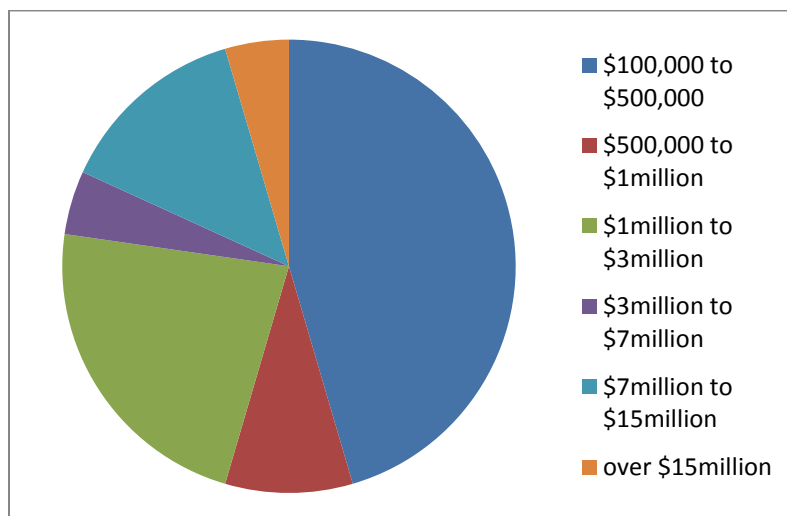
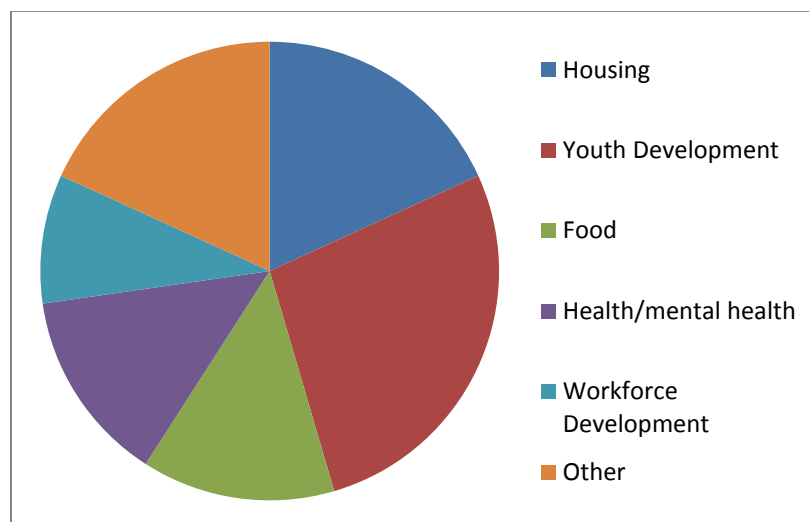


2016 Minimum Wage Survey Summary

22 organizations responded to two surveys in spring and fall 2016, representing a range of budget sizes, with a plurality small nonprofits.



Their focus areas are:



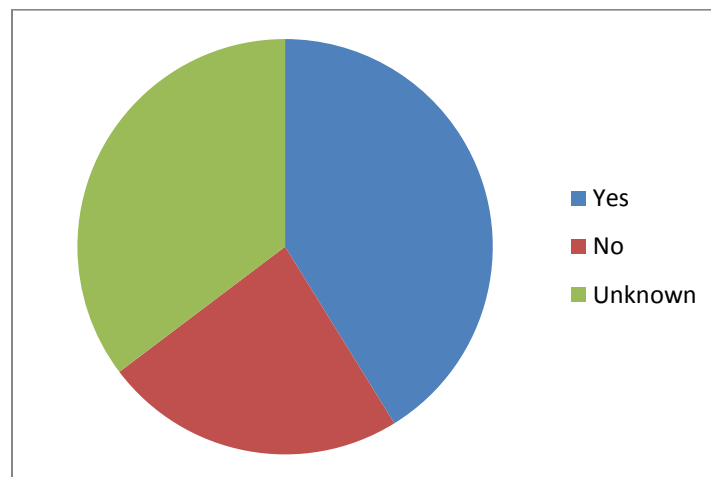
Six of the 22 respondents indicated they would experience increased personnel costs directly attributable to the minimum wage increase. Their estimates total \$350,000, with two organizations with many hourly workers (Montgomery County Coalition for the Homeless and Interfaith Works) accounting for \$320,000 of that estimate.

Three organizations forecast wage adjustments for employees currently making at or just above minimum wage totaling about \$70k, with an additional organization hesitant to commit to a number due to uncertainty about how an increased minimum wage may affect the living wage.

Seven organizations described potential service disruptions if funding doesn't increase to help address wage increases:

- Less ability to pay teachers to prepare ahead of time
- Reduction in benefits outside of paid leave and healthcare
- Less time for administrative oversight
- Reduction of numbers of clients served in a health program
- Reduction in service at men's emergency shelter and Safe Havens program
- Reduction in food distribution services
- Shorter hours of operation for social services

When asked if a minimum wage increase would improve clients' lives, responses were divided:



Reasons for choosing no or unknown:

- It may lift clients out of poverty but may remove their eligibility for services
- The service disruptions they will experience
- Few of our clients would experience improvement because most are retired, unemployed, or underemployed
- For some of our clients, the increase in income will be offset by their loss of income support services, such as food stamps and child care assistance. At the end of the day, our families will still be struggling due to the high cost of living in Montgomery County.