

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.

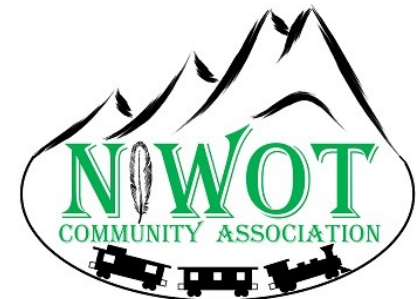
<https://niwot.org/boulder-county-wage-ordinance-survey>

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.

Total Responses	151
Duplicates	2
Unverified (removed)	8
Report	141

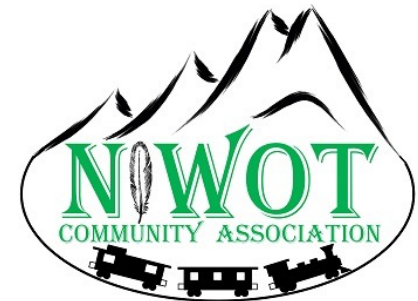
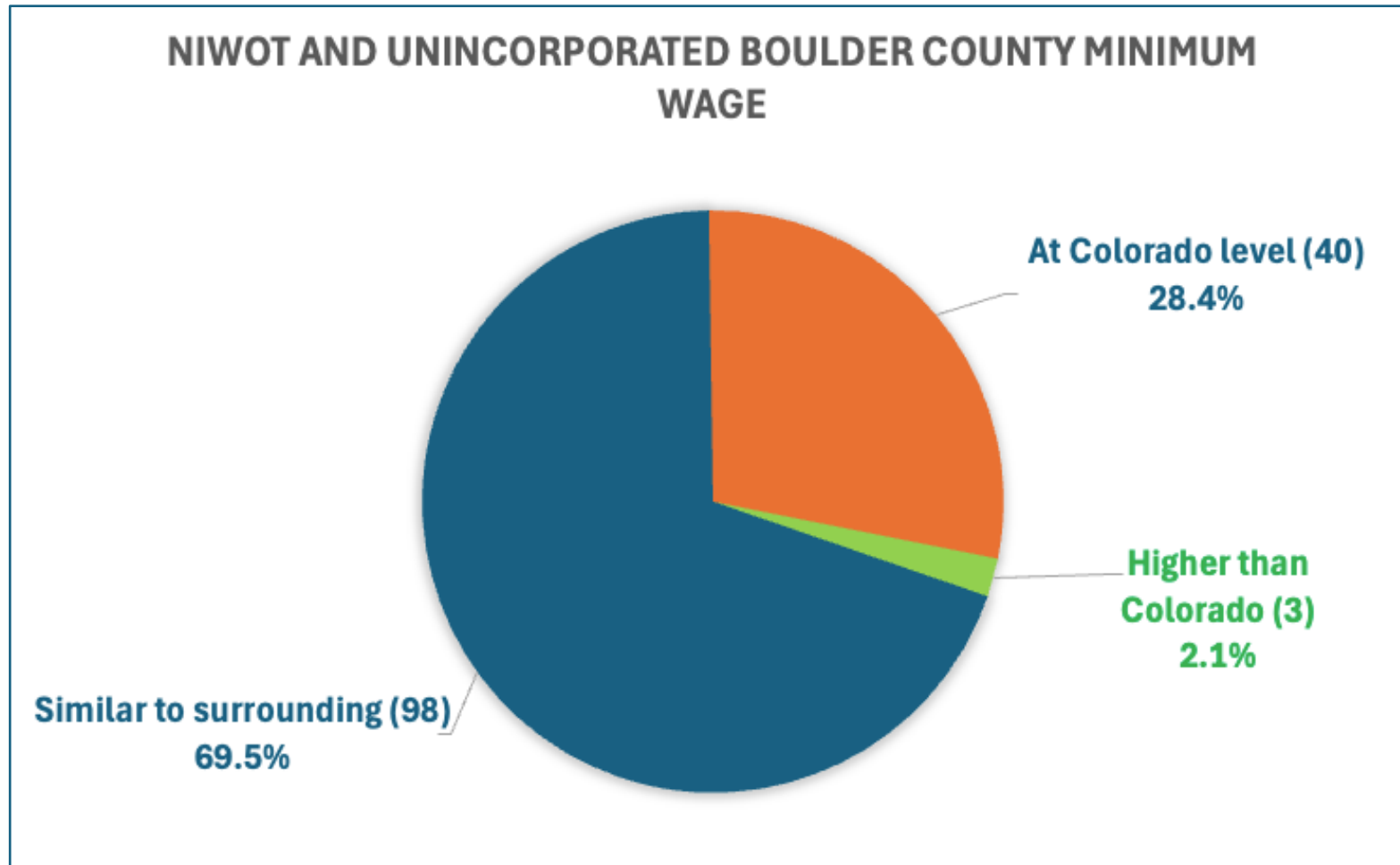
The following slides report only the 141 Validated NCA member responses



