

Consideration of IGA to participate in Minimum Wage Study & Presentation

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Minimum Wage Background

- Current Minimum wage in Colorado: **\$13.65**.
- In May 2019, the Colorado General Assembly passed House Bill 19-1210, authorizing local governments to enact laws establishing a local minimum wage.
- No more than **10%** of local governments can enact a higher minimum wage.
- In 2024 the Colorado state minimum wage is expected to raise to **\$14.42** (\$11.40 w/tip credit).

Local Minimum Wage Efforts

- City & County of Denver has already enacted a higher minimum wage (currently **\$17.29**).
- The Boulder County Commissioners approved a 15% increase in the minimum wage for *Unincorporated* Boulder County beginning in 2024, setting the new wage at **\$15.70**.
- Edgewater will raise minimum wage to **\$15.02** in **2024**.
- The Boulder County Consortium of Cities currently researching the impact of a higher minimum wage includes: Louisville, Longmont, Erie, Lafayette, and Boulder.

Boulder County Minimum Wage Engagement Updates

- On Aug. 15, 2023, Taylor Reimann, Assistant to the City Council of the City of Boulder presented to the Erie Board of Trustees about the minimum wage efforts to-date in Boulder County.
- As directed by the BoT, ED staff joined the Boulder County **Minimum Wage Engagement Scoping Team** and DEI staff joined the **Minimum Wage Economic Analysis Scoping Team**.
- The Town of Erie Minimum Wage survey was sent out to Erie-based businesses on Sept. 12.
- The Boulder County Minimum Wage Survey opened on Sept. 7 and closed on Oct. 16.

Survey Overview

- Five mandatory questions, two optional
- Open from Sept. 12 to Sept. 22
- Send out via email:
 - Town of Erie Business Newsletter
 - Shared by Partner Organizations
 - One reminder email sent
- 44 responses

Survey Results

- Optional Questions: 9/44 respondents provided email addresses; 31/44 provided additional explanation about their responses.
- **52%** of respondents (23/44) were aware of Boulder County's plan to raise the county's minimum wage.
- **75%** of respondents (33/44) were against introducing a higher minimum wage.
- There was no discernible correlation between awareness and support for a higher minimum wage

Notable Comments: In Favor (11/44)

- The change is necessary given the high cost of living in Erie/Boulder County.
- Two in favor are in the Construction industry; the one noted that construction workers deserve higher pay for the work they do.
- Inflation causes the cost of all things to go up.



Notable Comments: Against (33/44)

- Minimum wage should be dictated by the market, not the government.
- Minimum wage is for teenagers/inexperienced/first time workers, not intended to provide for a family.
- Higher wages would be passed on to the consumer and/or would continue to have a negative impact on inflation.
- Many already pay above minimum wage because of the tight labor market.
- A raise in minimum wage may make Erie less competitive for new business than other municipalities in Weld County.
- Businesses are already struggling given the economic climate.
- Higher wages will lead to more inflation.

Intergovernmental Agreement (IGA) & Request for Proposal (RFP)



Boulder County Minimum Wage Economic Analysis Scoping Team Updates

- The Request for Information (RFI) for the Minimum Wage Socio-Economic Analysis was posted on Sept. 12 and closed on Sept. 26.
- The RFI assessed potential partners that could meet the project's needs and deliver them in 2024's timeframe.
- The RFI responses guided the draft for the upcoming Request for Proposal (RFP).

IGA

- Creates a commitment from participating municipalities
- Reaffirmed direction for staff to dedicate time in regional collaboration
- *All municipalities must contribute financially to the RFP*
- An IGA with all participating municipalities is required for the RFP to be posted.
- Regional cost allocated for the project: \$125,000
- **Erie's contribution: \$9,757**

IGA – Staff Recommendation

Staff recommends the Board of Trustees review the items in this presentation and provide guidance on continuing with the IGA with the financial contribution or discontinuing engagement.

Questions & Discussion

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