

## Constant Contact Survey Results

**Survey Name:** City of Morgan Hill Minimum Wage Survey

**Response Status:** Partial & Completed

**Filter:** None

Dec 07, 2015 10:47:20 AM

### Are you a: - Other responses

#### Answer

work in Morgan Hill  
Both owner and resident  
San Martin resident  
Frequent patron of MH  
gilroy  
Morgan Hill neighbor who shops in Morgan Hill  
employed in City  
Public Works supervisor  
Resident & Business Owner  
Morgan Hill Home Owner  
employee  
Gilroy resident in MH Often  
Gilroy resident, Morgan Hill shopper  
Gilroy Resident  
nyc resident  
Past resident  
San Martin business owner  
resident san martin  
concerned citizen and former resident  
San Martin business owner, MH resident  
Resident and employee  
both resident and own a business

### Please indicate your business sector: - Other responses

#### Answer

gymnastics instruction  
Fitness  
service/design  
Art

Transportation  
Child care  
Marketing/advertising  
Business Services/Consulting  
Wholesale/Retail  
Auto dealer  
hair salon/beauty  
Construction  
auto service  
Personal Services  
Landscape contractor  
Services for pools  
Service  
Marketing  
employment agency  
Dental - Orthodontics  
Equipment Rental  
construction  
Health Ind.  
service  
Landscaping  
Dentist  
Ag  
Health & Fitness  
Health & Fitness  
Construction  
Hair Salon  
Apartment and rental house owner  
laundromat  
fire sprinkler maintenance/construction  
Ag  
Mobile Device Repair  
service industry  
agriculture nursery  
Home Services(green Housecleaning0  
Automotive

**Where are your other businesses located? - Responses**

**Answer**

San Jose, Sunnyvale, Santa Clara

Hollister

San Jose

gilroy salinas texas coarsegold

Contra costa county

All cities in Santa Clara County

Sunnyvale

Cupertino

San Jose

Campbell Los Gatos Saratoga

Central Coast and Central Valley of California

San Jose

San Martin

Santa Clara County

Monterey County

San Jose

City of San Jose and town of San Martin

No where

Monterey County, CA

Grass Valley, CA

Santa Clara

Campbell, Santa Clara, Santa Cruz, Hollister, Watsonville, Salinas

San Jose

San Jose

fremont

san carlos

concord

San Benito County

San Francisco

San Jose, Sunnyvale, Cupertino, Redwood City, Palo Alto, Menlo Atherton

Gilroy

chicago

San Jose, Cupertino, San Francisco, Daly City, Belmont, Pacifica, San Luis Obispo, Watsonville,  
Salinas, Monterey, Pacific Grove, Paso Robles, Arroyo Grande, Santa Barbara, Carpinteria, Santa  
Maria

Minden, NV

Apartment owner in San Francisco.

Rental house owner in Hayward.

Rental house owner in San Pablo.

N/A

We are a service based company based in Morgan hill but work in several cities across the Bay Area.

Gilroy

Gilroy

We have teams in So. County and Greater San Jose areas.

None of your business...

1160 First Street

Gilroy Ca 95020

Los banos

Palo Alto, SSF

San Jose

Milpitas

Santa Barbara, San Luis Obispo

Gilroy, CA

salinas

San jose

San Martin

### **Please explain why you don't support annual adjustment of minimum wage based on the CPI. - Responses**

#### **Answer**

Because a minimum wage is not supposed to be a "living wage". It is a minimum. We pay a minimum wage to inexperienced employees - regardless of age. With training and development, dedication and personal development everyone eventually earns more and should. Minimum wage laws are being confused with living wage laws - regardless of the companies ability to pay more. People should be encouraged to educate and develop their own businesses if they don't like earning what they earn. The city should be encouraging that development. Every increase in minimum wage has unintended consequences of increased costs such as workers compensation, salaried wages, higher wages of others whose wages are higher then minimum based on performance and merit which then must be considered for raises, etc. Implementation of a 'minimum wage' should only follow a state law - if not a national law. Those who want to earn more should always know they can - but it's up to them, not only their employer.

Governments should not set the minimum wage, the market should.

I want Morgan Hill businesses to remain competitive. They can do so individually by either raising wages to attract more employees or by keeping wages low to maximize profits. Fixing the minimum wage is a one-size-fits-all solution.

Minimum wage jobs are not meant to be living wages, they are starter jobs. If someone can't survive on minimum wage they should be looking for a better job. This increase in pay will result in higher costs for goods and services.

It hurts small businesses and prices of goods will go up.

Employers and the market should decide if they should pay employees more than minimum wage.

Although we currently do not pay any employees minimum wage, we have in the past, and there are many positions where a lower wage than what we pay should be available. This is especially true when employing new and young employees, something that we would be discouraged from doing if the minimum wage rises significantly. Why would I pay someone who does not know the job \$15.00 per hour when I can hire someone for \$16 that knows the job?

All costs have been going up from food to insurance, and unfortunately, customers don't correlate that with increased menu prices. Ours is a service based industry so the employees that get the current \$9 minimum wage also receive tips. The tips increase their minimum wage if you factor what they make into their hourly wages. This can make their hourly wage significantly higher. They pay payroll taxes on this, as well as us, so increasing this wage also increases the amount of taxes we all pay.

Minimum wage hike has not worked so well in places like Seattle. It causes a hardship on businesses, increases the cost of goods, and does not lead to increased wages for more skilled workers. It also decreases the amount of teenage workers, who need first time job experiences. let market forces drive wages

I objected to lock-step with San Jose and Sunnyvale

If it the is consistent with San Jose and Sunnyvale, where the minimum wage is higher than state requirements, I don't agree with that.

Leave this to a market driven priority.

While a low wage is a low wage, it is still a wage.

The folks that are in this category need a start, training, and the opportunity to grow. As you move the starting wage upward, you exclude entry to more and more of the people that need that foot in the door. Raise the minimum wage, but buy more shopping carts equipped with tents.

Again, my company starts new employees several dollars higher than minimum wage. Some of those valuable workers already did their stay at minimum wage and grew up to be my great employees.

I believe minimum wage should be left up to the employer not the local, state, or federal governments.

I own a business that is in Santa Clara and I will be actively looking to move my business in the next 2 years.

Right now Morgan Hill would have been my prime place to look for a spot to move my business and my 30 employees. If Morgan Hill continues down this path of trying to force businesses into what they are paying their employees than I will most certainly take Morgan Hill off of the list of cities I were to move to.

No reason to index a minimum wage to a number that includes housing cost. If you do index a minimum wage, make it relevant to what a minimum wage is used for. Not a national number. Minimum wage jobs, liking working as a cashier at McDonald's, weren't meant to be a job that would support a family, they were meant to be part time jobs for students and housewives, who wanted to earn some money while the kids are in school. There is a pizza parlor owner in I believe, Richmond California, who raised his starting salary to \$15/hr. That meant he had to give his experienced workers and managers raises, he now has pizza's that cost \$40 plus or minus. A news person at the radio station talking about this said her family will not be going there as much any more. Raising the minimum wage will just cause prices to go up, and the people who have minimum wage jobs will still be priced out of the market and may cause stores and restaurants to go out of business, especially mom and pop stores. Raising the minimum wage is not the answer, education is. We need an educated work force.

Raising minimum raise results in raising prices to the consumer. Fed Res Bank of Chicago conducted a study confirming such.

Multiple studies show raising minimum wage has little to no effect on the poverty rate.

Tipped employees already average an hourly rate well over \$30 for time worked. What is the need in the food industry?

Minimum wage is designed for entry level and part time workers. The economy & industry should set wages not government. Increasing minimum wages will drive business out of the city. Morgan Hill is having a hard enough time attracting quality service businesses to Morgan Hill and raising minimum wages will only deter the business we need in Morgan Hill from opening in our city. The Morgan Hill officials should be doing everything they can to attract these business to our city so our children can work in the city they live and not have to commute to another city for a part time job.

An increase in minimum wage is passed on tho the consumer causing a price increase for all related goods and services. Money would be better spent educating those who earn minimum wage with skills to develop their employment potential with jobs that don't start at minimum wage. The minimum wage is for low-skill, entry-level positions. It should not be looked at as providing for a family or enough to make a career. Therefore, it is not logical to index it with inflation. It hurts small businesses.

employers should be able to regulate their own wages  
no less than 15

Raising the minimum wage will ultimately raise the cost of goods and services making that small increase a mute point

CPI is not an accurate measurement of local living cost.

Prises in Sanjose are much higher than in our area

Small businesses are going to die. The City is already making it impossible for them to stay her with the increase in rent.

I don't think any government agency should dictate how much someone should make. As a business owner, we are taxed enough and I don't support local businesses to close there doors. Prices will increase, not an incentive to start new businesses, and less people will be working.

Why should I support this? Businesses should pay what they can to treat workers well and be competitive in attracting good workers. However, some workers are not even worth \$10 per hour - have you been to 5 Guys recently, or Walmart? Not even worth the \$2.00 per hour I used to be paid...

I don't think requiring minimum wages should be a focus for local government. I would much rather see focus on public service and planning activities.

The city is doing well in that regard (downtown renewal, water conservation etc), and I think time should be spent on similar topics like: infrastructure needed for the new construction, programs to encourage water efficient hardscape/landscape updates for residents.

With regard to the minimum wage, I think the amount over the state requirement should follow supply/demand. This keeps business costs in line with the same mechanism that determines revenue.

Minimum wage should've set at the state level.

It's not the cities job to establish minimum wage.

The government should not be setting minimum wage laws. The free market should determine wages.

Government should stick to its constitutional duties only and stop over-regulating businesses.

The city has battled for a decade at least in attempting to destroy any potential for downtown business success.. Constant misguided construction and poor business sense has alienated any intelligent business person from ever wanting to provide jobs in a disaster zone. Just add on to the escalating cost of doing business and there will be no one of keen business sense wanting to locate here. Margins are so narrow as it is with increased medical costs and additional labor costs will make Gilroy a more attractive destination.

As we raise minimum wage cost of business will increase therefore causing cost of service/product to go up . . . hence nullifying the "increase" in minimum wage. This trend is not positive and will not sustain a better livelihood as things will cost more!

Because I've studied basic economics. Changing the cost of something does not change its value. Conflating the two is common among the ignorant.

Minimum wage laws violate the rights of individuals to enter into voluntary contracts and are destructive to the economy. They are especially harmful to those individuals who are denied the ability to get their start in jobs that pay what their skills are worth at the entry level.

It amazes the level of evasion and economic ignorance of liberals who still push these failed policies despite mountains of evidence to show their folly.

It would be very difficult for business owners to plan for the coming year if they don't know what they will need to pay their employees and/or charge their customers to cover the increased wages.



Small business in Morgan Hill isn't exactly thriving with the current cost structure-- additional costs, regulations, and compliance requirements beyond current state requirements are not likely to be helpful.

Morgan Hill does not currently have the high cost of living that exists in other bay area towns. I have children who live in Sunnyvale and Redwood City and they comment about how much more expensive everything-including food- is in those cities.

I don't feel that Morgan Hill wants to have the higher cost of living that exists in Sunnyvale and Mountain View.

A large draw to this community is that we are more affordable. Minimum wage jobs are inherently unskilled and should be paid as such.

If the minimum wage increases-the reasons for getting further education or job skills for better pay decrease. Unskilled labor should not be paid the same as skilled labor.

If minimum wages are increased, entry level jobs will become less available because employers will not be able to afford to train and employ high school and college students while they continue their education.

