[councilmail@howardcountymd.gov](mailto: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

*This form can be submitted electronically via email to [councilmail@howardcountymd.gov](mailto: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.*



# **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](mailto: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](mailto:briane@baautocare.com)  
[baautocare.com](http://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](mailto:scott@momsorganicmarket.com)

[www.momsorganicmarket.com](http://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](mailto: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](mailto:alissa@businessforafairminimumwage.org)  
[www.businessforafairminimumwage.org](http://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

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[councilmail@howardcountymd.gov](mailto: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

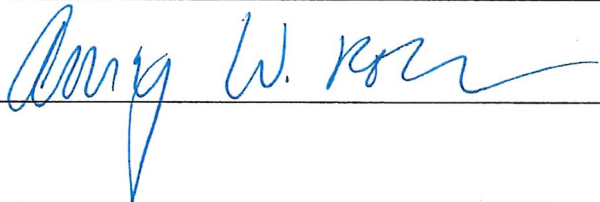
I, Amy W. Rohrer, have been duly authorized by  
(name of individual)

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

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**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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Public Hearing.***





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](mailto:councilmail@howardcountymd.gov) no later than 2 hours prior to the start of the  
Public Hearing.*



## Sayers, Margery

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**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.

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**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

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

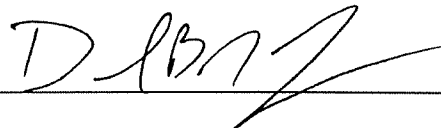
I, Daniel Newberger, have been duly authorized by  
(name of individual)

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 Hall 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  
[councilmail@howardcountymd.gov](mailto:councilmail@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

171 Conduit St, Annapolis, MD 21401  
Organization Address:

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](mailto:councilmail@howardcountymd.gov) no later than 2 hours prior to the start of the  
Public Hearing.***

## Sayers, Margery

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**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

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**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

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**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 Philip 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
<b>Total Cost Impact</b>	<b>\$ 482,664</b>



# Detailed Benefits Calculations

Hourly	Annual	Budget OT \$\$	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