

**Attachment D**

Minimum Wage Public Comments

## City of Pasadena's Minimum Wage Public Comments

This anecdotal survey was conducted to gauge both business and employee opinion towards minimum wage increases in the City of Pasadena. All responses were anonymous. The survey was conducted from August 2018 until January 2019.

Below are the responses from Business Owners

**I believe the two most significant outcomes of the minimum wage increase are:**

Fewer employees, less income to keep business running

fewer employees, lowered service delivery

Better lives for employees, and higher discretionary spending in the city.

Doctors Offices and Health Care Facilities cannot "raise prices" to counter the increase in minimum wages. We rely on insurance companies for 80% of revenues, and insurance companies have not increased reimbursement rates to doctors or health facilities for MANY years, nor are they willing to do so now. The only alternative is to lay people off, refuse insurance, or charge higher prices to uninsured patients, which is all counter-productive.

better living standards for low-wage workers; better parity with cost-of-living increases over the past 20 years

Increased operational costs that are passed on to the consumers. Loss of jobs.

1) costs significantly outpacing revenue growth, and 2) low employee morale/motivation

having to raise prices to offset wage increase slowed down business and absolutely no impact on employees

higher prices to the public its not only the min. wage but also the workmens comp. ins and many other coasts that go up.

reduction of total number of employees employed and hours worked and a decrease in business dues to increased prices.

because of the financial burden of rising salaries, I have had to cut hours and jobs

job losses and less hours per employee

The increase helps our tipped employees who make \$35 to \$45 an hour in tips and enjoy the full benefit of the increase in minimum wage. Our back of the house employees already make more then the minimum wage because that is the market rate. They simply will not work for minimum wage. The work is too hard. So when the wage increases, the back of the house employees who are already making substantially more then minimum may only receive an increase of .50 to .75 cents an hour. If any of you have shopped in Pasadena the past year I am sure you have noticed a substantial price increase in product and services and this is only the beginning. This has obviously caused inflation and at the end of the day, no one is prospering from this ill conceived idea. It is just too expensive to live in Pasadena. If Pasadena is two years ahead of the state in implementing the increases, the businesses will face unfair competition from the neighboring cities who only have to raise their minimum wages along with the state guidelines. This whole edteck diversion is a total joke. Look who the so called experts are. It has been a setup from the start. During the Council meetings of 2015-16 the protestors were bused in from other cities with their signs and protests. Their buses were parked in front of City Hall. The City was just going through the motions. This is a disgrace....

It's Killing the Restaurant's, Having one person do the job of two

Loosing customers due to price increase and higher workers comp insurance due to labor rates

Increase in products and services

Small business being negatively impacted

I feel the employees deserve to be paid a living wage so we approve of the increase.

Unable to hire additional staff, better wages for the employee

It has affected the cost of goods and services in Pasadena from dining to retail. I now look to shop and dine in cities other than Pasadena.

less entry level jobs and higher costs to residents

Increased overhead and less profit

1) Elimination of entry level workers - the imposition of an artificially high minimum wage requires employers to engage only experienced workers who can produce sufficiently to achieve the income needed to offset their wages; entry level workers will not be engaged. 2) Failure of businesses to be able to serve their clientele. Without entry level folks, businesses will have to streamline themselves and eliminate service and support which could have been supported by the entry level folks.

(Observation: Not all jobs are intended to provide a living wage. Many jobs, historically, provided gainful employment and life experience for folks who did not need a wage to support a family, but rather were filling time while on school break, or, exploring the labor market, or, training. Easiest example is the grocery store bagger - Originally a luxury for the customer and the store, allowed the store to keep prices a notch lower, and gave kids who wanted some spending money, or just to fill time in a responsible environment, the opportunity to do so. But now, the bagger is nearly a living wage - baggers are not (or should not be) bread winners.

