

From: Smallcakes - Orland Park, IL [<mailto:smallcakesorland@gmail.com>]

Sent: Monday, June 05, 2017 8:22 AM

To: Karie Friling

Subject: Cook County Ordinances: sick leave and minimum wage

To Whom It May Concern:

I was given you information through the chamber, as I understand that tonight the Village will be meeting to discuss the minimum wage requirements. Due to a prior commitment, I will be unable to attend the meeting, but I still wanted to voice my opinion as a new business owner in Orland Park. There are three reasons why I believe the new ordinance will hinder business and job opportunity:

1. Obviously, the first problem with raising the minimum wage so quickly is the financial impact it will have on small business owners. Roughly, about every \$1 increase to hourly wages is the equivalent of \$1000 - \$2000 yearly income for an employee depending on if they are full time or part time. With minimum wage going up several dollars over the next few years, a company with 10 or more employees can expect a \$30,000 - \$60,000 decrease in profits due to added expense.
2. While I understand that increasing the minimum wage is to help working class families obtain a salary that their family can live on, I do think that consideration should be given to the jobs that will be lost for those who employers will not hire as a result of the wage increase. At my business, I have 10 employees. Half of them are high school students that earn the current minimum wage while the others, while the others make between \$10-\$15 per hour based on skill level, education, etc. With a mandatory increase in minimum wage, I will have to consider not giving as many high school students jobs. In many cases, this is their first job, and there is a lot of coaching/training involved to get them up to speed on how to contribute to the business. If I am forced to pay a higher wage, then I may have to consider hiring only those who have baking/decorating backgrounds, people with more work field experience, college educations, etc. in order to justify the higher salary. Consequently, the wage increase may help some, while eliminate opportunities for younger workers, workers with less education, and those with no work field experience.
3. The last point I would like to make is that Orland Park should consider the consequences of attracting business development to the city. Operating a business within cook county means that sales taxes and real estate taxes (rent/commercial mortgage payments) are already higher than neighboring counties. The wage increase now adds a further burden to existing business owners, as well as detracts from new businesses moving to Orland Park due to the added costs. If neighboring cities are opting out of the ordinance, and neighboring counties do not have this ordinance altogether, new business considering opening business in Orland Park may start to think twice.

I appreciate you given my thoughts a consideration. Overall, I am very happy I started my business in Orland Park, and want to see the city continue to thrive going forward. Please feel free to reach out with any questions.

Thank you,



Matt + Amy Hackney | Franchise Owners

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