

SECTION III: Minimum wage required

1. Every employer must ensure its employees are paid not less than the Boulder County Minimum Wage. An increase in the Boulder County Minimum Wage takes effect on the same date as a secured increase to the statewide minimum wage required under section 15 of article XVII of the state constitution.
2. The Boulder County Minimum Wage is as follows, exclusive of fringe benefits and any other deductions or credits, except as otherwise described in this ordinance:
 - a. Beginning January 1, 2024: \$15.69 per hour;
 - b. Beginning January 1, 2025: \$16.57 per hour;
 - c. Beginning January 1, 2026: \$17.99 per hour;
 - d. Beginning January 1, 2027: \$19.53 per hour;
 - e. Beginning January 1, 2028: \$21.21 per hour;
 - f. Beginning January 1, 2029: \$23.03 per hour;
 - g. Beginning January 1, 2030: \$25.00 per hour;
 - h. Beginning January 1, 2031 and on January 1 of each subsequent calendar year, such amended wage rate necessary to keep pace with the year-over-year increase in the Consumer Price Index, for all items, published annually each August for the Denver-Aurora-Lakewood Area.
3. Tips regularly and actually received by a food and beverage worker may be applied to an employer's obligation to pay the food and beverage worker the Boulder County Minimum Wage (i.e. tip offset). However, no more than \$3.02 per hour in tip income, or tip credit, may be used to partially offset payment of this wage.
4. Nothing in this Ordinance shall lessen any other obligation applicable to an employer to pay a minimum wage under any other law, rule, or regulation, including but not limited to federal and state minimum wage laws. In the event of a conflict with any other applicable wage requirement, the greater wage rate must be paid.

I am Charles Clark, a retired physician. Our family home has been in Boulder since 1970.

I have heard for years from the Chamber of Commerce, businesses, and from many of our PAST politicians how important it was to protect the well being of businesses by keeping the minimum wage low. The implication was that the well being of the businesses was more important than the well being of the workers.

When I see hungry children here in Boulder, I am unable to resist donating to the local food bank. Why are the children hungry?
Because many Boulder County businesses don't pay a living wage!

Workers' families are forced to go to the Emergency Family Assistance to keep from putting their children to bed in their cars, and I cannot resist trying to prevent that. The families are in such dire straits because many Boulder County businesses refuse to pay a living wage.

I am tired of paying extra taxes to support programs like WIC, so that newborn infants can have food and diapers that their parents cannot afford because many Boulder County businesses don't pay a living wage.

I am tired of subsidizing Boulder County businesses.

I am tired of having to provide for the basic needs for their workers.

If a Boulder business needs to pay starvation wages to its workers to make a profit, then it should not be in business in Boulder County.

Please raise the minimum wage now, and in the future raise it to the maximum allowed by state law as rapidly as the law permits.

Charles F Clark
848 Walnut St, Unit B
Boulder 80302
303-902-1252
charlsmd@gmail.com

BOULDER COUNTY COMMUNITY WELLBEING DASHBOARD 2023

Compiled by
Emergency
Family Assistance
Association
(EFAA)



ARE WE MOVING TOWARDS A COMMUNITY IN WHICH EVERYONE CAN THRIVE?

POVERTY

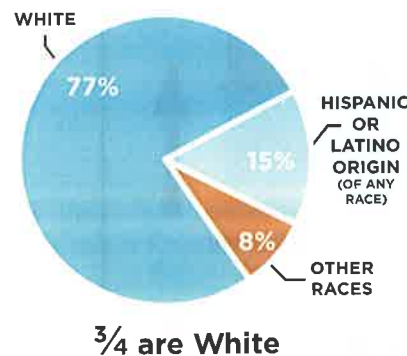
Poverty is growing in Boulder County compared to pre-pandemic levels

The poverty rate in Boulder County **INCREASED 13%** compared to pre-pandemic levels

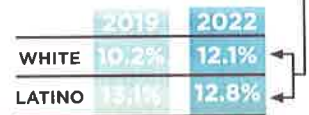


Almost **5,000 MORE PEOPLE** are living in poverty in 2022 compared to 2019

People living in poverty in Boulder County



The gap in the **POVERTY RATE** of White and Latino residents is **NARROWING**



EMPLOYMENT & WAGES

1/4 of households in Boulder County don't earn enough to make ends meet without public or private support

A family of 2 adults, 1 preschooler, and 1 school-aged child living in Boulder County would need **4 FULL TIME MINIMUM WAGE JOBS** to meet their needs, **TWICE** compared to pre-COVID

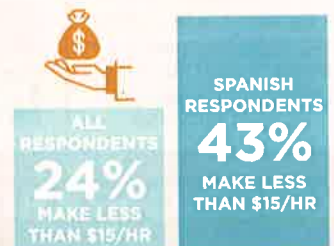
Because of the higher minimum wage and the lower cost of living, that same family in Denver would need to work **LESS THAN 3 FULL TIME MINIMUM WAGE JOBS** to make ends meet



\$15,600

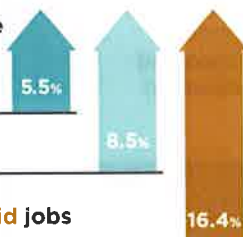
AVERAGE HOUSEHOLD INCOME OF EFAA PARTICIPANTS RECEIVING FINANCIAL ASSISTANCE TO COVER THEIR BASIC NEEDS

EFAA SURVEY RESULTS



A large percentage of EFAA participants would benefit from an **increase in the local minimum wage**

Between 2021 and 2022, the hourly rate for the **lowest paid** quarter of jobs in Boulder County went up by



While **inflation** increased

And the top 10% **highest paid** jobs hourly rate increased by

Unemployment Rate



DISCLAIMER: All data presented on this dashboard corresponds to latest data point available as of September 2023.