The rise in restaurant costs, the encouragement for under-skilled to remain that way

Increased awareness of financial planning and greater need to maintain budgets
Restricts employer to hire starting persons in the workforce.
Limits growth: 1. Makes doing business a lot more expensive because it drives up cost as well as pay rates for other existing employees already higher than minimum thus limiting growth and causing us to max out existing team members and resources rather than grow. 2. Companies that employ minimum wage workers are continuing to move out of the area to places where it is more affordable to do business leaving fewer opportunities for entry level, or semi-skilled workers and fewer companies for our company to do business with.
Higher costs to consumers
Increased prices to consumers. Customers purchasing elsewhere to save money.
Higher costs to the consumer, lower quality of service
Increase cost and menu prices.
1. Increased cost of living in Pasadena. My employees cannot afford to live in the city as it is. 2. We opted not to bring in a paid intern this year because of the minimum wage increase.
All operation expenses increased, Payroll taxes, works comp increased. Profit decreased, and my staff do not feel they have more money in their pockets as all cost of living expenses increased for them. The tax man benefitted the most from this increase.
Menu price increase, and worker's comp
Our business' operating cost have gone up. We had to raise prices and our customers have noticed it and made comments about the price increase
loss of business because we have to increase prices
1. Wage pressure on employees who earn more than minimum wage. If minimum wage is \$15, then someone with high school or some college needs to be paid more, and so on up the line. 2. Decreased use of minimum wage employees -- discretionary employment is minimized.
Higher prices on my menu and cutting employees hours
A hardship on small businesses like ours. Those employees who make more are all asking for more money.
Higher menu prices, more skilled workers commanding much higher hourly rate
Better living wage for employees who then spend into the economy. Keeping people off the streets for lack of a living wage.
Loss of jobs and loss of business opportunities
Better quality of life for workers and possibly more spending with city and employers needing to increase the cost of items and services.
Will hire less and raise prices
Layoffs/less job opportunities for school kids looking to make extra money
The neighborhood car wash (15+ employees) went out of business and was replaced by a self-service wash (2 employees), lower price. Restaurants raised their prices.
Better life and Chance to live closer
Increased operating cost and the ability to hire
Better living conditions for persons who work and live in our community. It is the right thing to do
holding off on hiring for the future
better employee satisfaction, higher operating costs
loss of jobs, too much inflation of prices to the residents of Pasadena ( my customers )
Don't believe the outcomes have been significant
Raise standard of living for employees but could be more than offset by price increases passed on due minimum wage increase.
Employees have a more livable wage which is great. The downside is that our business expenses are increasing at a higher rate than our revenue. We support the increase thus far but believe strongly that Pasadena needs to pause at this rate to give businesses the chance to catch up and implement plans to increase sales to keep up with future increases before they happen.
We increase our cost to our customers (pass the wage increase along) and the range of salaries amongst new and veteran staff decreases (our salaries become compacted).
Price increase and price increase
Higher prices will drastically hurt our business (already has as guest counts have been dropping) and staffing cut backs will hurt the very people that the min wage increase was suppose to
Decrease poverty, improve the economy
Increased ability of my employees to stay healthy and to Feed their families.
minor disruption in the restaurant industry, and mental adjustments for their owners
Unclear. But positive.

**INCREASED LABOR COSTS. REDUCED PRODUCTIVITY.**

We had to raise our menu prices and cut back on staff worked hours and hours of operation.

1) Passing along increased costs to customers in the form of price increases to maintain profitability and sustainability, 2)

Removal of merit-based increase culture, rise of automatic increase culture

Had to close one restaurant and consolidate into single operation. 15 people lost their jobs. Most low skill minimum wage jobs.

Given more money to workers to spend in town. Reduced employee turnover.

Put me out of business

Better conditions for Pasadena employees

Less employment and more reliance by fewer employees (by owner necessity) to rely on computers, and layoffs.

Better living standards for employees and consistency in wages.

Redistribution of wealth and we will have to operate more efficiently with less employees

Better living wages and more spending

Negative

Higher cost of dining out, higher cost of basic services (dry cleaning, car wash, etc.)

More income for low-wage workers to meet their needs

It prevents us from hiring lower skilled employees.

Better employee morale Less employee turn-over

All employees will have increases their income as min wage pushes wages up/ supply cost will rise.

Well it affected my bottom line a little bit and I had to raise prices slightly but it did not seem to reduce business and my employees appreciate the extra money.

1) Commensurate increase in retail prices 2) Significant impact to cash flow and bottom line which will prevent our ability to make improvements to or grow our business.

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Below are the responses from Employees

### What have been the two greatest impacts of the minimum wage increase on your work life?

None

none

N/A

higher labor costs

Hard to find job. Less hours.

raising prices on my customers

not much -- we increased the lower salaries to get better employees.

