

Niwot Community Association  
Boulder County Wage Ordinance Survey  
July 10 – 25, 2025

The NCA's charter includes being a two-way conduit of information by educating the community on local issues and conducting surveys to represent the opinions of our members to Boulder County officials.

Recently, the NCA distributed an information / education packet and a public opinion survey on the Boulder County Wage ordinance, the results of which will be shared with the Boulder County Commissioners.

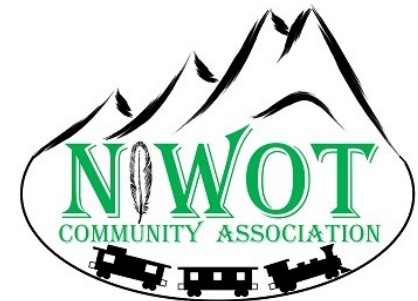
<https://niwot.org/boulder-county-wage-ordinance-survey>

# Overview

The Niwot Community Association (NCA) is keenly aware that everyday life in our community is intertwined with the places we shop, eat, and frequent in Niwot. Because the minimum wage in Niwot has a direct impact on our community members who work for, own, and patronize the shops, farms and other small businesses in and around our town, the NCA conducted a survey to gauge public opinion.

<b>Total Responses</b>	<b>151</b>
Duplicates	2
Unverified (removed)	8
Report	141

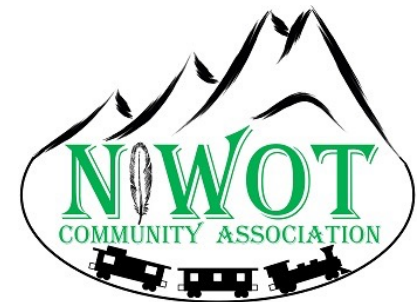
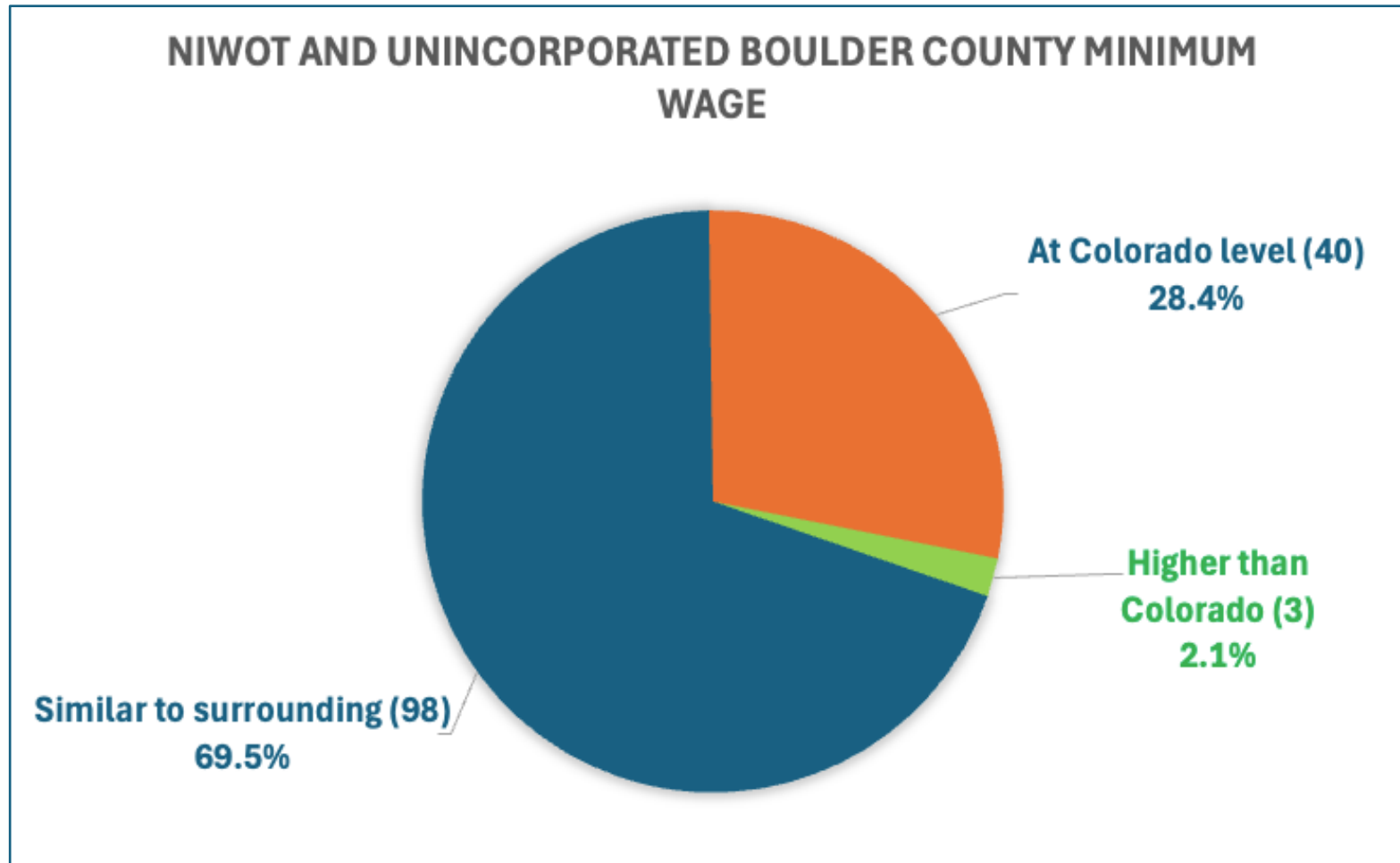
**The following slides report only the 141 Validated NCA member responses**



**How do you believe the minimum wage in Niwot and unincorporated Boulder County should be set relative to the State of Colorado requirements and surrounding cities? Niwot minimum wages should be set: (select one)**

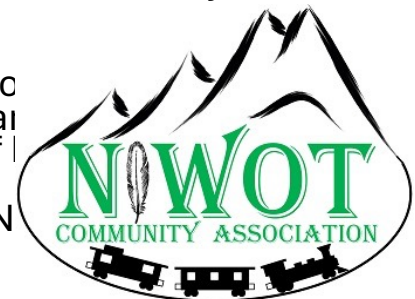
- At the level required by Colorado state law
- Similar to surrounding cities to have employment and business conditions align
- Higher than levels set by the State of Colorado & surrounding cities