The thought that a higher minimum wage will increase standard of living is flawed on many levels. Morgan Hill doesn't receive as much influence from San Jose as it does Hollister, Gilroy, Salinas areas. Morgan Hill needs to be more consistent with these communities, not San Jose area. The cost of living is already exceeding it's minimum levels of operation and bringing us to a point to where maintaining and operating a business at a sustainable level is becoming too difficult. Increasing the minimum wage would make it more difficult.

Too much gov. interferenc and think the employer should have control over how he or she wants to run their business.

Employees need to "earn" an increae. If an employee knows that he is getting a raise no matter what, what is the incentive for the employee to do his best or get ahead.

Fast food jobs were never establish to become a a full time job for the bread winner of the family. They are there as a second job or job for a high school students to help them learn about life.

Morgan Hill needs to work with the school district to properly educate the children, not just preparing them for college, but also educate them in the trades (auto mechanic, construction, etc).

If Morgan Hill still sees a need to raise the minimum wage, then yes, tie it to the CPI but not every year, but every two years.

Cities should abide by state and federal minimum wage standards. Increasing the wage will only encourage out of towners to commute to our city to work and increase traffic.

There is already a state minimum wage limit. Increasing the min wage with further limit small business. Also not all jobs can provide a living wage!

I don't support the idea of local government adjusting minimum wage because I believe it is being regulated by the federal and the state government already and do we really need another government body to regulate the same thing? I say no we don't. Why not ask the state regulators increase the minimum wage to \$11 instead?

The city wants to encourage businesses to relocate to the city. Setting a minimum wage higher than the State's minimum is not business-friendly.

Increasing minimum wage only serves to drive up prices on goods and services. This has a disproportionately negative affect to those living on low wages. Low skill jobs that pay minimum wages are not supposed to be careers for people. They are designed to be stepping stones to higher paying jobs. The best help you can give those making minimum wage jobs is experience and training that leads to higher paying jobs. As I said prior, raising minimum wage only helps to increase the cost of living for everyone and effects low income individuals/families the most.

Employees are only worth the value that they bring to a business enterprise. This is an individual condition and nobody should be telling employers what they should have to pay employees regardless of the value that they bring to the business

When you put more money in a community people will see a reason to increase prices. An example would be giving everyone 1 million dollars. The next day the \$1 store changes it name and prices to the \$1,000 store.

Typical Minimum Wage jobs are not meant to be life long careers. By creating a "Living Wage" within the range of historically entry level or non skilled labor, the measure will encourage individuals to a position of being financially satisfied without becoming a skilled member of the community. But that income will never allow the freedom of home ownership or measured savings for retirement. All it will do is create heavier dependence on government for services or the government forcing the private sector to pay for these individuals who decided not to grow with the rest of us. The private sector needs functioning members getting skilled and working for our greater economy. Further, when unskilled jobs are filled, opportunities for youth labor become scares. Almost every skilled individual I know learned the basic requirements of holding a job from their youth as an unskilled minimum wage earner.

I support a minimum wage for skilled jobs that is in line with the CPI. But I do not agree with a minimum wage across the board. I think it is a good idea to have low paying jobs (ie. fast food industry, grocery bagger) as good entry positions for young people as an incentive to become skilled. Morgan Hill has a lower housing cost and so there is no need to "keep up with the Jones" in Sunnyvale, Palo Alto, etc. That only puts an unfair burden on our local businesses.

I do have about 25% of our employees that are paid \$10 - \$11.50 per hour plus health insurance, dental, vacation, holidays, etc. It takes 4 months to train someone to become proficient at most jobs, so this is also a FINANCIAL investment in the employee. It is almost 2016 so SJ min wage of \$15 hr is only 2 yrs away. That is a 33% wage increase within 2 years for some.

For us, I know that we will hire and invest in FEWER employees if this passes. I will need to be VERY sure that we hire people who will work out, which means we will give less experienced people FEWER opportunities.

Since my business is NOT dependent on ANY local customers, it can locate anywhere. If I were not so emotionally connected to family ties in the area, I would probably consider locating my business in more financially economical areas.

I understand paying a fair wage, and we do to those employees who show work ethic and excel within the environment.

As Milton Friedman said "...people whose skills are not sufficient to justify that kind of a wage will be unemployed." Simply stated, increasing the minimum wage 1)Would result in job loss 2)Would hurt low-skilled workers 3)Would have little effect on reducing poverty and 4)May result in higher prices for consumers.

Real Estate and services in Morgan Hill are less expensive than cities you are referencing and for good reason. The \$10 is reasonable and state law

If I bump my \$9.00 an hour employee I have to give everyone a pay rate hike, it hurts the small business financially to do that.

I don't believe in it. It contributes to price increases; fewer hirings; and intensified competition. It is applied inconsistently and leads to layoffs where business entities that have a tight budget for compensation can only hire so many as a result - which impacts satisfaction all around. Service jobs (waiters, cabs, hairdressers, etc.) now expect - or notify you that they will charge 20% for a tip! That's outrageous.

The minimum wage should be zero; the market should dictate what a wage is for any job or position.

Although San Jose tried to water down their minimum wage approach, no minimum wage law is supported by basic economics.

minimum wage employment was not meant to be a way to sustain oneself. It was meant as extra money for teenagers and college students. If the minimum wage is raised it will only raise all the prices that consumers buy.

Increase in minimum wage will hurt small business.

Increased cost to business will ALWAYS be passed on to consumers.

This can lead to unemployment. Business may hire less at higher rate than have more employees at lower rate.

A raise in minimum wage will not increase the well being of employees. It will add to inflation and lead to the reduction of minimum wage workers via automation. Let the free market decide on the proper wage

Service/Tipped employees should be exempt from the minimum wage standards. Or claimed tips should be calculated into their minimum wage to determine their true wage.

The government-mandated minimum wage puts a strain on business owners. Business owners should have the freedom to set their wages. This creates healthy competition between businesses and helps the free market to thrive.

Raising the minimum wage will make all the goods and services go up in price, it is not a solid business practice.

It should be merit based. The more intellectually demanding, the greater the salary.

As CPI increases over time it might artificially inflate the value of low-skill jobs compared to skilled jobs which pay above minimum wage but do not increase with CPI annually.

I think all cities and counties in the state should be the same

I believe the market should set wage levels, not government. Employees who show promise and bring value to the business will automatically earn more money, and those who don't are paid less, or they seek other employment.

It will hurt small business and increase inflation that hurts low earners the most

If left alone, the process of supply and demand will work much better than government mandated wages.

I believe keeping costs down will keep people driving to MH for good food and unique shopping.

because there is no link between the increase in the CPI and the profitability of a particular business.

So to require that all business regardless of income to increase cost is stupid. It will drive small businesses out of Morgan Hill

Not all people need higher wages for entry level jobs. Small businesses in Morgan Hill need to be able to hire more people and stay competitive.

Requiring a minimum wage has been shown to produce negative results on small businesses - the majority of businesses in MH - and actually reduces jobs in the long run. The concept of a minimum wage is designed for entry-level jobs, not for workers trying to support families, etc.

There are other give-away vehicles in our government's bag of entitlement tricks that can be used to help under-qualified workers gain the skills they need to be able to ask the question: "would you like fries with that".

The CPI does not correlate with the value of a beginning employee. Minimum wage is for new employees. I would rather see a path to raises for continuing employees than a higher min wage. These are part time and entry level jobs and should be paid accordingly. Businesses don't raise prices based on annual CPI.

In theory it sounds like a good idea. I have seen it in practice however & the results were not good. Companies laid people off, there were no salespeople to be found in the stores. The few people who were left worked their tails off. Customers had to wait more, got no "service" and it basically became a self-serve free-for-all.

NOT Good!

Minimum wage laws create a burden on small business employers. Causing them to cut back on staff to stay in business. Level of service goes down, fewer employees are employed. No win for any one.

We are raising the cost of living and small businesses can't afford to keep up with the wage increase and high rents plus all of the regulations the state requires.

Stop fragmenting state law with local law, and let the free market dictate anything above and beyond that. It is called capitalism for a reason.

you work for minimum wage because you have to or choose to. Other people like myself worked hard went to school got an education and earned what we have.

It's a increase the Cost of living for every one else.

cost of doing business is so high, paying that high for clean up employee then we would have to pay even higher for experience employees, an office clerk that answers phones and files not worth \$15 hr

we would have to raise prices for sure just to cover this cost then will we be able to compete with other business in Gilroy that don't have this

Our town is much smaller and very different from San Jose and Sunnyvale with a greater proportion of small businesses which would bear the brunt of an increase in the minimum wage.

Our business runs on a very tight budget with costs(insurance, taxes, etc.)and raising payroll annually would further constrain us to the point of bankruptcy.

Ridiculous. Want a good wage? Get an education and earn it. There is no incentive in this country anymore. These are jobs intended for teenagers not as a means of supporting a family. Requiring employers to adjust wages to a CPI increase is a double hit to their cost of doing business. First: their cost of purchasing materials/goods has increased; secondly: the increase in wages costs the employer about 1.3 times what the wage increase is (think payroll taxes, Social Security, Workers Compensation, etc.)

Only employers who have had to write the checks for these things truly understand the significance of the impact these costs have on a business.

The \$15 per hour minimum wage figure was manufactured out of thin air with no real basis of need and has become a rallying cry for wage protest groups who know little or nothing of what it takes to run a business. To adopt this figure by 2018 is folly and nonsense.

Not all employees put out effort to make that much. We need to look at other areas that have done this and see how it has impacted business. I've heard only negative input.

Because Morgan Hill is a much smaller town and it will hurt small business. And there will actually be less jobs.

Also 16 year old should not be making \$15 an hour. They need to start at a lower wage until they gain experience.

Morgan Hill does not have the population like San Jose or Sunnyvale who's businesses would be better able to absorb the increase. An increase such as this in Morgan Hill would cause the mostly small businesses to:

1. Close
2. Reduce working hours of staff.
3. Layoff staff.
4. Increase prices leading to a reduction in business.

While I respect that employees working at the minimum wage level may not be able to afford the cost of living in Santa Clara County, I am also a firm believer that should encourage them to seek higher education enabling them to meet their financial needs or obligations. Minimum wage jobs typically do not require the skill set nor training that higher paying jobs require.

there is no need to spend City personell hours on this matter and then more hours on implementation and control. If some employers pay minimum wage- in many cases it is because that's all they can afford and they may not be able to support annual adjustments. If employees are willing to work at minimum wage - that their choice. Employees always have a choice to find a different job that offers more competitive pay.

Minimum wages are already regulated on State level, no reason to implement anything else locally. Businesses should be able to pay what they feel is earned for the work done.

It should be left to the businesses to raise their wages. If someone doesn't like the wage, they can go else where. If it's set too low, the employer will not find good help. Free enterprise  
Young, inexperienced people are t necessarily worth \$15 per hour. Keep the minimum wage where it is now so these people can get jobs.

Makes it more difficult for business to hire employees. Already difficult to get help in stores ...

Don't support having a minimum wage requirement.

(1) minimum wage floor is not conducive to free market. Business owners should and do complete for workers with those that have the most successful and upper scale businesses paying more for better employees. Minimum wage dictates merely peg least qualified and performing employees to stagnant, minimum wage.

(2) minimum wages (if ever mandated) should not be a city-level issue as this causes intercity competition and wage escalation. Just look what happened with public safety officers benefit packages when local jurisdictions contract ever higher benefits. The impact is nearby jurisdictions have to match or beat. Competition is fine as long as it's not mandated and allowed to ebb and flow up and down as supply of qualified workers increase or decrease relative to the number of jobs of that type are needed.