Costs have gone up. Have had to increase prices

Our Pay goes higher and our prices do as well.

Unsure

Improves my motivation to work. Gives me a greater sense of security.

We have had to reduce staff so the workload has increased on other employees. We have started importing items from China that we had previously manufactured here in Pasadena.

Having to cut cost to minimizes loses at the business

I'm able to make more and help out more in my family, since I live with my parents. I also can splurge every now and the .

My hourly rate didn't go up while the minimum wage employees around me get more, so the difference is smaller. My boss said can't afford to give me a performance raise because he has to pay them more instead.

Life quality, living quality

Our organization has struggled to pass the minimum wage increase onto our customers. I worry that we are going to have to cut staff to make up the difference.

Not much, I still live check by check

I have been fortunate to never have worked for minimum wage. Never worked in the food industry.

Nothing thus far because I am a salaried employee. However, it would be nice for employers to meet the change in the market and increase salaried workers to provide a competitive match.

Decrease in the type of benefits offered due to financial impacts

Allows for me to work less hours and focus on school

I find that the cost of taking clients out has increased due to the wage increase

Less hours and more requirements

Not seen any yet

It has not effected me personally. I did not get an increase as I am already making more money than minimum wage.

My staff that makes minimum wage i snow making more money, however they are not doing anymore work or performing any better. The impact is that we have to charge more to our clients, which in turn can out price us and ultimately lose business. In short, spending more, making less.

happier associates

Bettered it

Fair wage is better for everyone in our community.

Costs going up in the restaurant world. Everything increases in price every time a min wage increase goes in effect

More competition for higher paying jobs, and better productivity from employees.

The place I work has reduced staffing which has distributed more work to everyone.

Better pay

none

I know that the business I work for is doing the right thing by more adequately paying our low-wage workers.

I used to earn minimum wage when I was a teenager and in my early 20s. Now I worked with older adults who are paid minimum wage. They can barely make ends meet.

Asking for a higher pay because of the increase only impacts the people who make "under" the minimum since my company didn't bump everyone up who made more. Frustrated coworkers who express distaste to the minimum wage increase

I work for a company that pays significantly over the minimum wage so I have not seen an impact in my work place.

I'm a store Manager of a Retail Business, increase of prices has affected my pocket.
Experience and education
Not much; doesn't apply to me
no impact since I already make over the minimum wage.
It's improved the lives of my co-workers. They are happier with their jobs. Also my coworkers are not quitting for higher paying jobs like they used to.
I like going to work. Im not looking for another job. My co workers are happt too.
I work to secure my job (working with positive vibes)
it has negatively impacted our budget for the property. The prices of everything else that used to be affordable are no longer considered affordable.
Increasing the payroll budget
I can't really say that it has made an impact in my work life. Since I'm not a minimum wage earner. I see the minimum wage rising each year and the wage for the rest of us earning earning in a managerial position remain at the same rate. It's not transferring over to us.
none
The minimum wage has not affected my work life or increased my pay rate.
No impact
Bosses complaining, feeling like a problem.
None, my wages did not change.
none - all employees in my office make more than minimum wage
morale boost, and efficiency.
Not being able to financially support myself
n/a
My co-workers are happy because they get a raise every year and they can count on it because of the law.
Raised wages for fellow workers Bumped up wages for supervisors
higher consumer prices
No impact
Promotes working in Pasadena instead of unincorporated neighborhoods with lower minimum wages.
I didn't have to ask for the raise it came through the ordinance which gave me less stress. Everyone is a little happier at work.
More likely to stay and more happiness
Yes
I make 16 an hour and I have seen a pay raise. In a year I will be barely above minimum wage.
<b>What have been the two greatest impacts of the minimum wage increase on your personal life?</b>
None
N/A
none
No impact
no impact
Not enough money, more pressure to work
local businesses raising prices, which absolutely sux
living expenses have gone up..esp groceries and local eateries.
It just cost more in Pasadena. NO TAX INCREASE
I get paid more, so a bit more money to enjoy myself. More money to pay off things
School and food
Helps reduce financial stress. Allows me to enjoy more activities.
I haven't had a salary increase because the cost of doing business in Pasadena, due to increases in the cost of labor, has reduced our profit margins. Our company will probably close within 2 years because of labor cost increases so I will be an unemployed, over 60 year old person trying to find a new job.
Food costs more in my favorite restaurants.
My young adult children making their wages to pay for school.
I have not been impacted as I am not a minimum wage employee.
Made me want to get a second job
Our industry consistently pays above minimum wage
I am able to pay for my own necessities. I am able to pay for my tuition and save for a university.
Nothing thus far, again I am salaried employee.
Higher out of pocket costs