## Question 1



# Question 1 Comments

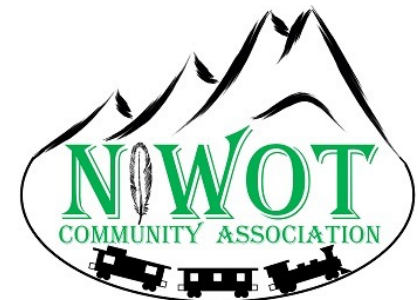
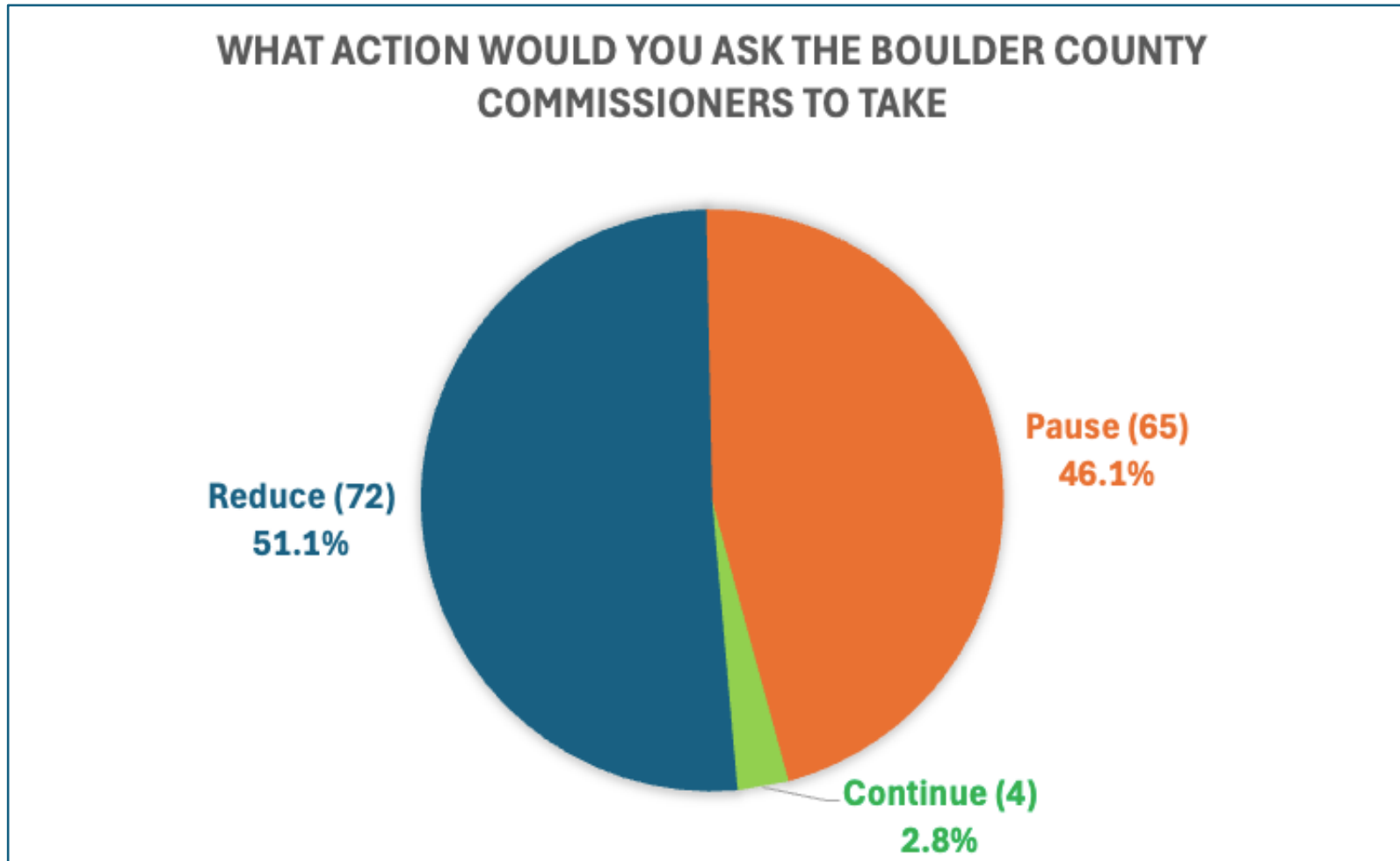
- WE NEED TO COMPETE WITH OUR NEIGHBORS ON A LEVEL PLAYING FIELD.
- actually as the smallest town, we should be the lowest.
- Maintaining parity with surrounding cities (Boulder, Longmont, Lafayette) provides a competitive environment allowing local businesses to maintain/grow
- Farmers and rural small businesses are low margin. Many businesses are shoestring "hobby" businesses that add greatly to the character of small towns.
- The current minimum wage in Colorado does not meet the the cost of living requirements in Boulder County and should be raised at a higher level over the next several years. However, the disparity between the minimum wage in Boulder County municipalities and unincorporated Boulder County is too great and should be leveled out to a more equal minimum wage.
- Niwot and unincorporated Boulder County should align with the lowest municipality in the county, which is the state minimum wage.
- Businesses and farms need parity with the surrounding incorporated areas.
- And vote to lower CO rate
- It is not right to require small businesses, including farms, to absorb costs that are dictated by three people. Businesses should be allowed to run their business. Cities are not engaged in the mandated ordinance
- I believe everyone in the State should be under the same laws.
- in general, wage disparity in this country is appalling. Boulder County is no exception.
- The lowest of State Law and surrounding cities would be ideal.
- Will raise prices locally, forcing community members to travel to less expensive areas to shop or dine. Impact will be felt by farmers and small biz owners.
- The minimum wage should be the same as Longmont, otherwise no one will open a business here in Niwot. No business owner would start a new enterprise, knowing that his ongoing costs will be higher than surrounding areas.
- All of Boulder County should be equal and the rural communities trust that the Commissioners will treat all of Boulder County equally and not use unincorporated areas to promote an agenda they cannot push in the cities.
- For businesses to remain competitive with surrounding areas, the wages need to align with the cities around Niwot. It is astronomically in comparison



**What action would you ask the Boulder County Commissioners to take on this issue going forward? Boulder County Commissioners should: (select one)**

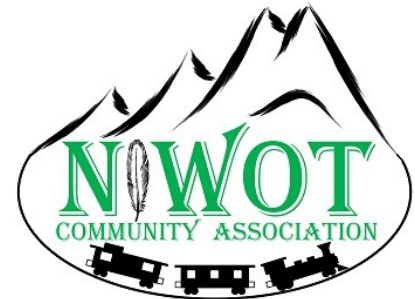
- Continue with the new minimum wage ordinance for unincorporated Boulder County
- Pause minimum wage increases in unincorporated Boulder County and work to align those wages with surrounding incorporated cities over time
- Reduce the minimum wage in unincorporated Boulder County to bring it in-line with the Colorado State levels observed in neighboring cities