In this economy we cannot afford to raise wages, it will result in higher prices to keep up. These are supposed to be starter jobs not lifetime jobs.

Wages should be based on market forces. Artificially high wages will destroy jobs and job growth and hurt small businesses.

As a relative of someone who owns a small business, raising the wage is tough on them.

Minimum wage increases cause inflation and don't help anybody. It will mean fewer jobs available in Morgan Hill and a higher cost of living for all.

\$15 hr. makes sense in expensive places to live such as San Francisco. It costs less to live in Morgan Hill than that.

The analysis of minimum wage indicates that it does not bring individuals out of poverty. Instead, the overall prices increase resulting in higher cost of living for the same individuals whose lives were intended to improve.

Piecemeal wage standards don't work. This will disadvantage our small city by increasing business costs and local government costs. Aren't we already struggling to attract retail businesses? Aren't we looking for more local employers? Aren't we already driving up the cost of new home ownership in Morgan Hill?

Minimum wage standards need to be state-wide, not city wide. With a \$15/hour minimum wage, employers and businesses will simply choose to locate elsewhere. We are a small city, and do not have the clout of 1000,000 residents to draw businesses, service contractors and employers.

If local business needs to draw more employees, they will voluntarily offer requisite wages. This is how the system works.

With an above-standard minimum wage, the City government will suffer from reduced tax revenue. Residents will suffer from reduced services and amenities. Workers will suffer from reduced employment opportunities.

The South county community can not afford such a large increase. We have so many small business owners that would not be able to handle such a large increase. Also the cost of living is less in Morgan Hill than in San Jose or Sunnyvale. We don't have the same higher cost of housing, day care or other living expenses. We can't afford to match that level of hourly wage. It will drive businesses out of Morgan Hill or potential new businesses will just open in Gilroy.

I think that re-evaluating (raising) the minimum wage every year discourages small businesses and/or limits them in the number of employees they can hire.

You can't keep forcing businesses to pay more and more, while the education level of employees continues to drop. We tried to hire high school graduates and they can't even read a tape measure. That person went to school in Morgan Hill. So, if I have to spend time training someone how to read a tape measure, I am not paying them even \$10.00 an hour. Your focus should be educating children so they are qualified to receive higher wages.



I resent the interference of government in my small business. I believe in the free market. I know my business better than any government employee.

I believe that if any of you were self-employed and endured the challenges and hardships that we small business owners must constantly contend with you would quickly cease to be in business.

Where do you think I would get more money to pay people for entry-level retail? Rents have skyrocketed, water/sewage has increased, PG&E is beyond belief...I face a 3% rent increase each year... WILL YOU PAY ME FOR THE TIME AND WORK I PUT IN NEVER RECOVER?

WHAT ARE YOU PEOPLE THINKING?

People that work here know that they are earning a low hourly rate. They are not seeking to support a family, etc. People that need that kind of income need to get educated and enter the professional workforce. It is not up to me to kick them up the ladder. Clearly you have no idea of economics and have never faced making a payroll.

Businesses should choose if an employee is deserving of a raise, just as they currently do with those that make more than minimum wage. Businesses that underpay will lose good employees, as they move on to other opportunities.

Minimum wage should be \$15.00 hourly now.

1.) Economists acknowledge that an increase in the minimum wage will cause businesses' costs to increase. Not every business can pass on these costs or absorb them. Something must give and that is a reduction in workforce, workforce hours, or both.

2.) When the CPI falls, do you plan to reduce the minimum wage accordingly? Why Not? If the answer is "no", then don't tie wage to an index that rises AND falls. (Hint, the state does not tie wage to an index for a good reason).

3). The CPI only reflects urban worker spending. Not included in the CPI are the spending patterns of people living in rural non-metropolitan areas, farm families, and people in the Armed Forces. In short, the CPI does not reflect the bulk of our local population.

4) CPI is not a cost of living index.

5) If you want businesses to raise wages, then incentivize them to do so through reduced fees and property taxes.

I don't support a minimum wage at all.

Local businesses often hire youth to make their business models work. The proposal does not take this into consideration. Non-profits often rely on these youth to survive in the valley.

I don't support city-by-city different minimum wages as they are extremely disruptive. The way this question has been framed makes answering the component parts impossible. The first question was if I support consistency with San Jose and Sunnyvale, then the follow up asks why I don't support CPI adjustments.

I am not sure how the CPI fits into an agreement for compensation between an employer and employee.

Unless you're a government worker, your compensation for work should be between the employer and employee not a CPI that may not reflect health of a business.

I don't like the government stepping in telling an employer how they should compensate their employees.

I'll speak more at the meeting if there is an open mic.

A lot of people work very responsible demanding jobs and only get \$15 hour. Why should entry level jobs at places like burger joints child care centers get the same wage. If you want to earn more then get more education and experience and work for it. Not just get it handed to you. This will drive costs up for everyone and is irresponsible. Do a little research on the fallout from the \$15 minimum wage in Washington state.

minimum wage is too high now making it very difficult to compete with other countries let alone other states. \$10.00 per hour is too high.

If this increase goes into effect then imports in to the country needs to be taxed to compensate.

This is a global economy REMEMBER!!!

If you give a raise to people in the state of Ca.

then give it to them not to the government, EDD, workers comp, fed govt and state govt. These are the groups who actually benefit not our employees.

This action is a reason why we can't compete in a global enviroment.

Stay consistent with the State. All of different minimum wages is confusing and unfair to local business.

paying \$15 per hour to unskilled workers doesn't make any sense at all. Minimum wage is a starting point for the employed and one should advance themselves from there to eventually make \$15 or more per hour. And what would that do for small business owners. It's hard enough as it is to maintain a business with all the taxes the government puts onto the small business. Then they would have to pay some high school kids or a person with no skill to train them and potentially have them quit, because that's typical of a entry level position.

I do not think the minimum wage should go up.

I support a State Minimum Wage not City.

I don't believe we should be different than the state.

Running small business is hard to support the minimum increase.

Every hike in minimum wage is matched with a permanent decrease in entry level jobs. For instance, Mcdonalds is not supposed to be a career position. It is a great place to learn to be a team player, work hard and learn that a job like this will motivate you better yourself. Thanks to a higher minimum wage, young people are being replaced with people that are making a career of this. Mcdonalds is also answering the higher minimum wage with replacing people with a pda to take your order. These entry level jobs are lost forever, making it harder for young people to get a start in the work force.

Idle hands lead to more people needing Government benefits

been a small family business, I will say relatively new .definatly it will impact our business. we may ending selling our restaurant our profits margin is very low. we can not compete with the big franchise.

It will be difficult for businesses to properly plan their budgets each year if the minimum wage changes every year. I support increasing it periodically but every year is probably too much. Every other year is a more manageable duration.

There needs to be an entry level wage, if people want to earn more they take on additional responsibilities. If the minimum wage goes up then this is the base pay and we will put our small businesses out of business.

It may not be a living wage, but who said that minimum wage should be a living wage?

Let's give our youth a reason to learn more and develop their skills and those who want to make more give them the drive to earn more.

The burden of continuing to try to administer all of the regulations locally, state wide and federally is overwhelming. The cost of complying with the ACA alone has run into the thousands.

Morgan Hill is a small town and does not have the volume of business the larger city's have. The increased min wage would cause a hardship for the employers of high school on unskilled workers.

It will be hard to:

1. Retain employees
2. It will force us to increase the price of our products
3. Its an added expense on top of the health care expense and sick day expenses.

Min wage + Health Care + Sick Days is hard hit to any company. Now, not only do we have to pay an unjustified sick day for an employee but we also have to pay overtime for the person who covers the employee who took the sick day.

I don't feel any city should be creating codes above and beyond already established State or Federal codes.

Either wages or sanctuary cities, you should not be creating additional layers of codes.

Some business owners have employees in other cities or counties.

This creates dissension among employees, who may live here but work in another counties (San Benito) or cities.

If minimum wage goes up without a corresponding increase in revenue, we have no choice but to lay off employees. Our revenues do not track with the CPI.

Entry-level jobs paying "minimum wage" are not intended to be careers. They are a great way for young people to enter the job market, and if the minimum wage is raised by government fiat, it will simply reduce availability of such jobs and worsen unemployment.

If the cost of living is going up, it is because government at all levels is spending beyond its means and wasting our money. Get the spending under control first!

Pay scales are a business issue not a government issue. The government can't manage its own budgets, why would I want them to manage those of my company.

This is a supply and demand issue and the laws of economics should be allowed to play out - I don't agree with local, state or federal governments setting these numbers.

Additionally, a me too approach to the way operations are run leads to eventual failure.

I am a small business owner with limited monthly funds. I prefer to raise salaries according to work performance and years of experience. I raise salaries according to my ability to pay. A mandatory wage increase would hurt my business. I offer wages above the current minimum wage when I feel it is necessary.

Because I don't feel it is always accurate. For example it uses gasoline prices that are currently lower than usual, but housing prices and cost of living are skyrocketing.

I do not support raising the minimum wage for all employees:

- 1) It may eliminate the opportunity for high school and entry level employees to find an entry level position
- 2) It encourages the development of automation in fast food and other restaurants.
- 3) It may actually decrease some wages, for example those dependent on tips.
- 4) It is difficult enough to compete with offshore manufacturing with all federal and state rules and regulations. Adding min wage to the mix encourages more companies to manufacture off shore
- 5) I believe that free enterprise will take care of this issue by it self. Competition for qualified workers will raise the min. wage
- 6) Education is where the focus should be. Trade schools are particularly important. We have a shortage of trained employees.
- 7) Entry level positions are a training experience, not meant for supporting a family.
- 8) If Morgan Hill has a lower min wage than surrounding areas, it may encourage more jobs here. The CPI has inherent flaws and doesn't address many normal consumer expenses. Keep it simple. It is already difficult enough for young people in Morgan Hill to find a job. Annually increasing the cost to local businesses would just make it more difficult. The minimum wage should be kept low to incentivize people to get an education, learn a skillset or trade that will give them the skills to earn a higher paying job.

A person earning minimum wage also puts them on the list for other government subsidies such as housing assistance, Obamacare, food stamps, etc.

The cost to our society for keeping people in minimum wage jobs is just too costly once you take all of the subsidies into cost consideration.

In addition, keeping the minimum wage in line with State requirements keeps Morgan Hill more attractive to Employers that want to move to Morgan Hill. Lets not give them another reason to move elsewhere such as to Gilroy.

We base our wage adjustments on performance.

Because we will reduce the number of employee's if we are forced to increase minimum wage.

Also , you cannot tie labor costs to a CPI if you also do not tie income increase to a CPI. You are only looking at one part of the equation. Unfortunately income increase/decrease is tied to supply/demand.

By doing this, I will not expand my business in Morgan Hill

I actually believe in a free market, as you continue to raise the minimum wage, jobs for young people just entering the labor market are eliminated.

Minimum wage type jobs were never meant to "support" a family. They need additional education & skills to move up and make more.

Entry level positions requiring no previous experience or specific skill sets are minimum wage jobs. If an employee wants to earn a higher wage, it is up to that individual to gain more experience (or education) and make him or her more valuable to their employer (more experience/education, improved/additional skills). A raise based on the CPI is merely an entitlement.

I don't feel the cities should dictate what my business pays our employees, too much government. We supply housing, medical and dental. If it's gets to high to pay for all these items per cost of medical and other mandates from our government we will have to compensate our employees less in other ways like take away housing and medical to stay in business. I don't feel this is a win for anyone.