Higher pay allows me to have more in my college funding
Taking our family out to events and for meals used to be an affordable treat, now it is more costly
Being able to take a day off to go to the doctor or urgent care. Being able to buy my child needed school supplies
It would not effect my personal life.
Slightly more financial ability
see above
Bettered it
Watching rich men and business get rich off the backs of the poor, this increasing the number of people in need. No negative impact on my life, I'm not a greedy business owner. The wording of this survey is biased and you know it.
Every day increase on goods and services
I've seen price increases where I shop.
Less stress on finances
more disposable income
Having to share uber pool with loud, rude people who used to take the bus everywhere.
none.
It's improved my life by giving me more income
More money for family. More money to eat out in Pasadena
more food at the table
Had to ask for a salary increase since i am not an minimum wage employee getting an annual raise. The prices of everything else that used to be affordable are no longer considered affordable.
As mentioned above, I still can't afford to live in the city I've been working in for over 8 years. I hold a management position and the cost of living in Pasadena is tremendously high that even earning reasonably more than the minimum wage, there's now way I can afford to live here.
prices have gone up at local restaurants
increased amount of food in the area.
More able to afford copayments to get better healthcare, less stress
Higher prices at restaurants and businesses that had to raise the wages.
none - all employees in my office make more than minimum wage
Increase in confidence, and stability.
Not being able to support myself financially, Having to move back home with parents
n/a
it has provided me more income. I can take care better care of my family
Raised morale where I work Less turnover of co-workers
higher consumer prices
No impact
Been able to afford to buy more things in Pasadena, eat out in Pasadena more often, and support where I live and work.
Having a little more money has been a huge help in helping ends meet.
More money to spend and More security
Yes
Still cannot afford to eat or live in Pasadena.

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### Below are Additional Comments

I'm a teenager. No jobs for me. No money to spend in your stores and movies

I think we should follow the CA vs LA salary increase -- works better to let the marketplace determine salary levels. A most increase in salary does NOT solve the high housing cost issues in our city. It is a choice to live here.

I think has terrible unintentional consequences on the middle class. It does not help anyone who make just over minimum wage, but instead squeezes us more.

I recognize that we need to help those who make minimum wage and think the issue must be looked at holistically. Increased wages are just one aspect. We must also look at the high tax rate for CA, the cost of housing, high gas prices, and the significant student debt that many young people carry. I also think if you are going to raise wages, everyone must do it or other businesses gain an unfair advantage.

None

A surprise to be sure, but a welcome one

I'm happy about the increase, anything is better than nothing - but some people are getting hours cut because of it.

Minimum wage should go down.

This chamber of commerce survey is written with a bias tone because they have been against the minimum wage increase the entire time.

I disagree with min. wage. It destroys the poor and business' should have the right to pay whatever they want.

I believe in the minimum wage increase thus far but I don't believe in the next tier at this time. It's too soon to really understand impact.

My employer didn't increase anyone's wages who made above the new minimum unless the employee would make a good explanation why they should get a "bump" in pay

i am not receiving the city of pasadena minimum wage

These people will never be okay no matter what you do to the minimum wage. They will never dig out of poverty because they don't wait to start families, teen parenthood is normalized and essentially, expected. No matter what you pay them, they won't learn to make better decisions, save for the future or behave in non-self-destructive ways. It is insane, that people expect to support a family doing what used to be rightly considered goofy after-school, entry-level jobs for teens. The solution is to stop letting the dregs of the developing world come to SoCal, or to push assimilation into normal American middle-class value systems. Not to keep hiking the minimum wage up.

I'm expecting the next 2 steps to be passed by the council

RAISE the Minimum Wage to \$15 (that is fifteen dollars per hour!)