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

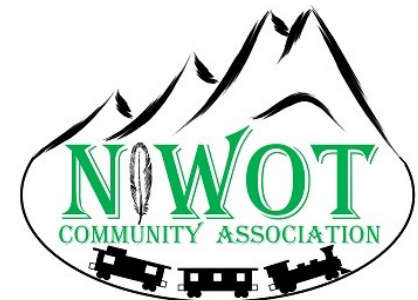
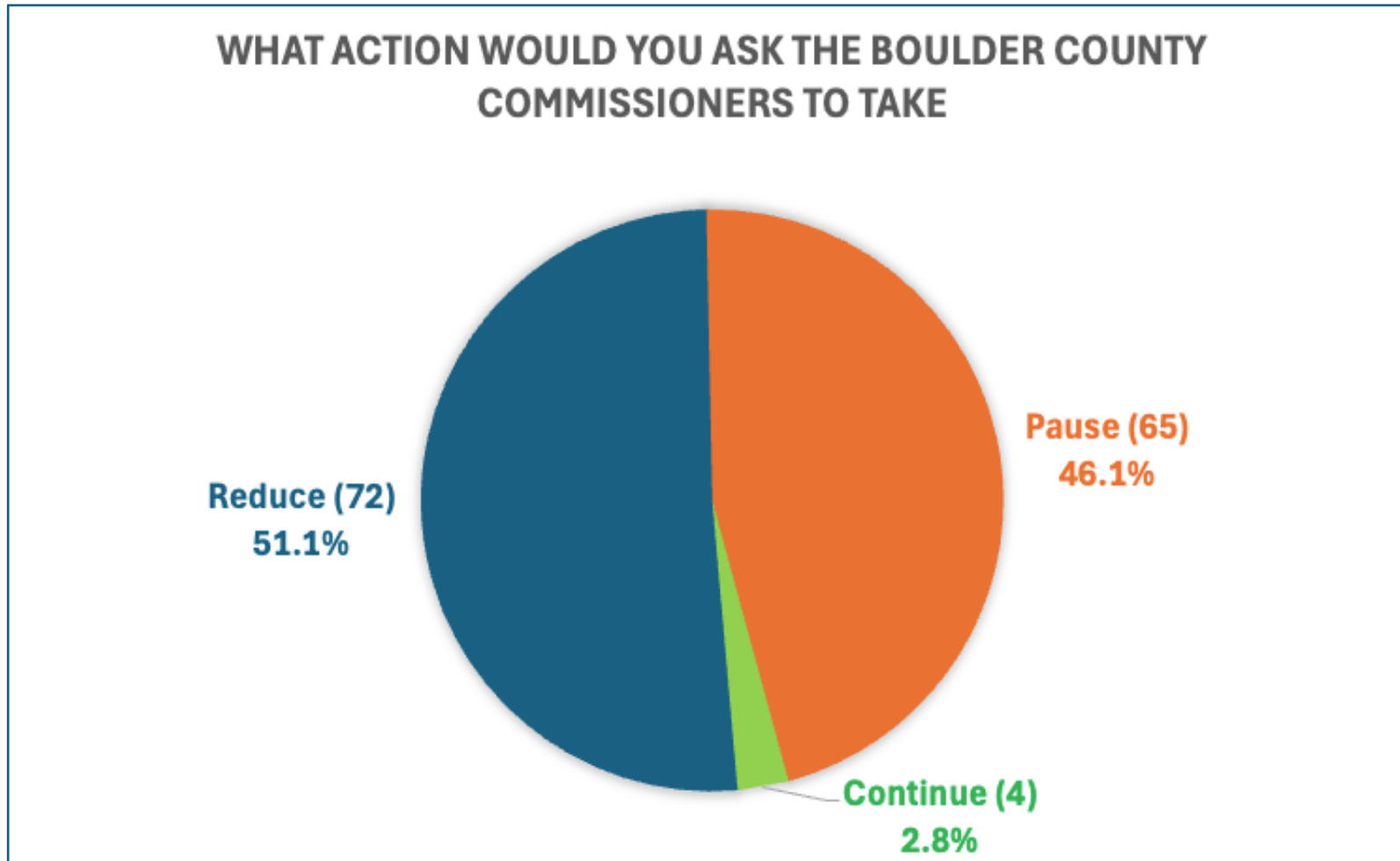
Question 1