## Question 2



# Question 2 Comments

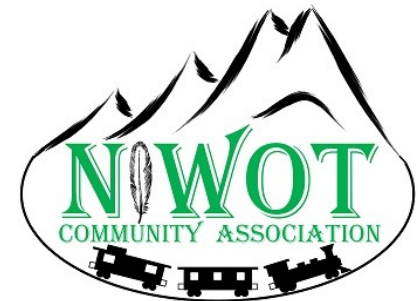
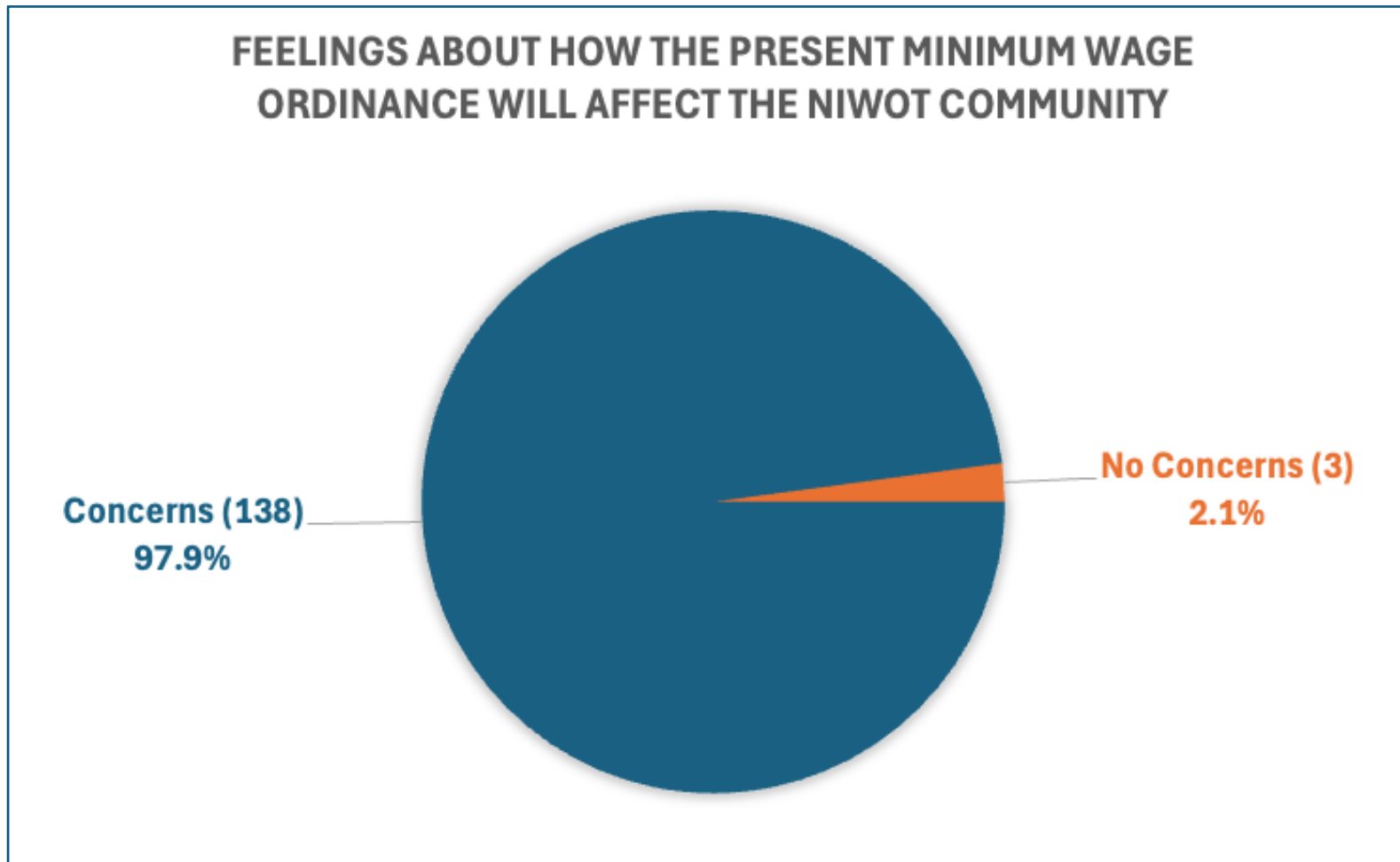
- Let the state do this work and maybe spend your time and OUR money taking care of county roads or similar items.
- Use the Colorado state minimum in rural areas, even if nearby cities do not. Rural areas are quite distinct from urban areas, which have their unique problems. Extreme minimum wages in rural areas do nothing to help city dwellers afford homes.
- Reduce the unincorporated Boulder County rise in minimum wage to lessen the disparity between municipalities and unincorporated Boulder County. Do not lower the current minimum wage, that would be unfair to workers already receiving this wage. We are
- Niwot should not take the lead on Minimum Wage increases, but should align with the lowest wage in the county.
- Commissioners are elected to lead and represent the citizens who elected them to office, not dictate and impose a financial hardship. Not all in the workforce need the wage that is being mandated.
- Submit their resignation letters.
- Used to be less expensive to live unincorp. due to minimal services, now more expensive with manipulation.
- Pause or reduce, just get it in line with our neighbors, otherwise all the businesses here in Niwot will close.
- It would be a hardship on employees in unincorporated areas to lose income. Pausing the minimum wage increase in these areas allows all of Boulder County to reach an equal min wage throughout the county.
- Minimum wage for unincorporated areas should immediately be made the same as surrounding areas and cities.
- The Niwot business owners have made it clear that these increases will negatively affect them, if the Boulder County Commissioners actually want to do the right thing and represent their constituents, they need to listen. Pause this and come up with a solution that aligns with other local cities.



**Which statement most accurately reflects your feelings about how the present minimum wage ordinance will affect the Niwot community: (select one)**

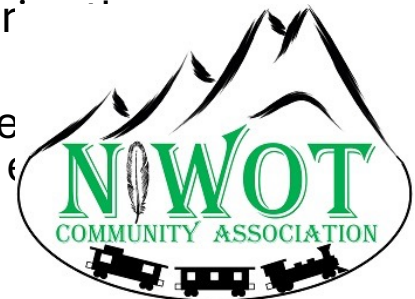
- I have no concerns with the new ordinance and support its goals for low-wage workers
- I have concerns about the unintended consequences of the unincorporated minimum wage ordinance

## Question 3



# Question 3 Comments

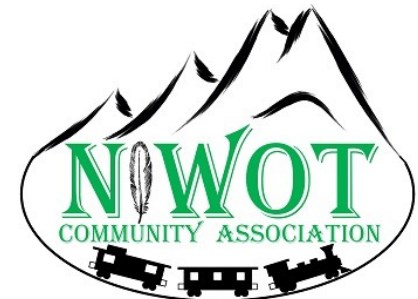
- the town will not be able too afford it's grocery store, restaurants, small businesses
- All we ask if for a level playing field with surronding cities.
- I am concerned that Niwot businesses will close because they cannot remain competitive with businesses in the surrounding area who do not have this wage increase imposed
- Evidenced by the closing of several Niwot businesses in the last year
- We've already lost many restaurants and small businesses in Niwot.
- Uncompetitive wage: will close businesses and drive a lag in growth
- Increasing the minimum wage for people with little job experience and work skills will require increasing the wages of all the experienced personnel.
- We've already seen the impact on our restaurants, we will have no town if this continues.
- Inability of our businesses to compete with similar businesses that are in surrounding communities.
- I suspect the consequences are actually intended, not unintended. The commissioners want Niwot to incorporate so we can set our own regulations. To them, administering Niwot is a bother and they would prefer to get rid of us.
- I am concerned that our small businesses and restaurants will close and that new businesses will be discouraged from opening in our Niwot community. I am also afraid that higher wages will drive farming community to surrounding areas.
- We employ 2 high school students. It is an entry level position. By the time they graduate the have received wage increases. With Niwot out of line with other areas of the county, and no c for unemancipated minors, at some point soon, we will stop hiring high school students.