Minimum wages should be set by market conditions.

The wage is only a small cost to employers and if the minimum wage is increased there is a good chance some people could be let go. Health care, vacation time, leave with pay, all go towards the cost of employees. I know some businesses have located in MH instead of growing in SJ because of the lower hourly wage.

Because I feel cities and local govt should stay out of the private sector. We have too many people instructing the citizens on how to live.

People are paid based upon the type of job and the skill level required. Raising the min wage will cost jobs in the retail sector because our profit margins are continuously being squeezed by government requirements and the internet. If the min wage goes up we will be forced to reduce employment.

Historically when min wages goes up price increases follow...so what is the net gain?

This is a political game up trickery designed to get votes... it doesn't help the poor when price increases follow the wage increase...the true net result will be everyone will pay more tax dollars but the poor will lose jobs.

The CPI is a very broad statistical measurement that does not recognize the differences within and between communities and their individual economies.

CPI is not a snapshot of our city. It should be geared toward our local cost of living.

Minimum wage jobs are meant to be a starting place or launch pad for employment. They are not to be viewed as a career. To raise it only restricts job availability and creates an imbalance in income scale.

City should stay out of determining wages and free market should decide the amount. If wages are too high for local businesses, they won't hire and will do so with reduced hours or have more self-check out machines. Some of our small businesses are having too much trouble already making a profit.

This has the potential to raise the price of consumer goods. The government already has too much involvement in the day to day actions of commerce and consumer.

It should be the business owner's choice, once the state minimum is met.

We only have one employee who is paid minimum wage, and he happens to be our teenage son who is in an entry level job. Raising the minimum raise will eliminate entry level jobs for high school kids who are just beginning to get experience in the workplace. Entry level, minimum wage jobs are just that.....entry level. They are not meant to support a family. Businesses who want the best employees will have to pay more, in the same way that workers who want to make more will have to not only be a good worker, but do what they need to do to educate themselves so they can move up into better paying jobs.

Market based adjustments of minimum wages help entry level workers, new workers to the market develop skills to become employable as well as earn while they learn approaches.

Artificially stimulating minimum wages decreases the ability of new entrants to the market place.

It is up to our educational system to allow for the personal growth needed to access higher paying jobs as well as regulatory agencies to allow industries to develop without a high burden of costs associated with unneeded bureaucracy and high permit costs.

The market place allows the greatest level of reflection on goods and services the community needs. Allow it to work.

This type of adjustment defeats the purpose of maintaining lower salaries and also transforms lessor skilled jobs away from students and those who rely on entry level jobs. We will lose jobs and businesses with this approach!!

Though MH was named the 10th most expensive city/town in the US to live in, I feel we offer our workers a decent entry level hourly pay of \$12.00.

Raising the min. to \$10.30 might help but in the long run I hope this raise does not raise other prices. Cost of living is already so very high in Silicon Vly.

The cost of living in Morgan Hill is less than Silicon Valley so the minimum should be less.

Minimum wage should not be raised to account for higher taxes and living costs. Our efforts should be focused on lowering costs to make employment more affordable. Unqualified, slightly educated employees should NOT make close to equal wages as people who are qualified and educated.

Minimum wage jobs should be for high school students or young adults to begin working and earning skills and qualifications to become productive participants in the community.



I feel that many minimum wage jobs are for youth and young adults. They get a start there then move to higher paying jobs. There are places that people can get training and improve their skills so that they can move up in wages and they prove their abilities. I realize that many of these workers do not speak English and that is the first thing they should learn. Unfortunately if you can't become a fully functioning worker your wages may be lower.

We have places to learn English if that is the issue. I know most people will think I'm a right wing loony, but many people are keeping themselves in lower wages and making themselves second class citizens. I want everyone to make the most they can, and improving their skills is something that must happen.

We have places that will help.

Raising minimum wage is not the answer.  
I support rewarding personal achievement.

Honestly, my answer is "not sure".

There seem to be a lot of variables associated with increased minimum wages.

While I agree workers need better pay, I also understand the increased cost factor as well - especially to small business owners.

Increased wages do result in increased products.

Increased products potentially means less sales.

Smaller businesses struggle with other factors that big corporations do not (at least by perception).

Again, I am not sure yet how I feel about this without studying the pros and cons to both sides.

How can businesses plan their budgets for the following year if they don't know what they will have to pay. An annual increase seems like it would cost businesses a lot of money.

Minimum wage is hard on small businesses and does not help solve the problem of economic hardship.

Creating more jobs helps solve the problem. Wage should be based on supply and demand, not minimum wage.

Don't know enough about it.

\$11/hr is still not a livable wage for Silicon Valley.

I am actually a supporter yet am also a person who has worked very hard for many years to earn the hourly rate I make. With three part jobs, and working my way to each and every pay adjustment, it has taught me a lot about patience, dedication, self respect, values, and work ethics that would have not been gained if I started at a rate that was not ridiculously low. If minimum wages increase then those who have worked years to get to that \$10.00/hr should too, and so forth. Not o.k., so I think the government needs to slow down on those taxes, hire more competent employees to track spending of our taxes, and end the useless wastes of tax money so we stop the ripple effect that leads us here. If someone does not want to make \$8.50/hr. then work hard to earn those increases or get into college and get that degree....simple.

- Minimum wage is necessary for introductory employment for teenagers and people entering the workforce

- To attract and retain the best employees, competition already necessitates a competitive wage (think In and Out)

- Minimum wage is not meant to be a living wage; i.e. career cashier at McDonalds

- Restaurant employees receive tips to offset minimum wage which would be significantly reduced as consumer prices rise to offset higher wages.

- Increasing minimum wage for level entry jobs reduces employee morale in other job positions as they expect to be raised accordingly.

- Business owners are already reducing employees and hours to skirt Obamacare and in many cases opting to pay the lesser expensive fine.

You can't give your city employee's a cost of living increase that keeps up with the cost of living, why would you say it's ok to give other people increase's? You are going to out price your small business and they will suffer and you will lose business here in town. It's easy to see the city is free to spend someone else's money...

Blanket Minimum Wage proposals do not solve the problem of wage inequality. A Minimum Wage is a starting wage not a living wage. A regional Minimum Wage for Morgan Hill/Gilroy/San Martin is the state wage. It does not make sense to change the Minimum Wage rate to match those of Cities who are not neighboring us.

As a small business owner, my husband and I have offered seasonal work to local families for over 30 years. Increasing the minimum wage means we need to cut employees, effectively decreasing our support to the local community. At the same time, we will be forced to curtail our own operations, limiting our income and ability to grow. The whole effect is negative, both for our business and those who count on our payroll.

Need local opportunities for new workers in this area.

The market place is more effective in setting wages ( and prices) than government. These minimum wages jobs are meant to be stepping stones to better jobs not permanent employment.

We would be more helpful training people to fill higher skilled jobs while the employees receiving a raise in pay get an immediate benefit, the long term outlook is not assured. The result of the higher wages will likely be less overall employment...especially among youth and unskilled labor, exactly who you are trying to help.

Socialism like communism has never worked wherever it's been tried. It cuts entry level jobs for youths especially, those who can't get anywhere until they have had their first job and built a track record. It isn't meant to raise a family. But true to form, the issue usually comes from within the ranks of organized labor, both private and public, since they are the primary beneficiary of any increase in the cost of living. Their labor agreements, especially the public employees have wage increase clauses built in that automatically advance their wages regardless of the cities position, such as San Jose who is essentially bankrupt due to committments to their employees. Cities across the country are going bankrupt if you hadn't noticed, including the entire state of California is going bankrupt because of unfunded liabilities, retirement, etc., due to 350,000 (and growing) public employees. You can't print enough phony money and debt burden for our children to get out of this mess.

Minimum wage should be set by market conditions. Higher minimum wages keep people from taking steps to improve themselves so it is counter productive.

It is economically unsound and the many costs (increased prices, lay offs, and the near elimination of teen employment oppotunities) far outweigh the benefits (a few people get a raise). This is a red herring as entry level jobs and minimum wage ones are not supposed to support a family of four, yet people are being guilted into believing this is so. Please consult a real economist and some honest business people before falling for this. It will hurt Morgan Hill.

That is not the question, the question was do I support consistency with the San Jose and Sunnyvale ordinance which I am sure the cpi adjustment is just part of. Since I don't know the whole thing I can't endorse it.

I disagree with cities getting involved in private business. There is a disturbing trend of ever more intrusive government involvement in citizens' lives. Workers and business owners should have the final say on wages, not city councils. There is also also a big impulse of "me-too" about Morgan Hill copying whatever happens in councils to the north. Get over it.

free market economics will set the price. supply and demand for work will when employees are willing to do whatever work for whatever wage. less government the better. let the market decide

raising the minimum wage will not solve anything. it will just cause inflation and make it more difficult for small businesses to survive. i see a lot of small businesses struggle in morgan hill in particular and know raising the minimum wage will cause a lot of businesses to close.

morgan hill is a small "city" where there is not enough people to support all the small businesses that operate here. the problem is the city is not "connected" to another city unlike the bay area where adjacent cities are linked. since morgan hill already limit residential housing, the fact that gilroy and san jose are not connected to it, just makes it harder for small businesses to survive. raising payroll will only create another obstacle to overcome.

There is no reason why we have to be like San Jose. Increasing minimum wage makes hard for us to run a profitable business. I am able keep costs down by not having business in Morgan hill. In the restaurant business "minimum wage earners" actually make \$30-50 per hour and do not claim taxes on most of it. Morgan Hill restaurant consumers will unfortunately have to bear the cost of the increase as they are doing in other cities that have minimum wage policies such as the one being proposed.

Ours is a more rural community.

Although the number of "working poor" has increased, I do not feel we are as industrial as SV or SJ. Feel govt programs effectively shift wealth to public employee in admin capacities at to the detriment of middle-class and working poor alike.

The CPI has been modified repeatedly to the whim of the power elite.

**Beginning January 1, 2016, the State of California's minimum wage will increase to \$10.00 per hour. The minimum wage in San Jose and**

**Answer**

Keep in line with the Federal Minimum Wage

Let businesses decide how much they will pay.

Higher is needed.

not getting involved

Declare a sanctuary city and refuse to support state law

STARTAT15

\$15 an hour

Stop regulating minimum wages, period

Markets are smarter than bureaucrats--leave it alone

No minimum wage

Let the employer pay what they want

See comments above

use national minimum wage

The city should out of the minimum wage business

\$15  
keep \$10 until 2020 then go \$20  
none of the above  
Raise the minimum wage to \$15.00 per hour in 2016  
Raise to \$10 for non-tipped workers  
don't know  
No local ordinance needed.  
Educate kids stay out of my business  
Let the free market operate freely  
Raise to \$ 15.00 now  
\$10 is bad enough  
Abolish government controls of minimum wage  
Lower the minimum wage so we can hire more currently-unemployed people.  
None. Small businesses will go out of business. They can't afford a raise in min  
Let the market set wages and salaries  
push back at the state level  
Apartment and rental house owner  
no controls  
Unsure  
I support the one right now \$9.00 per hour  
Raise the state minimum by \$.50 only and go from there.  
no min. wage. It just devalues everyone else's wage  
do nothing

**Mountain View, Palo Alto, and Santa Clara have approved a regional effort to achieve a minimum wage of \$15.00 per hour by 2018.**

**Answer**

Keep in line with the Federal Minimum Wage and implement a 'living wage' diff.  
By 2020  
Get real, minimum wages hurt the marginal employed, and only drive inflation  
Plan to follow the regional effort if the economic climate stays stable enough.  
\$15 per hour by 2020  
\$15 now  
Leave it to people who actually run businesses and engage in the labor force  
The city should get out of the minimum wage business  
Keep 10.00 per hour then go \$20 by 2020  
Join the effort for adults, but exception for youth  
stay with the state of  
stick with democratic approach, supply demand....

support a gradual increase to \$12 by 2018  
Study how it works other places.  
why not \$20.00 or \$30.00 ???  
Follow San Jose & Sunnyvale  
Reach \$12 per hour by 2018  
\$ 15.00 hourly increase now like Berkeley/San Francisco  
Increases must be graduated over a period of time.  
Stay consistent with the state  
Abolish government controls of minimum wage  
Seems we are at a disadvantage to not join, but MH cost of living isn't the same  
No raise  
use state minimum wage  
Not  
Stay out of it.  
Take it slower increments.  
Follow State rules  
None  
That seems very high. Would students under 18 get wage too?  
Decide annually based on inflation  
no min. and no max. free market.