BOULDER COUNTY COMMUNITY WELLBEING DASHBOARD 2023

Compiled by
Emergency
Family Assistance
Association
(EFAA)



CHILDREN'S WELLBEING

After the pandemic, child poverty & family homelessness worsened

5,300 KIDS LIVE IN POVERTY in Boulder County

	2019	2022
BOULDER COUNTY	7.9%	9.4%
CITY OF BOULDER	6.9%	14.7%
COLORADO	10.9%	11.1%

Child poverty went up in Boulder County and in particular the City of Boulder, compared to Colorado as a whole

OVER 800

SCHOOL-AGED CHILDREN EXPERIENCED HOMELESSNESS IN BOULDER VALLEY SCHOOL DISTRICT OVER THE PAST SCHOOL YEAR

The number of students experiencing homelessness in Boulder Valley and St Vrain School Districts has **DOUBLED** from pre-pandemic levels



ACCESSING FOOD

Food insecurity is up 14% from the previous year: **OVER 32,000 PEOPLE** in Boulder County lack access, at times, to enough food for an active, healthy life

37% of food insecure people in Boulder County **EARN TOO MUCH** to qualify for major federal nutrition assistance programs (SNAP, WIC, etc)

In 2022, food prices increased faster than overall inflation

12% INCREASE IN FOOD PRICES

8% INCREASE IN INFLATION

THE NUMBER OF HOUSEHOLDS VISITING EFAA'S FOOD BANK EACH MONTH **INCREASED 62% OVER THE LAST YEAR**



HOUSING STABILITY

Housing in Boulder is increasingly unaffordable, and more people are losing their housing

The market rate for a two-bedroom rental in Boulder County increased **9%** compared to last year



\$1,911 fair market rent for a 2-bedroom in Boulder County

Hourly wage needed to afford to rent 2bdr home in Boulder without paying more than 30% of income in rent:

\$32.13 COLORADO	\$36.75 BOULDER	\$28.58 US
----------------------------	---------------------------	----------------------

EVICTIONS MORE THAN DOUBLED

between 2021 and 2022 after a temporary reduction in 2020 due to supports put in place during the pandemic (moratoriums and rental assistance)



NEW COURT EVICTION FILINGS (DISTRICT 20 - BOULDER COUNTY)

EFAA is building a community where all of our neighbors can meet their basic needs and strengthen their financial stability to springboard themselves and their children out of poverty. For over 100 years, EFAA has served as Boulder County's safety net, working in collaboration with volunteers, donors, partners, and participants. We help our community have access to food, housing, and other resources to move toward financial stability and resilience. When families thrive, our community is stronger.

FEELING INSPIRED?
WANT TO LEARN MORE?
GET INVOLVED. →

www.efaa.org
303-442-3042
info@efaa.org



Four Reasons Not to Raise the Minimum Wage

Some policymakers are proposing to raise the minimum wage, but that policy would be harmful. Research shows businesses would respond to the increased costs by reducing employment, particularly for low-skilled workers. Some businesses may pass the higher costs on to consumers. Despite the hope of proponents, the minimum wage does little, if anything, to decrease poverty.

It Would Result In Job Loss

Evidence of job losses have been found since the earliest imposition of the minimum wage

- The first 25-cent minimum wage in 1938 resulted in significant job losses.
- Minimum wage increases recently imposed in American Samoa resulted in economic effects so pronounced that President Obama signed into law a bill postponing them.
- A 2006 review of more than 100 minimum wage studies by David Neumark and William Wascher found that about two-thirds found negative employment effects.
- In 2010, Joseph Sabia and Richard Burkhauser estimated: “nearly 1.3 million jobs will be lost if the federal minimum wage is increased to \$9.50 per hour.”

It Would Hurt Low-Skilled Workers

Evidence shows minimum wage increases disproportionately hurt the people they’re supposed to help

- The 2006 Neumark and Wascher review found the literature “as largely solidifying the conventional view that minimum wages reduce employment among low-skilled workers.”
- A 2012 analysis of the New York State minimum wage increase from \$5.15 to \$6.75 per hour found a “20.2 to 21.8 percent reduction in the employment of younger less-educated individuals.”
- A 2010 analysis by Michael J. Hicks found: “the latest round of minimum wage increases” account “for roughly 550,000 fewer part-time jobs,” including “roughly 310,000 fewer teenagers working part-time.”

It Would Have Little Effect On Reducing Poverty

Evidence suggests that minimum wage increases don’t reduce poverty

- In the previous federal minimum wage increase from \$5.15 to \$7.25, only 15 percent of the workers who were expected to gain from it lived in poor households, according to a 2012 review by Mark Wilson. If the minimum were today raised to \$9.50, only 11 percent of workers who would gain live in poor households.
- The 2012 Wilson review noted: “Since 1995, eight studies have examined the income and poverty effects of minimum wage increases, and all but one have found that past minimum wage hikes had no effect on poverty.”
- The 2012 Wilson review noted: “One recent academic study found that both state and federal minimum wage increases between 2003 and 2007 had no effect on state poverty rates.”

It May Result In Higher Prices For Consumers

The costs of minimum wage increases must be paid by someone

- The 2012 Wilson review noted: A 2004 “review of more than 20 minimum wage studies looking at price effects found that a 10 percent increase in the U.S. minimum wage raises food prices by up to 4 percent.”
- A 2007 study from the Federal Reserve Bank of Chicago found that restaurant prices increase in response to minimum wage increases.