I don't think raising the minimum wage is a good move. It will make it much more difficult for employers to hire new workers. Instead, employers should reward the faithful, more productive employees that have proven to be loyal to them throughout the years by rewarding us with an appropriate raise so that we can afford to live in the city we work in. Raising the minimum wage won't make this city more affordable to live in for Minimum Wage Earners. They still can't afford to live in this city. It's not a good move.

all employees in our office of 15 employees make more than minimum wage

the Minimum Wage does not affect me

Have not seen a change in my pay and due to medical it would have to be a significant increase for my to be able to afford the cost of living.

Please vote to continue the minimum wage

I am not a minimum wage employee so I was not impacted.

\$15 is not enough it really need to be \$22



# City of Pasadena's Minimum Wage Public Comments: Graph and Charts

Figure 1 shows the split between businesses owners and employees who answered the Minimum Wage Survey.

Please select the answer that applies to you

240 responses

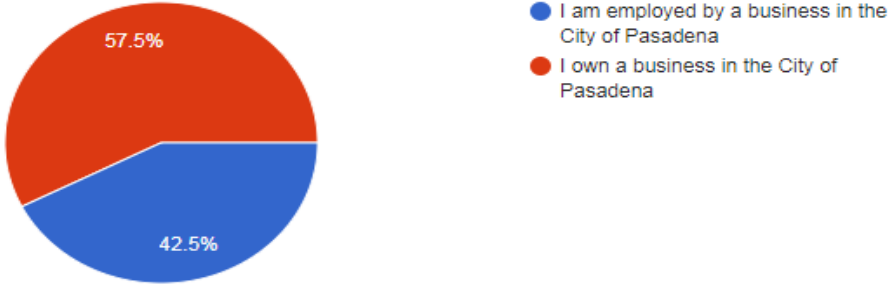


Figure 1

Figure 2 shows the various industries that businesses owners and employees identify as.

What industry is your business/place of employment most affiliated with?

226 responses

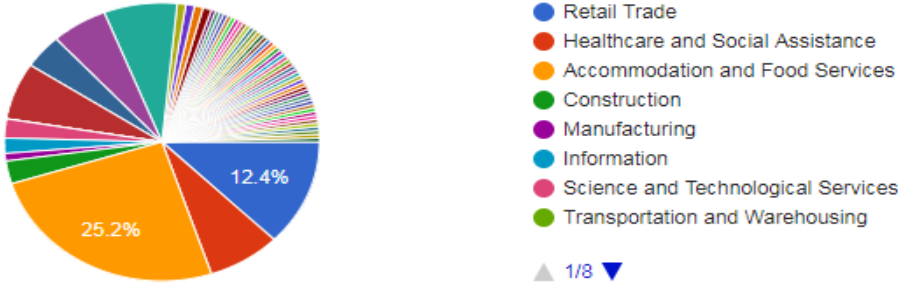


Figure 2

Figure 3 is a chart generated from businesses owners on the number of employees their business employs.

## My business employs:

131 responses

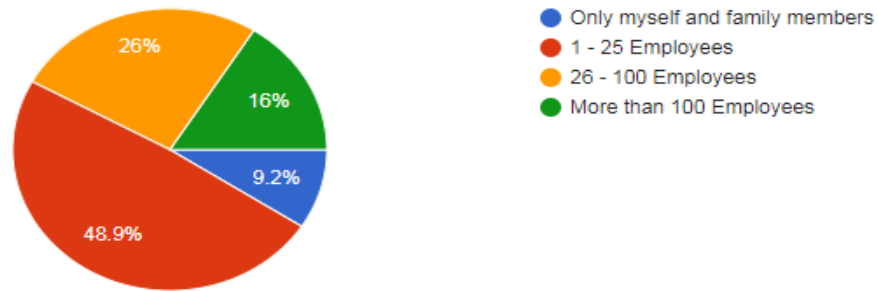


Figure 3

Figure 4 is a chart generated from employees depicting whether or not they live in Pasadena.

## Do you live in the City of Pasadena?

102 responses

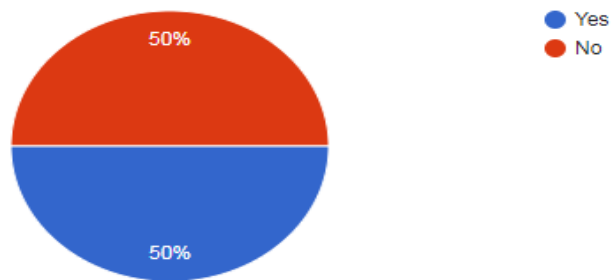


Figure 4