**Do you think increased wages would result in any of the following among businesses? (Select all that apply) - Other responses**

**Answer**

prices will increase, we will delay hiring, hours will be reduced.  
It really depends on the business.  
Businesses will pay their employees a wage more consistent with living costs  
It is expensive to live in the Silicon Valley, wages should coincide.  
Nothing will happen. We had minimum wage laws for decades  
Workers will have more money to spend here  
workers will have more to spend  
any of the above that occur will be temporary  
all of above  
Look at places that have raised it...The exact opposite happens. Their economy i  
our children should be able to live in this town not have to move away  
Housing and other consumer prices will rise since employees now earn more money.  
Anything could happen, all or none of the above could happen  
Inflation; less tourism in Morgan Hill  
MH already lost the Music Tree and stands to lose more

A fairer way to distribute the wealth to those who contribute.  
overall success and happiness for everyone  
Businesses can plan accordingly to adjust prices to increased wages in future  
our community cannot afford to raise wages because we do not have enough busines  
Happiness in all the workers  
Labor will be replaces by robot tech  
Seattle's data shows there will be fewer jobs available.  
Bankruptcy  
Consistency with local cities wouldn't have that much impact. Go for it.  
business will close in morgan hill  
Abolish government controls of minimum wage  
See abouve  
Those with lower skills will not be marketable at hgher wages.  
Hire remote workers at lower rates  
none of the above -- it is the right thing to do  
all of the above  
elimination of service oriented enterprises available to the community.  
Wages of non minimum wage workers will NOT be  
A good plan for the community of Morgan Hill.  
Reduce city and state fees on small businesses to help them pay livable wages.  
workers will be replaced with machines  
Socialists delude themselves into thinking they can dictate outcomes  
residents would stay in MH to work  
None of these increases will make lasting improvements for workers.  
businesses will close  
Employers may hire more undocumented works

**Do you think increased wages would result in any of the following among workers? - Other responses**

**Answer**

None of the above.  
no change.  
Will get paid more fairly  
Lack of motivation to move on to better jobs and careers  
Nothing  
not in our industry  
Be able to better afford living here  
none of the above  
Fewer jobs

entitlement to not earning pay increase

A sense of entitlement

none of the above

No correlation.

Youth may work in town rather than travel for better wages

No

no long term changes

create more lazy people

They will be able to eat and live here.

No

Locals who can afford to spend locally rather than a mass market national chain

No, just makes them feel entitled

Nope. If everyone pays the same, there is no difference

people who live in Morgan Hill will work in Morgan Hill

really depends

Loyalty/commitment

No

none of the above

complainers and whiners complain and whine - the cycle will repeat itself

Unicorns are as likely to result as any of the above

See above

Short term morale boost will be offset by longterm job dissatisfaction.

No difference in performance

No

See comments above

More \$\$\$ in the employment taxes

any of these would be temporary until they see the cost of goods and services rise

If employees do not like their wages they should learn new skills or go elsewhere

Increase cost of housing and living

I doubt it

entitlement

none of the above

Reduce poverty and improve education results

sense of entitlement

Results would differ tipped vs nontipped employees

entitlement is not a motivator

None- the rate will simply become expected without productivity increase



See above list of adverse effects.  
none of the above.  
loss of income for business and workers  
Just requests for an even higher wage  
Increase of min wage would result in nothing.  
Temp on morale, then it will fad quickly.  
Complacency and employees being overpaid for certain jobs  
Fewer workers hired  
None of the above or only in the short term.  
None of the above  
Less People Employed..  
not earned so still slow but for more pay  
Any positive effects would be minimal as people are laid off  
no change  
Would do nothing  
workers who act entitled and get by with being lazy  
Decreased productivity. It's similar to teacher tenure. They automatically get a  
More Entitlement Mindset  
Reduced youth employment.  
more cash in workers hands but same productivity and probably lower morale  
none of the above  
It won't reduce turnover if they can get the same pay elsewhere.  
you would be paying more for the same effort and productivity  
Burden on business owners  
none of the above.  
Only temporary benefits  
None of the above  
Too focus on wages, I don't believe people stay in a job for money only  
Look at whats going on in Seattle  
increased unemployment,no net benefit  
Not in MINIMUM wage earners  
People will not be motivated to better themselves  
No  
high turn over rates and unstable schedules in the work place  
Increases costs of good purchased  
None  
The increased wages aren't earned, they will not lead to productivity gains

Overwork due to staffing cuts  
Money is a short term motivator  
None of the above  
Greater entitlement mentality and frustration of current \$15-18/hr workers  
No, human beings respond to pay increases that are earned, not given  
I have not seen increased productivity or morale by raising wages in my 30 years  
Decrease desire for career advancement  
a decrease in small businesses  
I don't think it would affect any of these  
Short term benefits with long term consequences  
none of the above for more than 1 year!  
little impact on worker in long run  
How about decrease moral  
entitlements don't increase productivity or satisfaction  
No changes at all. These are entry level training positions, not life time....  
Boost the economy as the minimum wage workers have more spending money  
It will increase a sense of entitlement  
I find being rewarded for my hard work very motivating to continue working hard.  
are we assuming only the positive  
How stupid they would just get more money and nothing will change  
No because increasing wages result in everything more expensive, so it is worst.  
Fewer hungry families. Fewer young people feeling that it's impossible to survive  
reduced productivity, effort, increased turnover, loss of work ethics.  
reduced morale in otherwise higher paid positions  
the higher wage will not change productivity, morale, or turnover it be the norm  
increased taxes for the poorer among us  
does raising welfare encourage people to look for work? or have fewer children?  
No effect  
None of the above.  
It would be a wash.  
no proof of behavior modification  
None of these  
May allow employees to live in Morgan Hill  
none of the above

**Do you have any other comments and/or suggestions? - Responses**

**Answer**

Stated above. There is no easy solution, but even \$15 per hour will not solve the housing crisis which is the driving force of costs associated with the employees we have - and those throughout the service industry. You are simply guaranteeing that pricing will be raised to the consumer to match the expectations of succeeding in business here in the south bay. Restrictions on work hours, rising health care costs (double digit again) which were supposed to go down with ACA, mandated sick leave (a good idea, but wrongly forced), increased housing costs, and general overall cost of living here will not be solved by raising a minimum wage. It's simply more proof that politicians are out of touch with the reality of operating a business and paying employees. At no time in the history of the world has a society ever taxed itself to prosperity and minimum wage is a tax. Call it what you want, but it does not encourage education, harder work, dedication, and true economic growth.

Getting closer to a living wage

As wages rise, replacing employees with technology starts to sound very appealing. Replacing a \$10.00 employee with a \$100,000 technology investment doesn't sound that appealing, but replacing a \$15.00 employee with that same \$100,000 investment sounds like a pretty good idea. Certainly that \$100,000 spent won't go to the local economy, but a huge tech company or out-of-state programming firm.

You can't get by nowadays on minimum wage. A \$15 minimum wage is \$31K per year. That's still low income, but its an improvement over \$10/hour, or \$20,800.

Paying above the regional standard wil attract better workers and employers will benefit

Please make this change for all people as soon as possible.

Short term pain will yield long term gain.

CA needs to reduce business taxes of they want to increase wages. I'm all for the wage increases, but it's already very difficult to compete nationally outside of the high margin tech industry. We need to manage total business costs ideally with increases to worker wages and reduction in taxes.

Yes, it is extremely expensive to live in the Silicon Valley. The cost of housing alone results in many people having to work 2 or 3 jobs, if they are even able to find that many employment opportunities.

Take a look at the number of homeless and hungry people. Although there are 4 or 5 churches who offer dinners a few nights a week, transportation is often not available. There are always those people who are not able to take advantage of free food or meals because of this.

Suggestion - there needs to be more public transportation to areas that are out of reach for a lot of those in need.

Please help these people who are so much in need.

I support a living wage for all employees and appreciate that the MH City Council is willing to study the issue.

Minimum wage laws have been in for decades. They have never had the disparaging effects some have forecast.

The cost of living in Morgan Hill and the surrounding area is extremely high. If the cost of increasing the minimum wage is passed on to the consumer, the businesses financial effect should be minimal.

I think people who work here could afford to maybe rent here and contribute to the economy here. If you do this, you will further kill business in Morgan Hill, more than you already have with all the construction in downtown.

Done in the earlier window.

I moved to Morgan Hill a few years ago to get away from the big city environment.

In the past 2 years Morgan Hill City government has been actively trying to change so as to become a more government intrusive place. I feel that this is a deterrent to this beautiful town and I hope the people of Morgan Hill stand up at the ballot box to stop this.

I will not mind paying a bit more for products & services in order to make it easier for workers to make a better living in this increasingly expensive area. If people have more to spend they will contribute more to the local economy.

Quit screwing around with tax dollars. First the bike lane, then the spider then this.

Do not go along with this, and please try to talk some sense into the other city leaders in Santa Clara County. They are doing this to make the voters happy. The problem is most people just think about what they want and not what will happen when this is put in place. They are not thinking about who will provide the money for the business to pay them more, for example raising prices, cutting hours. Machines are able to do so many jobs right now, you can place your order, pay for your order and I hear there are machines that can make your order. Raising the minimum wage may make the cost of automating more attractive, thus less employee's needed and more people unemployed. I highly oppose any raise to the minimum wage.

I suggest that Morgan Hill be more concerned about what happens in our city and less concerned about other cities. Maybe it would be nice to be the leaders, and not the followers. How well did the plastic bag ban go? It seems to me it was sold on what surrounding cities were doing.. In case you're wondering, ask some the cashiers at Safeway. They have mentioned all the many unhappy customers who are dissatisfied with the bag ban and our City Counsel. I love shopping outside of Morgan Hill and I am grateful when my goods are bagged at no additional cost.

I strongly support a regional approach to the idea of raising the minimum wage. I don't want our local employees or workers to be left behind or have to commute to other cities to make more in wages.

Morgan Hill should be encouraging small, independent businesses. You are talking about entry level positions where those few cents don't make that much of a difference to the employee. We are out pricing ourselves and small employers

Thank you for seeking community input.

I have a college aged son who would prefer to work in town. But if he can make a couple more dollars an hour elsewhere he is less satisfied with the local jobs.

Stop wasting our time and money on ridiculous discussions as this one. Keep to the basics of running a city.

Bad idea

Remember that people who are paid the currently low minimum wage have to work 2 or 3 jobs to make ends meet, support their families and hope to have a little left over for such things as the holidays.