# Question 3 Comments (continued)

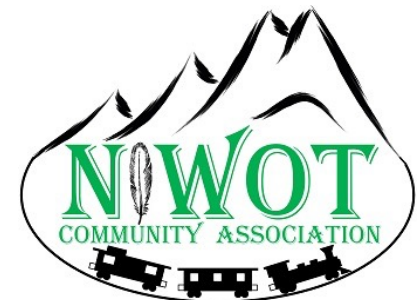
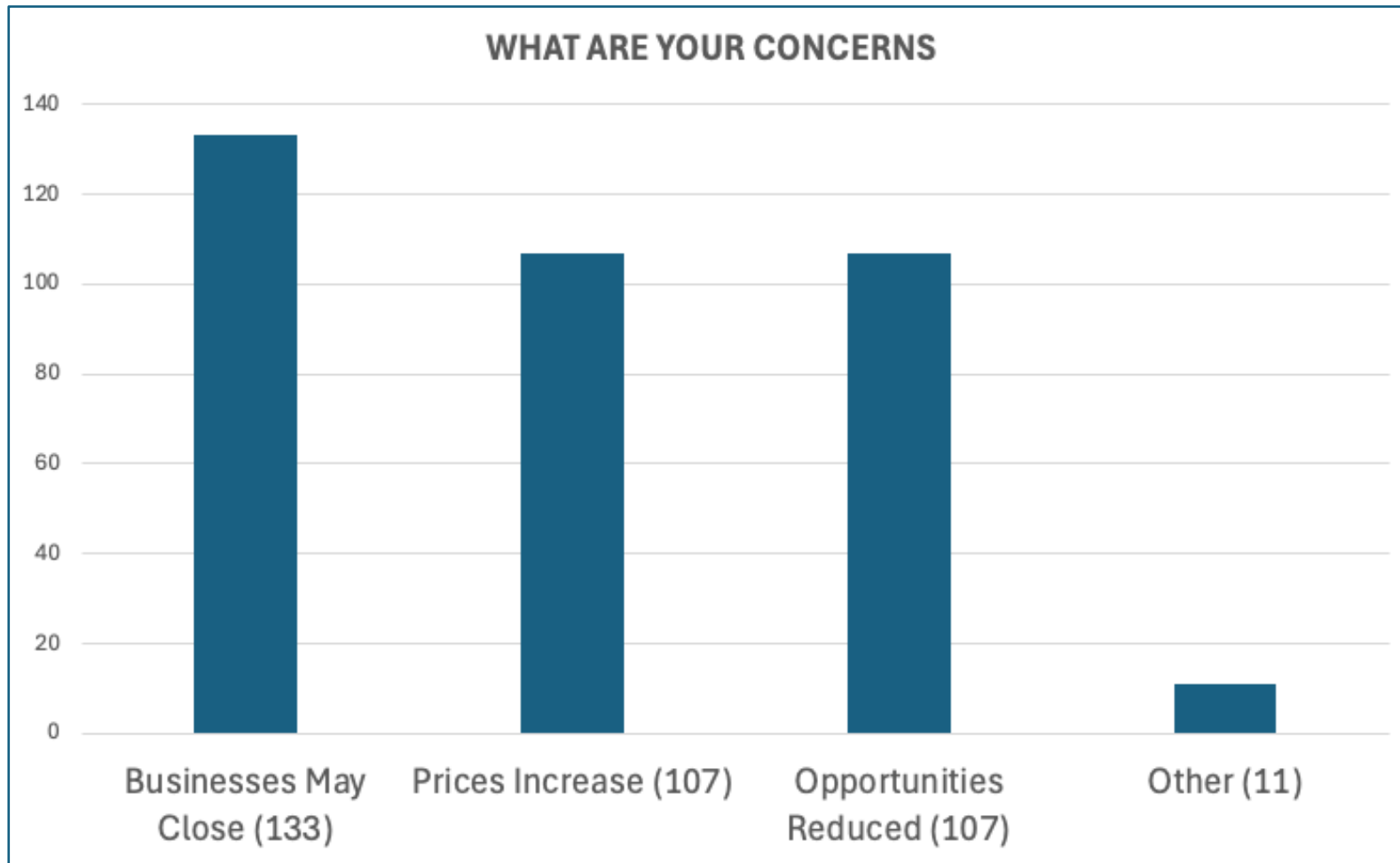
- It is fundamentally unfair for unincorporated areas to have a higher minimum wage
- Businesses in Niwot and other unincorporated communities are essential to their existence, but they are penalized for their location. This disadvantages the business and farms that our community needs.
- Unintended? Hardly
- Small businesses and small farms do not have flexibility in their costs to absorb a financial impact without it having consequences (lay workers off or not hire a full staff or possibly go out of business).
- It will adversely affect the economy of Niwot and other areas.
- It will make the success and continued existence of small businesses MUCH harder, and likely prohibit new businesses and ring the death knell for some small businesses.
- Business will be forced to close, farmers will have to pass the increase to consumers.
- As prices increase in Niwot, we will be shopping/dining in Longmont.
- Businesses will shut down and move to cities where labor is cheaper
- It is already hard for rural areas to compete against big chains and bigger cities for customers. Having an unfair higher minimum wage will cause increases in prices and can end up causing the little businesses to close.
- Niwot has already lost multiple restaurants and shops in this last year alone due to added costs and concerns related to issues such as this one (to the point that even sales tax revenues have dropped significantly). If this increase forces, for example, Niwot Market to raise prices or heaven forbid shut down, that would be a huge negative blow to this community. I'm incredibly worried about this.
- This type of unfair regulation will likely destroy some businesses.
- the current law will cause some current businesses to close
- restaurants and businesses are closing in Niwot and that hurts our community



**If you answered that you have concerns in question 3, what are they? (select all that apply)**

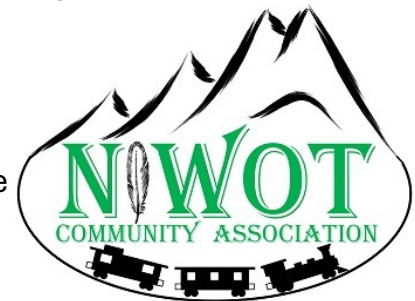
- Opportunities for entry level and overall employment may be reduced
- Prices may increase for local products and services
- Niwot businesses may close and new businesses may choose to set up elsewhere
- Other