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

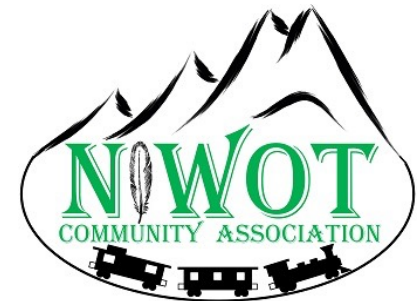
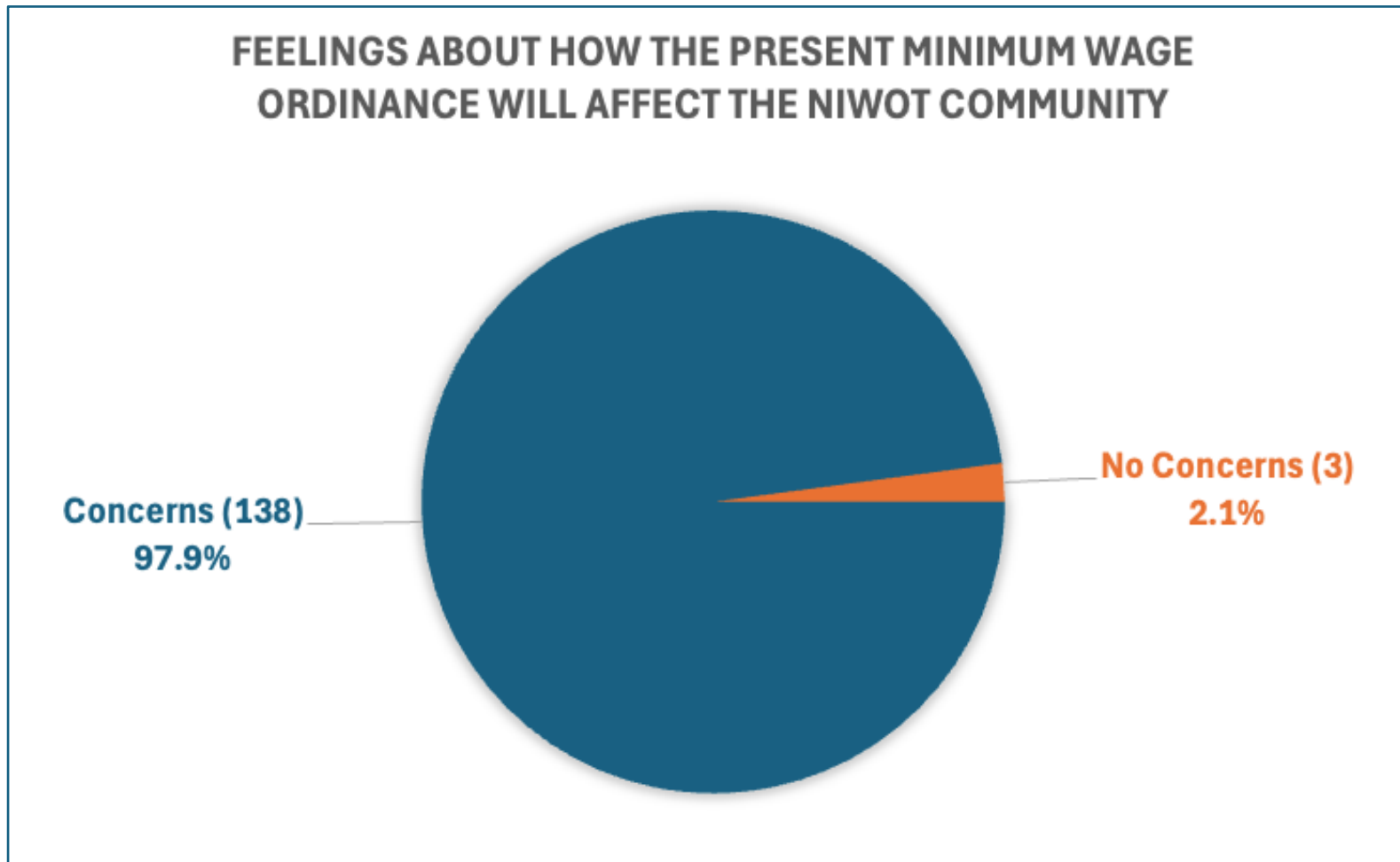
Question 2