I believe the opportunities should be like old times where a family can live off of one workers minimum wage along with being able to own a home. The way the economy is set up now is making it hard for current or starting families to face financial difficulties. I believe adolescents as well are having difficulty facing up to adult challenges since the wage is so poorly . Wages now do not coordinate well with a young adult to be alone and away from parents. Even adults are having a hard time finding decent priced rent or houses to purchase.

With wage increase some employees are asking to work less that way they dont loose their government subsidy

there has been no evidence that I am aware of showing that an increase in minimum wage hurts businesses. I think, of all places to have it, it should be the Bay Area our children should be able to afford to live in this town not have to move away

Bad idea for Morgan Hill. I hate to see our town go down the drain.

Yes, stop trying to keep up with Mountain View and San Jose. It's cheaper to live here! Good workers will get more than minimum wage.

My teenage kids would rather drive to other cities for a better wage. I want them to stay in Morgan Hill!

Morgan Hill as a place to live is not feasible on current minimum wage standards. I moved to Morgan Hill in 1980 and find myself looking to leave because the cost of living is not manageable.

Relative to the last question, I think productivity and morale may increase briefly, then they would return to the prior level. There are many studies about improving both - and non-monetary recognition is a more powerful motivator than a small increase in wage.

There are many other factors involving turnover - a lot depends on management styles, the culture of the business, growth opportunities and alignment with the goals of the workers. Many min wage jobs have a high turnover due to the nature of the jobs (seasonal), or the employees (students who only want to work part-time, or temporarily until they move to the next stage of education).

1. Increased salary shall not result in decreased employer contribution to health insurance or reduction in other existing employee benefits.

It's not a cities job to establish wage. The state already does that. Why is MH even considering this? What benefit would it bring?

Wages are being suppressed by too much cheap labor coming over the border. If this situation was stopped/reversed, the marketplace would need to pay a better wage to compete for workers.

Instead of regulating businesses. Morgan Hill should be enforcing immigration laws.

I get that giving away other people's money (read: shameless pandering), probably gives the bureaucrats who come up with this nonsense a case of "the feels," but it shows just how intellectually bankrupt and economically ignorant our political class is.

I can only imagine that all the money for ridiculous gentrification projects or other pet initiatives has run dry, leading to the dangerous consequence of more pencil-pushers trying to justify their existence. Is it too much to ask that the council focus on things in their purview and stop trying to social engineer outside of their lane? The abysmal recent track record demonstrates just how bad they suck at it.

**NO MORE LIBTARDS!!!!**

The housing market needs to change before a minimum wage increase will be beneficial. The percentage of the rent increase is still more than the percentage of wage increase, so people are still going to be behind.

The cost of living, rent, home prices, utilities, food, etc., in all counties of Santa Clara and our surrounding counties, has increased to where it is hard for anyone to live on the current minimum wage. Consequently employee moral, productivity and in some cases honesty, has become an issue.

Increasing the minimum wage can make the difference between someone having two or three jobs and unable to spend quality time with their families down to one job and being with thier family. Certain positions like part time students are just not 15 dollar and hour jobs. A much er minimum wage will reduce employees I can hire and result in no overtime. It also can impact growth and expansion along with the extremely costly benefits employer's must already provide. It mayet also cause certain of the jobs in offer now to be subcontracted.

This will increase sales as more money in your pocket the more you spend. Besides, how can anyone live on minimum wage in such an expensive area?

I think raising minimum wage just feeds into the "you owe me" mentality", and won't improve loyalty nor performance or production. It'll caus prices to rise and hurt small businesses. The minimum wage earners need to go to school and continue to work hard for a raise. Those getting \$10-\$15/hr now with some sort of trade or skill will not get increased wages like the minimum wage earners.

This will cause problems and they'll quit

See above

It's not exactly cheap to live in Morgan hill, there isn't a surplus of rental units available and those that are don't fit the price range of someone working a minimum wage job.

My father has work for the same employer for over 25 years still makes less then \$15 per hour same for my mother, but who will enforce it

In this area it's only fair that working people make a fair living wage, especially if they have and support families

If you want to help low income workers, provide more job training and show how these minimum wage jobs can be gateway jobs to better higher paying jobs. If minimum wage is increased, the overall effect could be less ability to move up and fewer higher paying jobs to move into.

This issue should not even be on the Morgan Hill radar. It is not the business of the City Council to dictate what I should have to pay an employee regardless of the skills of that employee. That decision should be based on the value that they bring to the business.

Since they are "at will" employees, if they do not like their wages they can upgrade their skills so they can add more value to the business or they can go elsewhere to work.

I think eventually the cities will over turn their local minimum wage or flat out freeze them until the state catches up. Joining the regional effect will only continue the vicious cycle of unreasonable/unjustified cost increases.

The state minimum wage is for people entering the work force and a fair starting pay point, it is not meant to be a wage to live on.

Minimum wage currently is below the poverty line and that is not right in a country as wealthy as ours. Minimum wage should be higher. Businesses will adjust to remain profitable which is appropriate. All the concerns listed have been expressed since minimum wage was first established. It has not ended free enterprise. Compensating hourly workers with a reasonable living wage for the area in which they live and work is appropriate and good for all of us in the long run.

Our region of silicon valley is the highest ranked in our nation of home prices and we can't slide down with our minimum wage scale!!

I understand that there are a lot of working families that are struggling to make ends meet in this high cost of living area. That is why those workers that demonstrated loyalty, hard work and skill should be rewarded with a higher wage. Workers that are training or have a very unskilled job should have a lower rate (lower than minimum). This would allow businesses to waste less money on employees that do not stick around or learn the job.

Raise it!



I believe that many businesses will consider hiring more part time employees, and fewer full time employees with benefits to help offset increases in overall costs. This will eventually be counter productive to the larger picture.

Just my opinion. What will be will be and the cards will fall as they will. My overall opinion is - The best way to help the economy is to encourage new ways to create jobs and improve the overall economy. It is not easy for people to get started in business now days, and I just am not sure that this is going to have the most productive overall impact in the larger picture for small business, as well as the untrained or unskilled labor market.

Please do not place additional burdens on our local employers.

It is about time this is happening as there continues to be a large gap between different wage earners and the cost of living here in Santa Clara county is rising yet again!

Minimum wage laws are foolish economics. Morgan Hill should not follow the herd based on feeling good.

The minimum wage laws will hurt local; small businesses. It's not as if these business owners have extra money lying around that they are hiding from their employees.

Morgan Hill is trying various methods to and get people to support businesses downtown. A minimum wage law will single handedly ruin any progress made and hurt the small businesses they claim they are trying to help.

Minimum wage laws reduce opportunities for teens to earn extra money. In all places with high minimum wages, there is high teen unemployment.

A thought experiment for any proponent should be this: Why not increase the minimum wage to \$30? \$50? \$100? What is a "living wage" in our area? There is always a limit to what employers can afford to pay, and this should be negotiated between employees and employers. The state and local governments should stay out of it.

The price of Alcohol in Morgan Hill is much higher then the wages paid to the workers. Business Drug Dealers in Morgan Hill are using the very poor to addict the more wealthy.

Our schools show the results of not providing an adequate wage for all citizens.

The pay discrepancy between tipped workers and non-tipped is already a difficult to deal with. Tipped employees are usually part-time and their hourly plus tips is significantly higher than non-tipped workers who tend to work more hours.

If the minimum wage is increased then the wage gap between the two groups grows, forcing employers to increase pay for non-minimum wage earners or lose them.  
stay with supply-demand model!

We should not increase the minimum wage as there is a culture of expectations in the Bay Area where unskilled employees believe they deserve higher wages without putting in additional effort to obtain skills that would place them in higher paying positions. Artificially increasing minimum wage is just a form of handouts as employees should not be encouraged to stay in an entry level job indefinitely.

I believe that minimum wage jobs should be for teens, adults should receive additional training and elevate themselves from minimum wage. For this reason, I support keeping it low.

When wages are so low that workers can not afford to pay for rent, utilities, food and reasonable transportation, then morale is negatively effected, and productivity is lowered. When workers are stressed about making ends meet, they are more distracted and less productive at work. Costco is a good example of higher pay and higher moral and less employee turnover. If a business claims that it can't keep its doors open unless it has a labor force that it is able to leverage to the brink of homelessness, then that business needs to rethink its business model. There are ways for businesses to be efficient and profitable without sucking the life out of workers. The minimum wage as it is now, is not a "living" wage. Any adjustment will be a positive move. let the market place set the salaries employers pay. Small business if forced to increase salary cost they will reduce staffing. If you have 4 employees at \$10/hr =s \$40/hr total cost.

Raise the hourly rate to \$15 and the employer will fire one worker so he has 3 staff x \$15/hr = \$45/  
total cost

Better to have an increase of \$5/hr increase in your total labor cost than having 4 employees at \$15/hr each for a total hourly labor cost of \$60.

Increases in hourly pay is not th only cost, there are social security plus other employer expenses tied to salary.

You will drive businesses to find ways to reduce cost and the fastest and easiest is the cut headcount.

Go Morgan Hill!

I think we have a moral obligation to help our citizens living in a lower social economic conditions.

In the end all citizen will have to pay for those citizens trying earn a living but can't with the low wages that they are earning.

"Plan for increased cost of doing business now and in the future or we all pay with increased taxes to help those employees and their families"

It is not a sound idea to try to compete with larger cities.

We do not have enough businesses as it is.

Overall, raising the MIN wage still won't do much to make it easier for lower income families to survive in the Bay Area. It's almost insulting.

Let's let the market govern what wages are paid. This is just another in the endless examples of government over-reach.

Some of the questions confuse minimum wage with wages in general. I think higher wages would be great. I do not necessarily agree that a higher minimum wage will accomplish anything. Minimum wage jobs are not designed as income to support an entire family. Additional training and education for low end employees Would be better than raising the minimum wage.

It is difficult to support a family making \$10.00 per hour. Many employers, including mine, take advantage of their staff in regards to hourly compensation. If an employee feels like they are valued by their employer, they will be more productive and a better all around employee and advocate for their employer.

All governments need to keep their noises out of the private sector.

Minimum wages jobs were a starting point for high school kids to learn

about what is expected of employees. They were never looked at as being a full time job to support a family.

This is a stepping stone while you get a better education to warrant higher pay.

People will not pay \$12 to \$15 dollars for a burger, so business will close or automate to reduce it's labor cost.

People can educate themselves to get better paying jobs.

Few people in government have every had their own business and have no clue what is is to make payroll on a weekly basis.

Ideally pay levels should be based on merit and the ability of the enterprise to support its employees and still make a minimal profit

Small business in Morgan Hill is far from succeeding. One look at the vacancies downtown or in shopping centers around town will show anyone that MH is not hospitable to business. Adding additional penalties on business owners on top of already high rent and the unfriendly attitude to small businesses does not seem to be in the best interest of Morgan Hill.

Morgan hill has changed and not for the better.

We Live in Santa Clara which must be increase the minimum wage to be supportive to all the employees working within this County. Living cost, Health coverage, Dental and others needs have been increase except minimum wages. It's time to help others! I seen many people suffer due to money problems not to mention, students who's parents cannot afford lunch for them. Many live under the poverty while others live in luxury. Help others who can afford bills with just one job and can enjoy time with his/her family. We live within The Silicon Valley!