## Question 4



# Question 4 Comments

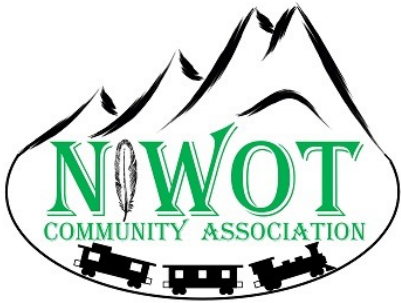
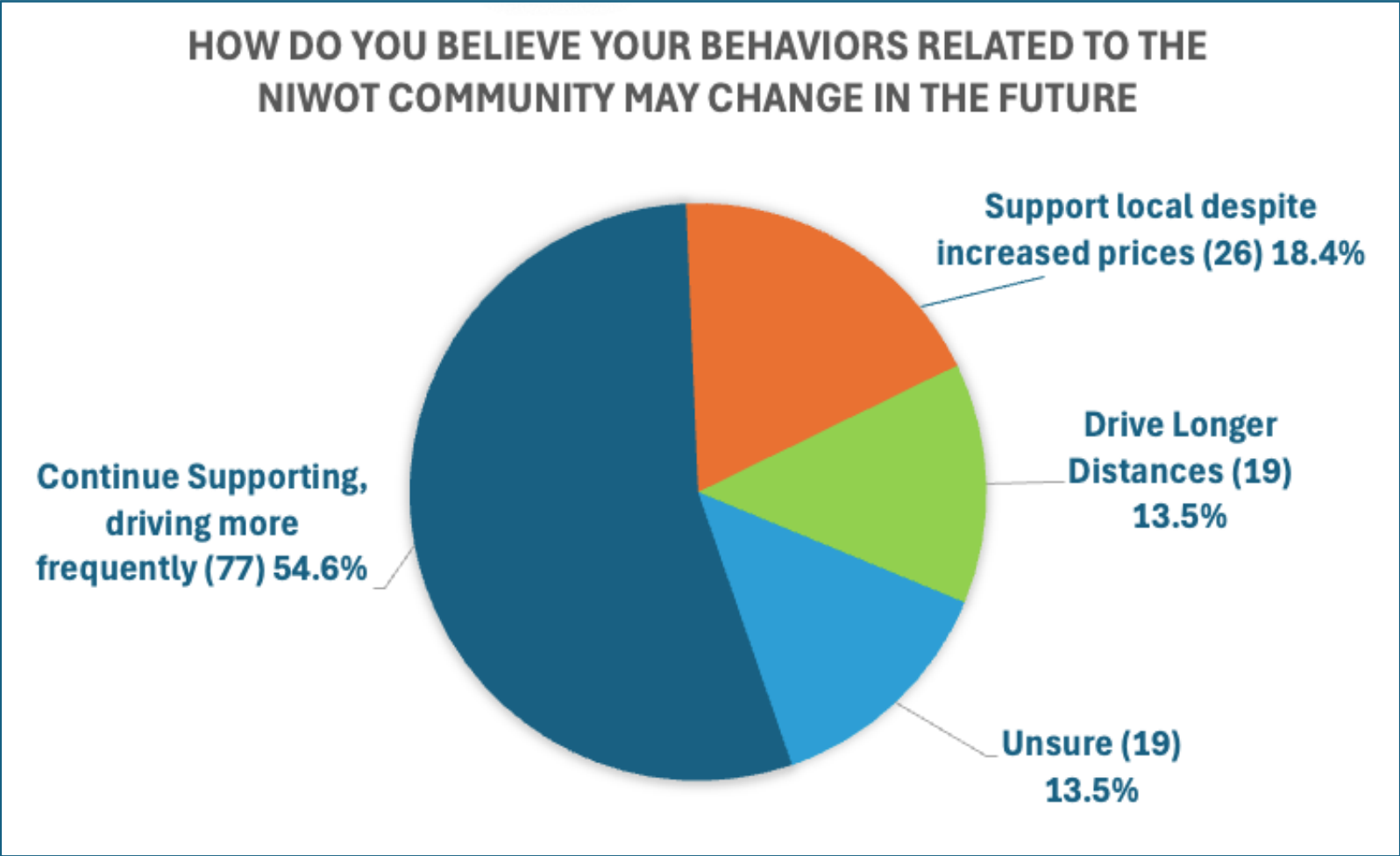
- Make us competitive to our surrounding cities (incorporated areas)
- Minimum wage should NEVER be confused with a "living" wage. The minimum wage is a "starter" wage that provides the opportunity for workers with little or no experience to learn valuable skills and move into higher wage jobs.
- We are a small community and we may not have the band width that the municipalities have to absorb the higher minimum wage.
- As commissioners you are prioritizing your liberL agenda over what is best for our community - STOP
- Niwot's LID funds almost all Niwot events. Without sales tax revenues, there will be little funding left to keep Niwot the vibrant community that it is.
- The disparity will cause hardship and resentment. Don,Äôt feel our commissioners are working for us.
- Area farms are already working with slim margins, and this only adds to their burden.
- Concerned ordinance will cause wage inflation at all levels that is unsustainable for businesses, which will then close or migrate out of unincorporated areas
- It's just a bad idea all around. It puts an unnecessary financial burden on businesses and consumers in unincorporated Boulder County
- Business real estate values will decline, the tax base will be negatively impacted.
- Niwot being by far the smallest business district compared to Boulder, Longmont, Lewisville and Lafayette should follow NOT lead on the minimum wage issue.
- Businesses will definitely close, we have already seen this occur.
- All these concerns. We have already lost 2 restaurants, we can,Äôt afford to lose any more
- Many businesses already struggle in unincorporated areas. Forcing increased prices on struggling businesses? Businesses closing? People losing jobs? How will this solve anything?
- My concern is that it's higher than surrounding areas.
- New businesses will be discouraged. i.e. two restraunts have already closed.
- For those of us on a fixed income well below Boulder County norms, inflation is incredibly impactful already, higher prices here having to stop supporting local businesses.



**If the new ordinance remains in effect, how do you believe your behaviors related to the Niwot community may change in the future? (select one)**

- Continue supporting Niwot restaurants, farms, and other small businesses even if there are significant price increases relative to products and services in nearby cities
- Drive longer distances to patronize restaurants, shops, and other businesses outside of Niwot if options are not available or prices are higher in Niwot
- Continue to support my favorite Niwot businesses, but I am likely to drive into surrounding cities more frequently than I do now
- I am unsure

