
RESIDENTS OF NIWOT

Dear Fellow Residents

We need your help to ensure that Boulder County farmers and small businesses don't just survive—but thrive. Please sign and mail the attached letter to the Boulder County Commissioners using the provided stamped and addressed envelope. **Your voice matters!**

Why Does This Matter?

Our local farmers and small business owners are already committed to paying employees fairly while keeping their goods and services affordable for the community. However, they are now facing an unfair burden:

- The Boulder County minimum wage ordinance applies solely to Niwot and unincorporated areas, excluding Boulder, Longmont, Lafayette, Louisville, Erie, Lyons, and Superior
- Small farmers and businesses in **unincorporated Boulder County** must pay a **minimum wage that is 11.8% higher** than surrounding cities and **6.5% higher than the City of Boulder**.
- This wage disparity places a disproportionate strain on our small businesses compared to those in incorporated Boulder County.
- It gets worse: **By 2030, the minimum wage will reach \$25 per hour** and continue increasing based on the **Consumer Price Index (CPI)**, while nearby cities follow the **State of Colorado's minimum wage**, which is currently **\$14.81 per hour** with a much lower CPI-based increase of 2.7%.
- This isn't an opposition to minimum wage, but a plea for equal treatment between businesses in unincorporated and incorporated Boulder County.

A More Equitable Solution

Our farmers and small business owners recognize the challenges of affordability in our community. However, the real issue lies in the **lack of available and affordable housing**—not wages. Instead of unfairly burdening small businesses with solving a crisis they didn't create, we urge Boulder County to address housing costs as a **more effective and equitable solution**.

Your Support Makes a Difference

By signing and sending the attached letter, you are urging the Boulder County Commissioners to:

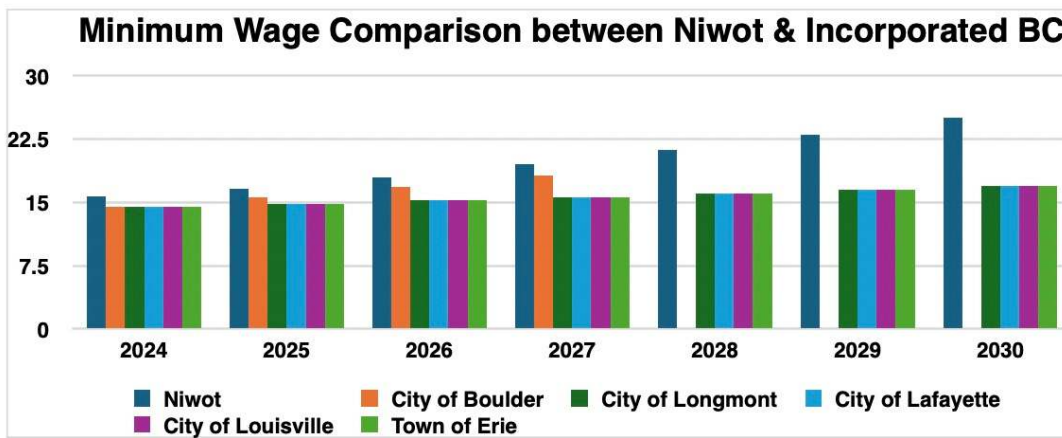
- ✓ **Reevaluate the minimum wage ordinance** to prevent unintended harm to small farmers and businesses.
- ✓ **Engage directly with small business owners and farmers** to understand their real-world challenges.
- ✓ **Collaborate on policies that support both workers and businesses**, ensuring a thriving local economy.

Together, we can advocate for fair policies that support everyone in our community. Thank you for taking action!

Required next steps and actions:

- Please add your name, return address, email, and date in the upper right-hand corner of the letter addressed to the Commissioners and sign at the bottom.
- Sign up to speak at the Commissioners meetings, go to:
<https://content.govdelivery.com/accounts/COBOULDER/bulletins/3d56795>

Together, we can advocate for fair policies that support everyone in our community.
Thank you for taking action.



DATE
Boulder County Commissioners
Boulder County Courthouse
Third Floor
1325 Pearl Street
Boulder, Colorado 80302

NAME
Return Address

Email
Date

Dear County Commissioners,

I am a resident of the Niwot community and a constituent of Boulder County, writing to respectfully urge you to revise Minimum Wage Ordinance 2023-4 and align the wage structure with the Consortium of Cities, which follows Colorado's state minimum wage of \$14.81 per hour. Currently, the City of Boulder has set its minimum wage at \$15.57 per hour. At the same time, unincorporated Boulder County mandates a higher wage of \$16.57 per hour, with annual increases leading to \$25 per hour by 2030, followed by adjustments based on the Consumer Price Index. This discrepancy between incorporated and unincorporated areas creates an unfair and anti-competitive economic environment.

I am particularly concerned about the impact on small farmers and businesses in unincorporated Boulder County, which are struggling to compete with those in incorporated cities and towns. Recent economic data from the Niwot Advisory Committee Local Improvement District (NACLID) show 2024 revenues totaled \$249,677—an 8.8% decline from 2023 sales tax collections. Additionally, the 1914 House has remained vacant for eight months, and the Farow restaurant has closed. These challenges highlight the urgent need for a more balanced wage policy that supports local businesses and fosters economic stability. These businesses are often pillars of their local communities, and supporting them means helping strong, vibrant small towns like Niwot be the wonderful places to live, eat, and shop that they always have been.

Our local farmers and small business owners are already committed to paying employees fairly while keeping their goods and services affordable for the community. However, the significant wage increases mandated by this ordinance threaten their ability to remain viable. These small businesses are not the cause of the rising cost of living and lack of affordable housing; they should not be unfairly burdened with solving this crisis alone. Addressing this fundamental concern would be a more effective and equitable solution, rather than disproportionately increasing labor costs in local communities across unincorporated Boulder County.

Notably, the ordinance does not exempt un-emancipated minors living at home. Local businesses have a strong tradition of hiring young workers, offering opportunities that could disappear under the current policy. These businesses cannot afford to pay unskilled minors the same rate as senior, skilled full-time employees. Under this current policy, they may be discouraged from hiring these workers, suppressing job opportunities, weakening our communities, and contributing to broader wage inflation. We urge you to engage directly with small farmers and business owners to understand their real-world challenges better. These entrepreneurs are solution-driven and eager to collaborate on policies supporting workers, businesses, and local communities.

We respectfully request that this issue be prioritized in your upcoming agenda and that the Commissioners align the current minimum wage structure with the Consortium of Cities, which follows Colorado's state minimum wage of \$14.81 per hour. I want our local small businesses to thrive. Thank you for your time and consideration, and we look forward to your response.

Sincerely,