Do the research. The \$15/hr is not a death knell for business as some portray. But it does have a chilling effect on the number of jobs in the area. This could be devastating for our youth that are trying to enter the job market. Morgan Hill is a post child for the side effects of this change with a significant number of restaurants. I also don't know what Morgan Hill could possible do to cause more damage to the downtown merchants at this point. First you close the streets, then you rip up the streets, and take away the parking, then you kick them out and tear down their buildings. And now, after killing what little business they do have, you want to drop a huge mandatory wage increase on their operating expense.

Morgan Hill is a progressive city. Many people have moved here because of the beautiful downtown area and good restaurants. Having employees that are paid a fair wage is important to our community. Housing costs are increasing as well as everything else. Our goal should be to keep talented hard working individuals in Morgan Hill. Tipping at 15% instead of 18-20% would be a good shift.

Thank you for asking our opinion.

DONT DO IT

tell me again it's not about wealth distribution...

November 27, 2012

Doha / UN climate change talks: ~~Of course it's~~ about money, but it's ~~also~~ also about solidarity, ~~says~~ says UN expert

~~The~~ costs of climate change to humanity cannot be covered only by accomplishing the commitments in finance for adaptation and mitigation, ~~says~~ warned the expert charged by the United Nations Human Rights Council to study the issue of international solidarity.

~~The~~ international community must be prepared to give much more than money. ~~says~~

~~International~~ solidarity can be the bridge to support nations affected by impacts of climate change, whether rich or poor, ~~says~~ Ms. Dandan stressed.

~~International~~ solidarity on climate change is key to help building a global constituency for more equitable arrangements for climate change, particularly on investments, finance, aid, debt, technology transfer, intellectual property, migration, environment and the global partnership for development. ~~says~~

We should have a values based economy in Morgan Hill. We promote family life, with parks and schools for young families. We can support them best by paying hard working folks a decent wage. You do the right thing, good things will continue to happen in Morgan Hill.

how about fast food or grocery stores they will be able to pay this high? going to drive cost up!

Minimum wage workers need skills and job training, not handouts. Put the money into our community college and other job training programs. As the old saying goes, "Give a person a fish and he eats for a day , teach him to fish and he eats for a lifetime."

It's a difficult problem. It costs more to live in Santa Clara County than other areas of CA. There are many adults who use minimum wage jobs as their primary work rather than the "high school jobs" they used to be. Raising the minimum wage may very well result in inflation in our area thus making it even more expensive to live here. Perhaps we should focus on education and training in order to prepare adults for better than minimum wage jobs. I've always been a proponent of education. We, the tax payers will have to pay for either education or all the other alternatives like prisons, jails, drug rehab, etc. Why don't we put our efforts toward insuring appropriate education for EVERYONE.

Please protect our small businesses as we are the backbone of the local economy.

I think with cost of living and overall low wages being currently paid... People are in survival mode and will move out of the area to survive or business will see a huge turn over in employment because people will move on to other areas where wages are higher.

Morgan Hill Unified School District is currently exempted from the regional minimum wage ordinances for example - City of San Jose. Will it be the same for City of Morgan Hill?

Since the District operates in three separate jurisdictions (City of San Jose, City of Morgan Hill, and San Martin) we won't want employees to be negatively effected by their work site location so we would probably have to increase wages for all staff regardless of job site location. Currently the one positions that would be effected would be our hourly yard duty who are paid \$10/hr; however, with a \$15/hr minimum wage many other positions could be effected and we would have to negotiate the effects with our collective bargaining unit unless the district is exempted.

In our area, the cost of living is so high, we really need to pay as much as possible. It is so sad that there are hungry and homeless people here because of the expense, so I definitely support increasing the minimum as much as possible as soon as possible. Yes, prices will go up, staff won't be hired, but we still need to help as much as we can.

No

Just do research into how well this works in areas that pay \$15 an hour but research from all angles Living wage in Santa Clara County is at \$20 Morgan Hill should be a leader, not a follower. More funds put into the hands of workers means more funds to be spent locally.

Yes. What would be better would be to adopt a policy is to start new employees at the \$11 an hour and let them work their way up to a higher wage. If someone has been there for awhile then they should have worked, by performance, their way up to the \$15 wage.

Small businesses need to be considered. They just can't afford it! More jobs will be lost.

Don't do it

Government needs to stop regulating this and let free enterprise take over. Working at McDonalds is not supposed to be a career to support your family.

We must be competitive with surrounding areas in wages. I would rather see efforts being put into giving workers more hours or at least reliable schedules so they could supplement their incomes with a second job. Having work days scheduled only a week in advance or having 3-4 hour work days 6 days a week inflict more harm on a worker than the hourly wage.

There is no free lunch. Minimum wage increases will just result in price increases for everyone. You will still have to work for the same amount of time to buy the same goods/services. This just pushes people into a higher tax bracket and the only winner is the government that collects a higher percentage of tax revenue.

Mandatory higher minimum wage will have many negative impacts (including even less jobs for teens than we already have; something we all ought to be more concerned about - giving teens job opportunities builds better young adults. Idle teens leads to crime, obesity, unpreparedness for work as adults, etc ). It does provide more cash in workers hands but I expect it would produce the same productivity and probably lower morale as whatever the minimum #, there will always be dissatisfaction from at the lower wage tier.

It's no different than the misplaced aggression to the 1%'ers. Yeah, some are doing unethical things (hedge fund managers who get special tax treatment on "earnings" that really should be taxed at higher rate of wages) but others have worked hard to build successful enterprises (e.g. Bill Gates) and employ many.

Increasing Morgan Hill's minimum wage would eliminate jobs. Ordering businesses to pay entry-level workers more will make them hire fewer of them, and consider replacing more workers with robots or computers. That's good if you are in the robot or computer business, but not so good if you are trying to combat unemployment. Less full-time jobs will be available and many Morgan Hill business will lay off employees, hire less, or will close up shop and leave.

I can't imagine that young workers need to make \$15/hr. It will drive up the cost of goods and will not do anything for those who are already at a minimum wage level. Perhaps we should follow a program similar to what they have in Australia where there is a sliding scale and age is also a factor. I understand that there are older people who make minimum-wage and have families to support, maybe working out a living wage for those individuals would have some value. If minimum-wage goes up, prices rise and those who have higher than minimum-wage jobs will have a harder time buying the goods and services that are available.

A state minimum wage law should be implemented and enforced by the State Legislature. Since Sacramento has not presented leadership on issues, local community leaders are now trying to intervene. What happens when a subcontractor based in one city with a lower minimum wage performs work in another city with a higher minimum wage. Does the accounting now need to consider the location of the work completed? The state needs to debate and pass the appropriate measures to provide a statewide law.

What would then be the incentive to go to school / college that would qualify a person for a better paying job? You want to pay people the same as or as close as college graduates. Need a system that promotes wanting to be educated instead of living on a minimum wage job.

Act on what is best for Morgan Hill, not what puts us in line with communities unlike our town. We are not, nor should we aspire to be Los Gatos, Palo Alto, etc.

there will not be an increase in productivity or quality of work. That is a merit increase not a mandatory increase. People will not do more or better work just the minimum BUT they will get paid to make more money.

I believe, nationally, that the \$7.25 minimum wage is too low, and needs to be raised to at least \$9/hr. It should also be indexed to inflation.

I read about a lot of people in the \$15 movement saying they can't live off the wages they get on the position they work on the front lines at their local fast food establishment, the position they've held for 10+ years... do they not look for opportunities to advance and expand their horizons? These positions are not worth \$15/hr and are best suited for those looking to start their work history (e.g. high school students) and gain experience to move into something better, allowing the next generation to start off in the same position. These jobs at McDonalds are not careers.

Help these people develop work/trade skills so they can move out of the unskilled/low value jobs into other positions that are in demand and pay better.

I am a business owner who is trying to reduce my employees and move to machines because of the financial burdens placed on me by all the payroll taxes and workers comp, etc. when you raise payroll with these wage hikes, you also raise my payroll taxes and workers compensation fees. You have no understanding of the struggles of business owners who are responsible for multiple families.

You want to force me to pay more for employees that are not qualified. Try focusing on educating the students of Morgan Hill. Make them worth \$15.00. Too many kids feel entitled, have a lousy work ethic, and simply are not educated as they should be. Solve those problems and maybe wages will go up naturally.

What makes you think that anyone here in Silicon Valley can live on \$15/hr as a livable wage?

And if \$15/hr is not sufficient why not just raise it to \$50 or \$100 an hour? Where does it stop? Of course, if you are a govt employee you have no issue with raising the overhead of independent small businesses. It's not your problem and it makes you appear so compassionate and concerned for the needs of others especially when you are spending other people's money.



I think that minimum wage you should at least be able to support yourself. With rent costs so high (1,500 - 2,000) even if a person worked 40 hours a week at \$15 an hour they would not be able to rent a 1 bedroom apartment. They would take in less than \$2,400 a month and not meet the requirement of making 2xs the rent amount. Plus pay for food and utilities.

The City should stay out of Minimum Wage rates. Fix the damn roads instead.

Minimum wage jobs should be used to help people just entering the workforce to gain the skills necessary to be successful. They are just as much a learning experience as they are a way to earn money.

Minimum wage should be the first stepping stone in the workforce.

Don't join the "ME TOO" mindset on raising wages above what the state determines. We are not San Jose, or Sunnyvale or Mountain View which has a disproportionally high number of overpaid tech workers.

As a small business owner, I can tell you that raising min wages increases costs that we can not recover. Our margins are fixed, so if you raise costs, we go out of business. If you want businesses to raise wages, then incentivize them to do so through reduced fees and property taxes.

It is quite possible that turnover, productivity and morale could be reduced when the difference between step-up jobs and minimum wage is reduced. Raising the minimum wage to \$15 will certainly cause wage scale compression and may demotivate people from getting the extra skills and/or education which would be needed to move further up the wage scale ladder.

I pay all my employees more than the minimum wage of \$9 per hour. I see benefits such as dedication, loyalty, increased responsibility and longevity with employees, in part, as a direct result of the higher hourly wage.

Yes, I hope you have an open mic at the meeting

This type of increase has not helped in the past and will not help going forward.

As the minimum wage goes up so do price and the cost of living. Those on the lower level don't really gain. This is a feel good issue. Minimum wage is a starter wage and people should move on from those type of jobs.

A grocery store (Safeway) in Palo Alto sells a pound of Mushroom for \$3.99 so is a pound of mushroom in Morgan Hill. We all go the the same market. Morgan Hill is not cheap, yet Employers always want to pay you less because you live in Morgan Hill. I do not know what Morgan Hill is doing to attract entrepreneurs, but I think no matter what we do some entrepreneurs/businesses will still not move to Morgan Hill and so are other cities. I do not see businesses paying any less than when they are in Morgan Hill but still they want to do business in south San Francisco.

Oppose City Minimum Wage.

Nop!

Reduce Government controls, Business will flourish.

is nothing that we can do about it. we can not stop you guys.

I should not join this industry.

I won't mind giving this money to good workers but they take advantage knowing that is hard for us to get good employees.

While I support a gradual increase in the minimum wage, \$15 by 2018 is too rapid. Employees get paid 1.5 times for overtime so the increase would be even more substantial. Also, raising the very bottom of the income ladder so dramatically will put pressure on other positions that currently pay around \$15 to pay even more, which leads to an overall increase in wages. Some workers may also want to work fewer hours to not give up federal tax incentives. We should be very careful before enacting such increases. Please see the below:

<https://www.aei.org/publication/minimum-wage-effect-january-to-june-job-losses-for-seattle-area-restaurants-1300-largest-since-great-recession/>

Sadly we have too many adults applying for jobs that start at minimum wage, but these are two different issues. It is insane to pay these entry level jobs these rates. Sadly if we are the only town that doesn't that to will huey us.