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

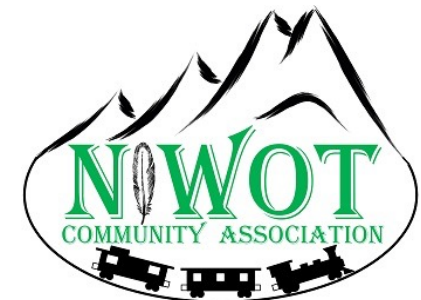
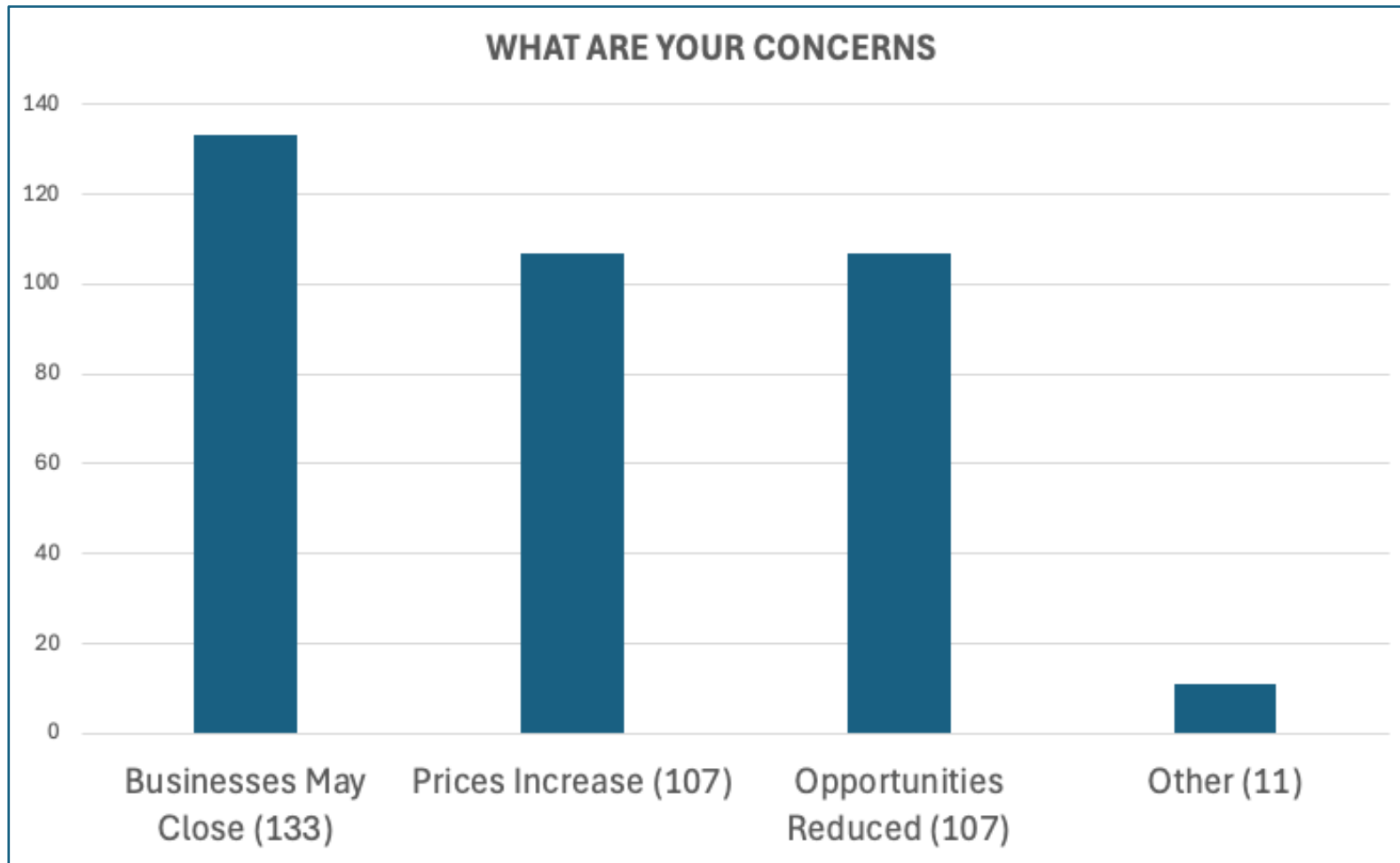
Question 3