**Question 5**



# Question 5 Comments

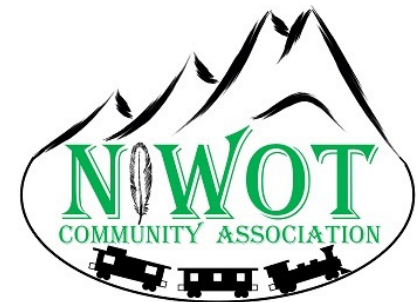
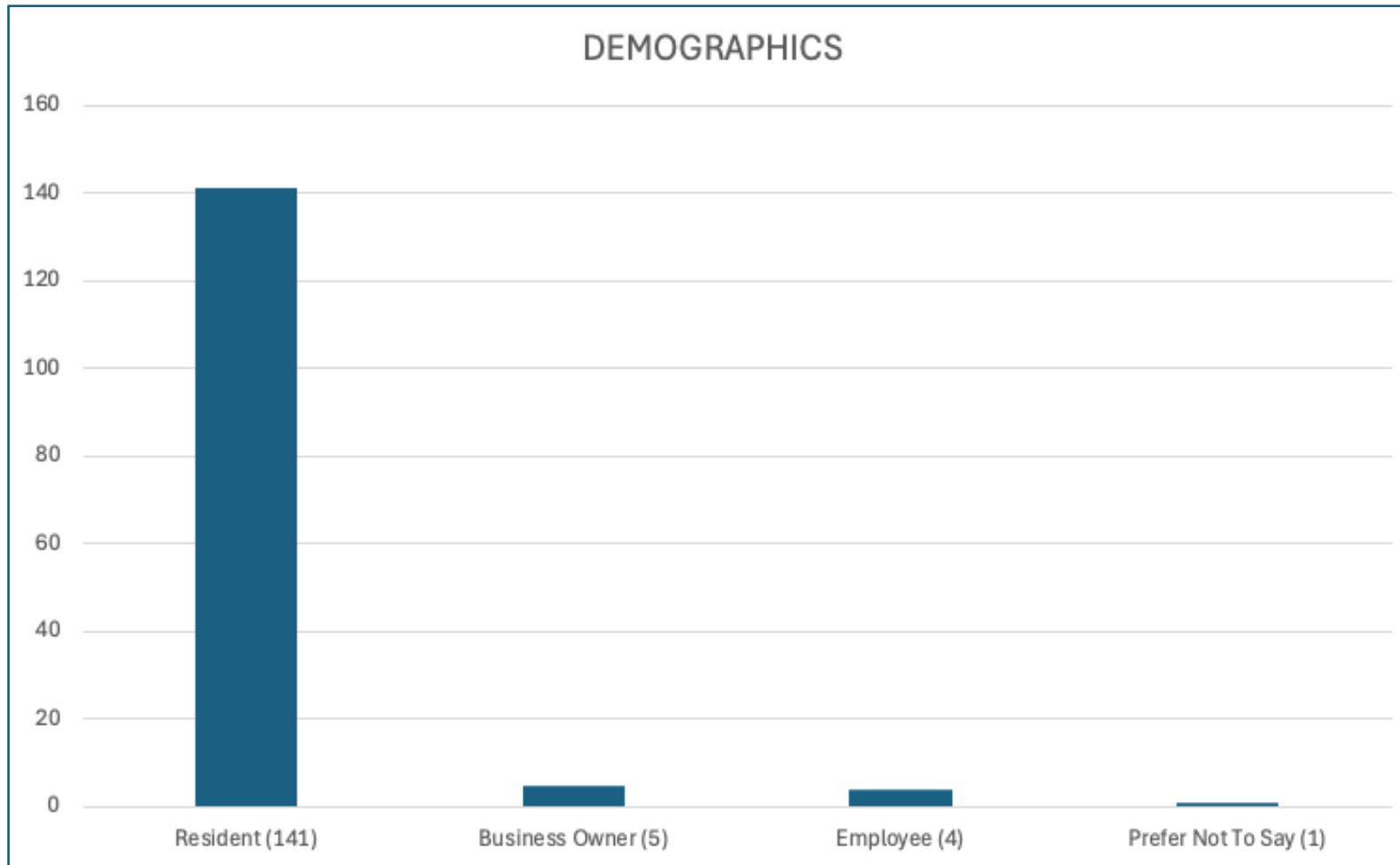
- Why is it so hard to understand that by forcing Niwot to the new county wages, it will handicap our local businesses to compete with incorporated areas?? Why would you want this to happen??
- I will spend less money in Niwot looking for better value.
- Niwot options will shrink dramatically due to service business closures.
- My concern is that there will be less options to stay in Niwot as businesses close and we will need to go elsewhere.
- I'll be forced to drive into cities because our local businesses will close, as some have already.
- Likely #1, but will depend on how expensive things get. I value Niwot and local business and would rather support them than drive anywhere. So I like 'Continue supporting Niwot restaurants, farms, and other small businesses' but I'd prefer things to stay in line w/ other local munis.
- I do my best to support Niwot businesses, but as disparities increase, I may think twice.
- I would love to continue supporting local Niwot businesses, but if the prices become too high due to an increased minimum wage, I won't be able to as much.
- I will continue to support our friends in business as much as I can, but I will probably need to be more limited and selective in purchases.
- When Covid hit...we did what could to help our neighborhood business. What will happen is anyone's guess.
- I've lived in Niwot for 20 years. I love the local restaurants, but now there are fewer and I find myself going into Longmont more. I am retired on a fixed income and price will be a consideration.
- Of course I will want to support Niwot businesses. However money is getting tight for many and higher pricing will eventually influence me to shop in Longmont. I wish I could say I will always be loyal but I can't deny saving money is always in my mind.
- As an aside, Niwot businesses were already too expensive for me.
- I want to support local businesses, but if prices go up even higher, I simply won't be able to.



### Tell us about yourself. (select all that apply)

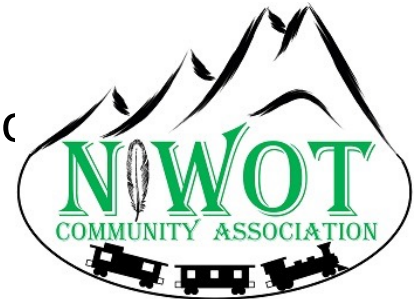
- A resident of Niwot or unincorporated Boulder County
- A business owner in Niwot or unincorporated Boulder County
- An employee in Niwot or unincorporated Boulder County
- Prefer not to say

## Question 6



# Question 6 Comments

- We've lived in this community since 1990. It's frustrating to no end that Bo. County commissioners have no real skin in the game as none of them are from this area apparently. I'm honestly so tired of government interference at a very ignorant level - I could rant on and on but don't want to waste anyone's time and would undoubtedly say something I'd regret.
- What difference does this make to explain the unfairness of the new wage requirements?? You are still hurting unincorporated residents and business owners by imposing the unfair wage =s requirement.
- Although I live in unincorporated Boulder County in Gunbarrel, I spend much of my time in Niwot and at the Niwot businesses.
- Another example of how county commissioners don't represent our interests.
- I am an elder, on a fixed income, I respect budgeting, and do not appreciate a mandate or someone dictating how or what I need to do with my expenses. Let the businesses run their business.
- self employed independent contractor, so definitely suffering under Trump policies
- 35 year resident of Niwot
- Thirty year resident, forty year shopper, forty five year diner (Cottonwood Co



# Conclusions

## **Question 1:**

97.9% support a minimum wage for Niwot / unincorporated Boulder County either at state mandated level or similar to surrounding cities, with 2.1% supporting a higher level.

## **Question 2:**

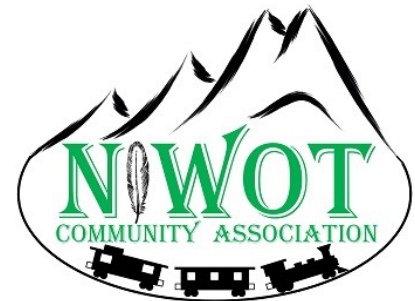
97.2% recommend the BCC either reduce the minimum wage to state levels or pause the planned increases to align better with surrounding cities, while 2.8% prefer continuing with the current policy of annual increases.

## **Questions 3 and 4:**

97.9% expressed concerns that the ordinance will have unintended consequences, with 75.9% saying they had multiple concerns

## **Question 5:**

68.1% indicated they would change behaviors to frequent more businesses outside of Niwot in response to unintended wage ordinance consequences, while 18.4% said their behaviors would not change and 13.5% were unsure.