Do these employees live in Morgan Hill? Do they spend their dollars in Morgan Hill? We are not a high tech business nor do we make high tech margins.

Speaking on min wage in San Jose,sick days & health insurance & how its affecting businesses (restaurant industry). -1. Due to min wage increasing the turn over rate is the worst its been.

Employees can get paid the same amount anywhere else and therefore don't stay in one job for a long time. In order to retain them we have to pay more than min wage to keep them at our establishments. -2. Staff is less productive and do less work with the change in pay rate. -3. We have more staff missing work now that they get paid sick days. -4. Overall employees are looked after with all the new changes leaving business owners in a tough position wondering how they will stay open with all the added expenses on top of the already existing expenses.-Our business has tons of opportunities to escalate in position and pay but about 95% of employees don't care to move up and therefore stay at the base pay. Escalating pay should be decided and shown by each individual emp's work performance and not forced

We can increase wages for some of our employees while laying the rest off, or we can leave their wages alone. If the minimum wage goes up, some of our employees will be very happy (as they'll have higher wages) and some will be very sad (as they'll be unemployed). The people I would have to lay off first would be the lowest-skilled ones -- exactly the people who would have the hardest time finding a new job.

Yes, let the businesses make their own decisions. Small businesses can't afford this. We will be shutting down many of the stores in our wonderful town. Do not raise the minimum wage. It's simply the underpinnings of basic economics at work with the proposed minimum wage increases relative to supply & demand. If the price for entry level labor goes up, I as an owner will demand less of it or will respond by raising prices on consumers or reducing our workforce until an equilibrium is reached. We currently some young people living in Morgan Hill & raising the minimum wage will deprive these entry level workers of the opportunity to gain valuable work experience for a commensurate level of pay.

It is not the business of government at any level in America to set wages and prices by fiat. Morgan Hill should be encouraging businesses, not increasing the crippling regulations forced on businesses by the federal and state governments. Encourage trade schools, lower the high school drop out rate, work with local industries to encourage hiring of employees. Encourage more businesses to move to Morgan Hill. Competition alone will increase min. wages. If a minimum wage is a necessity (which I don't embrace), a 2 tier minimum wage system with lower wages for younger, trainee or seasonal workers would be more economically palatable for many business and employees.

The economy is competitive in all aspects including profitability. Our housing costs far exceed what a minimum wage can pay for.

Minimum wage jobs should not be career jobs requiring government assistance for a lifetime.

Historically, whenever government forces business to bear a financial burden, businesses have to adjust to survive. If a business has 10 minimum wage earners at \$10 hour and can turn a small profit, then how does that same business adjust for paying increased wages? Simple, see your list above. It comes down to less profit which means less taxable income for the government to obtain, it means lower working hours for all, less benefits, etc. The business must adjust or it will fail. The problem is that if the wage is forced up and the result is a lost job then the net gain for the overall economy is less.

I think the City would be making a mistake in increasing Minimum wage. Overall business will decline, and less employees will be hired because more of the small business owners family will get back into the business and not hire additional employees.

The market sets wages, the only employees we have that are close to minimum wage are very young people just entering the work force as a first job. Like answering the telephone, as they gain skills they move up in wages quickly. If you were to impose a \$15.00 per hour wage we will just turn on the automated portion of our phone system and eliminate 6-8 jobs of receptionists, and then stop hiring younger people with no skills. Which will result in 15-18 people no longer being employed in Morgan Hill.

Many kids are graduating from college and ending up in a minimum wage job. Working should be a better choice for a person than sucking off government welfare programs.

Minimum wage jobs are supposed to be entry level jobs. You do them part-time while in high school and college, or to gain experience before moving on to bigger and better things. It's not meant to be your career. I can understand a higher minimum wage due to our higher cost of living, so I could support the San Jose and Sunnyvale rate that increases slightly each year. However, if the minimum wage is \$15, what's the motivation to work hard for advancement? When I started working I was paid less than \$4/hour, and worked hard to be promoted and was thrilled to get \$7/hour as a manager. Then I went to be a server so I could make more money on tips. If minimum wage is \$15, then what does an office admin / assistant make (currently it's \$15-\$20)? It would have to go up to \$20-\$25, which is too much. Hours and jobs will both be cut. Remote workers or virtual assistants have been increasing, and will continue to do so because of this.  
don't do it.

This is a tough decision. The pro and cons are about even. However, there will be less cons if this is a county wide decision. As a consumer, I do not want to see prices go up because of higher wages. As a parent of someone who would benefit from the higher wages, it would really help. We have a large number of individuals that would benefit from the higher minimum wage in our town. In the long run it will improve the quality of life for them, which benefits all of us. Ultimately, our best way to attract quality businesses to our town is to give reasonable rent on spaces, and have a population that can afford to utilize the services the businesses offer. So, that said, I am in favor of the higher minimum wage.

Let the market determine the wages.

Stay neutral regarding the issue!

Housing cost in Morgan Hill is less than San Jose, Mountain View, Palo Alto, etc... Minimum wage should not match these cities but still remain competitive, possibly a rate in between the state minimum and the cities mentioned in your survey.

I absolutely support a minimum wage proposal and strongly support a federal proposal. Morgan hill is part of Silicon Valley and there is excuse for this city not to be alligned with other Silicon Valley cities!

We should focus our support of small buisness and creating jobs not putting more restictions on companys.

The city should spend its time on more important matters such as physical upkeep of the city.

You can not regulate the private market place into a position to higher more employees...the community must support what private entrepreneurs bring.

If you want the incredible community oriented businesses to be creative, support the small business.

How much have YOU supported small business?

Have you spent 2 - 5% of disposable income in the community monthly?

Do YOU make it a point to support the small businesses within Morgan Hill? How often?

Just a thought.

Don't make the same mistake as the other nearby cities!!

It's about time! People in this area cannot get by on mini wages at this time. An increase is overdue! Wages of entry level employees such as HS grads or college students should not be the same as adults. I support a two tiered system.

A \$15 wage will incent me to hire more mature workers and eliminate jobs for this just entering the work force.

We need wages to even stay in Bay Area

no

Morgan Hill is a very expensive place to live. Minimum wage should raise accordingly.

You people are ruining this town...

Yes, to keep the minimum wage as it is, or not to increase

it every year. This is not worth it because small business are going to raise all prices to the customer so they can survive or how is the business going to maintain all the expenses. This minimum wage increase is ridiculous.

Again, paying students \$15 per hour sounds too high. Is there a stepped program?

Morgan hill should create incentives to have businesses come to our city. I don't see how raising minimum wage helps.

The city should do anything it can to help increase minimum wages as soon as possible; like yesterday. Be an example for other communities. Help people help themselves to live honest, self-sustaining lives. Offer incentives to businesses such as fee reductions and other financial benefits. Make this survey available also at supermarkets and all mailbox recipients!

I pay more than minimum wage now. I think the market should drive wages not the government. what is funny is that you think that a city of 35k should keep up with a city of 1,000,000 people. Does Morgan Hill have enough people in it to support this kind of increase? when the city says it can't support it's own employee's with a cost of living increase... Very funny!!!

Wage compression, increased youth unemployment, and many more issues will turn out due to blanket minimum wage increases. They are not the answer, they are only the problem.

Excruciating way to put small bus it out of business.

I was a business owner at one time in Morgan Hill-and it's tough trying to make ends meet- high rents-utilities-you name it=so I think that we have to go with the times-with this wage issue. thank you Carlos A

there are ALWAYS unintended consequences to government intervention, this is not an exception.

If we wanted to be like San Jose we wouldn't have moved HERE!

reduce or eliminate the income tax.Reduce or eliminate the corporate tax. Corporations don't pay taxes, they only collect them. make everyone pay something everytime they purchase an item. then they will remember how their money is being wasted everytime they make a purchase. this way, crooks, hookers, druggies, etc., all pay. Get rid of half of the gov't bueraucracy. Straight consumption tax. disband the IRS. All those people would be more productive working on behalf of businesses making them better. The Franchise Tax Board is already established. Raising the consumption tax should not raise their overhead. Would lowering sales tax reduce the number of their employees? Buy a \$5000 watch instead of one for \$4.99, you will pay more tax. Prime rib or Taco Bell? Your choice, pay your tax. Big boat or little boat, pay what you can justify. 22" mags or stock wheels? Entirely up to you. Gov't sucks at picking winners and losers. Obummer picked Solyndra...gone. We subsidize Tesla? Why

Raising the minimum wage will not help fight the increases in cost of living in the area. People who are making minimum wage even at the higher rate would still not be able to afford to rent a 1 bedroom apartment or even a studio apartment. If you want to do something to help you need to find a way to provide affordable housing or find a way to fight the wild inflation in rent or housing prices.

Minimum wages are designed for entry level employees and are not designed to be a living wage.

Please do not decide this on emotion or pressure. Look at the facts and do what is best for the city. If people want a better wage they usually just go north. They work here because of proximity to home etc. We already have to pay enough to keep our help in town. Silly to make another rule just because bureaucrats like rules.:)

Morgan Hill is an expensive place to live, nobody can afford to rent here at the current min. wage. To allow residents to live in our city and have a healthy lifestyle you need to increase the min. wage or they will travel to SJ to work.

If you want upper class families to move to MH you must increase min. wage to offer competitive employment opportunities.

Cost of living has increased dramatically, but minimum wage has not. It is only fair that wages also increase due to cost of living.

Become more business friendly -- while other areas are mandating higher than state-minimum wages, keep Morgan Hill's at the state minimum to make the city more attractive for companies that want to remain in the county. Create a "pull" effect. Make the city friendly to start-ups. Businesses that are more profitable because of lower costs will be able to raise wages.

Minimum wage is compensation for unskilled labor and is not intended to be a career salary. It is not intended to support a family. Increased minimum wages will be passed directly to the consumers resulting in higher prices at check out. Small businesses with minimal profit margins will be hard pressed to remain in business without passing those expenses along to the consumers. My 16 year old son does not need to make \$15/hour at his first job.

It is critical to sustain a fair wage throughout Santa Clara County to insure people can live and work in the community they reside in. It is critical for the growth of Santa Clara County to keep up with surrounding cities outside of our county in terms of a fair and competitive wage.

suppose I told everyone that they had to pay \$5 for a gallon of milk. would milk consumption increase or decrease? dumb question, we all know the answer to that.

price setting is not how free market economics works.

also, now with people making more money; than more money will be chasing the same goods and services. prices will rise and inflation will appear. in the long run, prices will adjust and eventually the \$15 will be buying the same basket of goods and services it bought before. nothing gained.

true wage increases result from employee performance whether they have bettered themselves from new knowledge (schooling) or ojt skills

Our "minimum wage earners" make far more money than us, the owners of the business in our downtown.

Are you considering any proposals to keep downtown business owners incented?

The results of Seattle's wage increase to \$15/hour is as follows according to the Independent Journal article...The Results of a Seattle Suburban Minimum Wage Hike Deserve a Big Fat ~~â€~~We Told You So~~â€~~

Managers have taken more responsibilities on themselves, instead of hiring more workers.

Businesses have laid off workers, or eliminated their plans to hire more.

Area parking now comes with an added ~~â€~~living-wage surcharge.~~â€~~

Hotels have cut employee benefits, free food, and overtime.

This does not bode well for increasing the minimum wage to \$15/hour. It will hurt business.