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

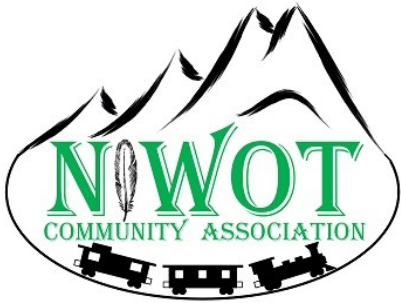
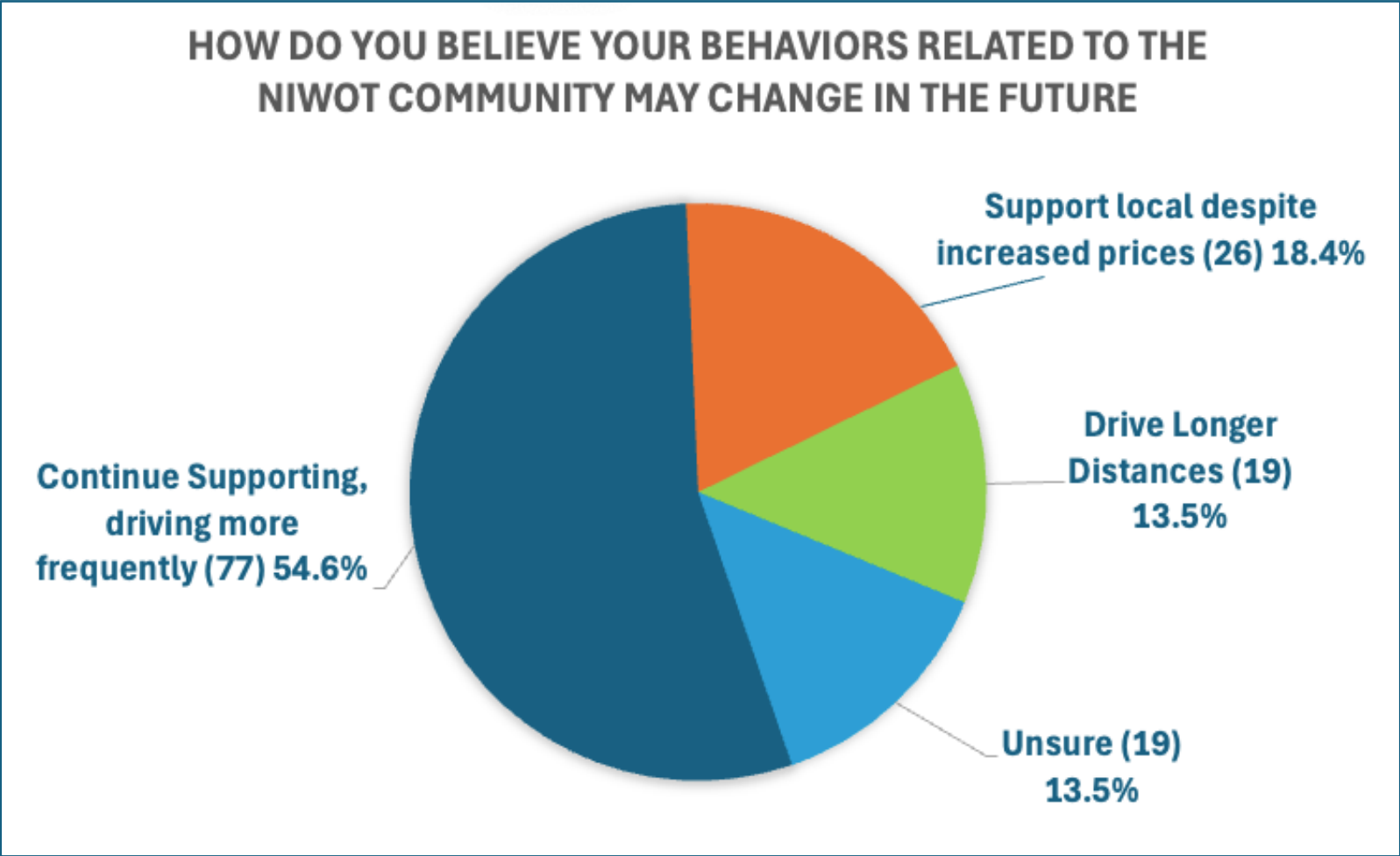
Question 4