# General Comments page 1

- I am concerned about the amount of businesses and restaurants in particular that have closed in part because of the minimum wage ordinance in place.
- Seems like the Boulder County commissioners never really understand the issues in the unincorporated areas. They try to make rules and regulations, but they don't live in the areas that they make them for and therefore often times don't understand the issues.
- This new ordinance would be terrible for Niwot and our businesses. I ask the commissioners to please consider the negative impact this would have on our community and keep our minimum wage similar to our surrounding areas.
- Please, Commissioners, do a better job of recognizing the impact your decisions make on the communities that you are subjecting to these rules. This is neither economically nor socially adequate governance.
- How can you say the cost of living in Niwot is more than the cost of living in Boulder? The populations aren't even close. Do you think everyone lives in Somerset?
- This disparity in minimum wage makes absolutely no sense, and impacts small unincorporated towns who can least afford a loss in revenue. We have a very small business community in Niwot to begin with, and can't afford to lose existing restaurants, boutiques and services. Businesses are already thinking twice about locating their new business in Niwot because with the minimum wage (and tripling of Let Hand Sewer bills) its simply not a good bet.
- "We have already lost too many businesses to this policy. We are a rural community. The policy is ruining our town. I understand it is easy for commissioners to change it, they just won't. They need to listen to their constituents.
- I am in favor of a living wage, but we are not achieving it by handicapping Boulder County."
- Totally unfair ordinance that would greatly affect Niwot. This little town and its beloved businesses work so hard to make this a beloved town. Our grocery store is epic, our restaurants are awesome as are the local businesses. They are all so generous to the community at large. I don't see how many of them could survive.
- I strongly urge you to reconsider the wage increase. We need to keep Niwot strong. We've already lost 2 restaurants!
- High property taxes and sewer expenses have caused business failures in Niwot.
- The Boulder Conty Commissioners' minimum wage is unfair period. Again why would you want to place the residents of unincorporated Boulder County in a position to unfair competition with the incorporated cities. It is not fair and not justifiable. Unless for some reason you want to create a disadvantage for those living in unincorporated Boulder county. Nuts.
- I strongly hope that you will pause these increases and work to align wages with surrounding communities. We have already lost 2 restaurants in Niwot that were a great contribution to the community.
- "Niwot is a small fragile economic system and external influences should be at an absolute minimum.
- I fear Niwot can easily become a ghost town!!!"
- Niwot has lost restaurants since the new wage ordinance started. One of the owners stated that the wage ordinance was a significant contributor in deciding that his thriving business was no longer sustainable. Please give our businesses the opportunity to compete by modifying the existing minimum wage ordinance to make the wages align with surrounding incorporated cities.
- The current ordinance is nuts unless the commissioners' goal is for Niwot to restart an incorporation effort.

# General Comments page 2

- While it was a valiant idea its time for the commissioners to abandon trying to legislate wages. While I'm sure there is some reading of laws and mission statements that empower them to spend time on this, I voted for people to use common sense. The current direction is not common sense.
- Niwot's businesses are closing because of the wage policies, eliminating jobs. People are losing their jobs. A wage increase beyond those of surrounding communities serves to eliminate local jobs for both young people of the community and for older people. It makes no sense to have Hygiene, Niwot and local farmers paying higher wages than Boulder and Longmont. There are no wage increases if there are no jobs. If you place business costs in Niwot unfairly higher than those in Boulder, you are unfairly favoring Boulder employers. We have already lost 1914 House and Farow and all of those jobs. I know some of those people. They've had to move and they have faced hardship. These are real people. No job means zero wages. We have to support our businesses so they can stay in business. Stop allowing Boulder and Longmont to unfairly compete against Niwot businesses.
- We should be online with the cities that surround us. This seems like discrimination and we are being singled out because of where we live.
- "Boulder County's minimum wage plan applies only to unincorporated (i.e., rural) areas of the county. The unincorporated minimum wage is now higher than New York City's, higher than any city in Boulder County and will soon be the highest minimum wage in the entire country.
- The county records show such a high minimum wage policy is clearly not working. Records show Niwot, the unincorporated county's most vibrant small town, was booming post-Covid, with its three highest years ever in sales tax receipts. But the glory years ended with the introduction of the unincorporated minimum wage in 2024. Niwot's sales tax receipts have dropped sharply and are nearly back down to Covid-era levels.
- Niwot has lost over 50 jobs in its once-booming restaurant scene, with the minimum wage cited as the proximate factor in the restaurant closings. With these closures, employees have lost over \$2 million in pay, minimum wage jobs have been lost and families now face financial hardship, including personal bankruptcy.
- An outcome similar to this was foreseen by every city in the county. Every city rejected the county's minimum wage plan due to fears of economic damage. Their fears proved to be correct. But the county has kept the policy in place in unincorporated areas anyway.
- And Boulder County farmers are facing an even worse fate - elimination. They already operate with tight margins and rising costs for supplies and they say that continued enormous wage increases will eliminate farming in Boulder County. One commissioner noted that (unfortunately) no one ever thought about the impact on the county's farmers when the policy was being written. That is grounds enough to change the policy, to allow farming and the county's prized rural character to remain."
- I do not believe this is fair to any of unincorporated Boulder County, in particular Niwot, or to the students and local residents who may lose their positions due to the impact on local businesses. Please reconsider this ordinance relative to unincorporated Boulder County.
- The lack of any real challenge in the main elections is not saying we are giving you a green light to enforce an excessively liberal agenda.

# General Comments page 3

- This ordinance is ridiculous. The county should not penalize local businesses because of where they are located.
- Niwot business struggle enough without this. This larger minimum wage unfairly punishes Niwot businesses. I'm afraid it will but a number of them out of business. There's no reason for the minimum wage to be higher here than elsewhere in the county.
- The minimum wage requirements are unfair and harmful to the small businesses that are the heart of Niwot. Also, I would love my 3 teens to be able to find jobs in Niwot so they can earn money here in town and bike or walk to jobs versus driving to surrounding communities.
- Our businesses need to be on an equal footing to other local communities in order that they can operate and compete successfully.
- I have been here in Niwot for 35 years. The restaurants have always struggled on some level to stay open and glean enough business. I believe this continued change in pay escalation will make opening restaurants here unworkable. 1914 was a very successful model and they opted out. There you have it..
- Niwot businesses should not be penalized for providing local services we all need and enjoy.
- The existing Niwot business scene has already been negatively impacted due to unintended consequences of the higher unincorporated minimum wages ordinance. Please give remaining businesses, and possible new ones, the chance to compete by bring the ordinance in-line with the Colorado State levels observed in neighboring cities.
- It's clear to me that the BoCo commissioners have some kind of vendetta against the community of Niwot. Why else would they conspire to destroy our businesses and farms with this punitive wage ordinance? If there are valid reasons for the current wage discrepancy, I'd like to hear them.
- For the little extra low-wage workers gain in minimum wage, they would not be able to live in Niwot anyway because we don't have many smaller abodes, but mostly single-family homes, including mansions. I don't think the higher income for those workers would change where they live...everything is so close to the others anyway.
- It is difficult to comprehend why the Commissioners, who are in place to support the communities in unincorporated Boulder County, continue to fail to address this vital issue which is detrimental to my town.
- Niwot is halfway between Boulder City and Longmont. It's crazy to have a higher minimum wage if local businesses are to be competitive with those in Boulder City and Longmont. Not sure the logic the Commissioners are using to propose a higher minimum wage.
- This ordinance proves that our commissioners are driving an ideological agenda rather than prioritizing good government.
- Please pause future increases of the minimum wage in unincorporated Boulder County to allow other neighboring municipalities to catch up. Totally unfair to disadvantage our farmers and small businesses. Furthermore , if our businesses close and farmers can't afford to farm , there will be no jobs and that's far worse than a minimum wage that is already higher than the state level!