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

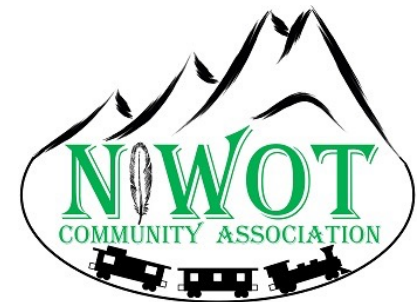
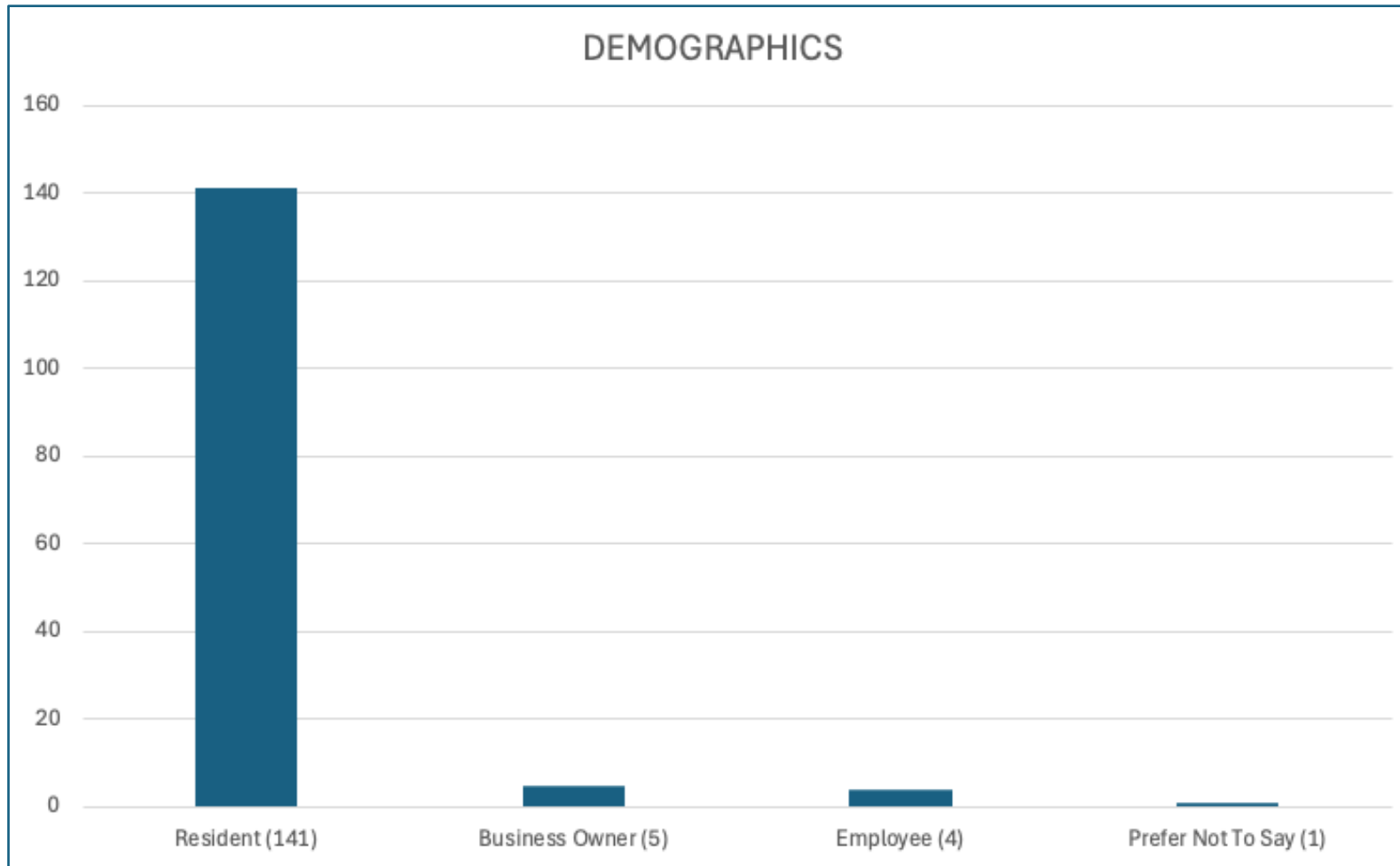
Question 5



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



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.