# General Comments page 4

- There is no justification for having a higher minimum raise than the city of Boulder. It just favors the City over the County. Creates tension between City and County.
- Bad move will only force stores to close or downsize.
- Our small town cannot afford these higher wages. BCC seem to be trying to shut down our little town businesses.
- "As a business owner this is the most ill advised thing I've ever heard of. The commissioners should be forced to operate a small business in Niwot and see just how difficult it is without them adding to the problems.
- As a 40 year resident, it's appalling to me that the county commissioners, none of which live in Niwot, would think they knew better than the residents and business owners of this community when it comes to being competitive and successful.
- Thank you NCA for sending out the survey and letting business owners and residents air their feelings about this subject."
- I understand the need for a higher wage than the state, perhaps, but at a minimum, we should have consistency in the county. This unfairly penalizes folks who live in unincorporated areas. If they want to support local businesses and farms, they are paying more. Businesses and farms will struggle. Pegging wages in unincorporated Boulder County to a city like Longmont would be far more fair, as housing and food costs are likely to be similar. This would give businesses and farms a fair shake. And it could help our teens looking for work, too!
- Why higher in unincorporated Boulder County? Vs city of Boulder etc? Seems counterintuitive
- Small businesses in unincorporated Boulder County are not going to be able to solve the economic disparities on their own, especially if they are at a disadvantage compared to nearby municipalities. County commissioners need to recognize that our small community won't be able to support higher wages and still compete with the nearby businesses who have lower employment costs.
- Socialism is great until you run out of other people's money
- While well intentioned, I expect and fear that this ordinance will cause severe damage to communities in unincorporated Boulder County. Niwot has already lost 2 major restaurants (1914 House and Farow). Retail shops that provide entry level job opportunities continue to fade away as more of our businesses become "office space". This ordinance puts a tremendous burden on the unincorporated areas and will encourage people to drive longer distances (and burn more gas) into neighboring incorporated areas that have taken a more measured approach to minimum wage. Commissioners, please reconsider your position before it is too late for Niwot and other communities in unincorporated Boulder County.
- "You were elected because of:
- Trust ~ Leadership ~ Govern ~ Represent The People Who Elected You ~ Listen ~ Be Objective ~ Communicate ~ Work With The People Of Boulder County.
- You were not elected to reside on the third floor of our County Courthouse to DICTATE and MANDATE how business owners operate their shops.
- You were not elected to serve your own agenda to look good when Boulder County has a high minimum wage, no matter what the cost to those trying to operate their business. If a store wages are too low and no one will work for them, they will raise the wages or possibly go out of business. It should be their choice, not yours.

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- Let business owners run their own, personal shops. You were not elected to dictate what private companies do."
- Ridiculous that 3 commissioners that don't live in unincorporated areas of the county make these decisions for the entire county at the whim of the largest voting group (City of Boulder) that are not affected by this, A¶. Not to mention small unincorporated areas have no representation in these decisions.
- knuckle headed.
- It's a blatant injustice to discriminate in this way.
- Minimum wage has never been a "living wage". It was ment to be an entry level wage offered to students such that they could get a job, and experience on-the-job training. These jobs would be part time, after school or summer job opportunities for students or young workers living at home. If there is not some done to change this edict...there will certainly few job opportunities for young people.
- We have lost 2 resturants because of this ordinance. They were meeting places for the community and I think that is very sad.
- "Seattle tried this and it was a failure. Resulted in increased income inequality and increased unemployment. Many studies by local universities documented the tremendous negative impact.
- Employees were fired, or their hours were decreased forcing them onto government support (increasing the burden on taxpayers). Restaurants and service providers, successful before the increase, closed across the city.
- We have already lost 1914 House, successful until the impact of the price increases forced by the EPA requiring Niwot Sanitation to use a more expensive process.
- The expected increases over time will mean Niwot small businesses and farmers will pay over \$10 per hour more than nearby cities. They will close, leaving us a barren food/service ,Åðisland' and resulting in increased carbon costs to drive to shopping/dining/services."
- "BCC should be fair and equitable on this issue. Leading with the smallest unincorporated town, Niwot, makes no business sense.
- Niwot should follow not lead on this issue since it is by far the most fragile business district."
- We started a business this year in Niwot and are seriously considering closing it down. The difference in county minimum wage vs city minimum wage is the leading factor
- I think the the intent of the BOCC with the wage ordinance was to help employees get a better paying jobs. Unfortuneately the effect is not matching the intent. Businesses are suffering and going under with the result that few jobs are available. I urge the commissioners to reevaluate the ordinance and align it with the incorporated cities in Boulder County
- I think it is vital for small towns such as Niwot to thrive, and I am very concerned that instead our little town is losing businesses and its personality!
- The Commissioners should focus on lowering our property taxes, roads and bridges and stay out of how businesses pay for labor. The State takes care of this.

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- The commissioners are not representing me, not representing Niwot, and I wonder who exactly they are serving? If the incorporated areas can ,Auopt out,Au of their increases- what does that say? They are elitist and just don't get it. They should be impeached right now. Or have them pay \$10-more on services and goods because of where they live, and see if they are still in favor. It's really just ludicrous.
- It is obvious none of the commissioners ran a business
- It unfairly puts a burden on small communities both residents and businesses. Some businesses hire high school kids that can easily get to work and earn money for college plus get work experience to lead to other jobs. We all know this hardship will affect our kids in some way. Let rural businesses be treated equally so that they can compete equally with the cities and continue to thrive and hire teens and adults living in the area.
- I would like to see the housing costs of this area addressed as well as the minimum wage. Housing costs are outrageous in this area and it is difficult for kids to live in this area.
- "The term minimum wage belongs in the 1980s and we should stop talking about it. It reflects a time and ideology when the goal was to maximize business profit regardless of the impact on workers. We should be talking about livable wages and orienting all decisions within a more progressive, less callous and more thoughtful framework.
- P.S. don't mention this to Trump or any of his imbecile enablers since this is way above their intellectual capacity and moral fortitude"
- Commissioners are totally out of line with this ordinance.
- "From the outside, Niwot seems like a really posh, expensive place to live, the Bo Cty Commissioners probably view us this way. But for those of us who have been here all our lives (like back when it was considered farm country) and are on a fixed income, all the price hikes and increases are incredibly detrimental to OUR survival. I understand wanting to support workers, of course I do, but not at the detriment of the residents who do NOT fall into the high-income brackets or to the detriment of small businesses just trying to get by.
- Life is hard.
- Why make an unnecessary change that hurts more people?
- Really disappointed in the Commissioners for this and other decisions and I voted for all of them."
- Let businesses decide what to pay employees! Less regulations!
- This attempt at socialism without the voters in unincorporated Boulder County is wrong. These commissioners are NOT representing their constituents at all. I suggest that all three commissioners be voted out at our next election.
- Let's get with it commissioners support those people you represent; don't put them out of business!
- We have seen the closures of 4 major restaurants in the past 5-6 years. Niwot had some of the eating places in Boulder county.