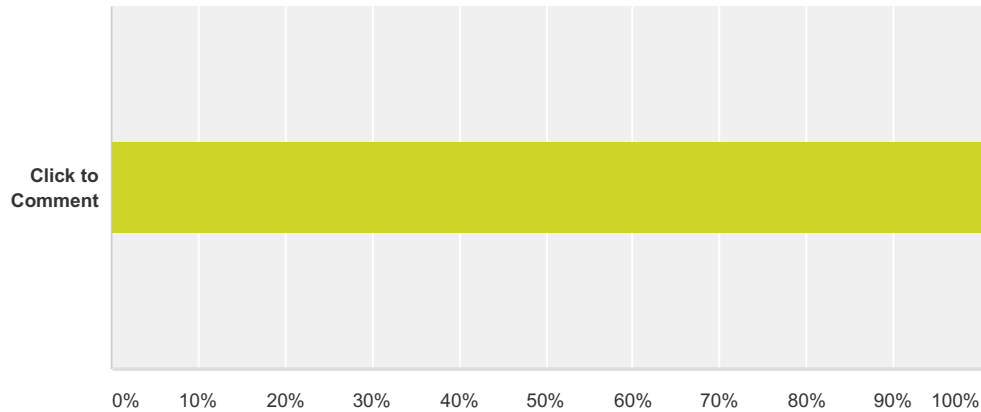


Q5 If you have employees and are forced to raise wages by state law, at what hourly wage rate will you consider relocating your business or adding automation to reduce human resources?

Answered: 87 Skipped: 131



Answer Choices	Responses
Click to Comment	100.00% 87
Total	87

#	Please comment below.	Date
1	I am retired. I think we should eliminate the minimum wage all together. Let the business market dictate that.	12/27/2016 12:08 PM
2	That is a bad political and business philosophy under any circumstances. But to answer the question directly it would depend on how much it effected our cash flow. Historically establishing mandatory minimum wages of any kind has always increased unemployment and has also made it more difficult for young teenage women and men to gain any work experience. This creates a great demand in the lower income areas of every city for gangs, prostitution of all sexes, drugs, shop lifting, breaking and entering, mugging and murder of young men and women in the areas just to mention some of the worst! If you take into account the increased cost of policing, property damage, the loss of life and the trans generational degradation of whole communities; a REAL wage of only \$7.50/hr without benefiits but with real incentivized supervision and on the job training by the small business employer and some staff if possible, we would get some real life bonding between the young apprentices and the small business employer and the community as a whole. Short of this real economically driven and relationship building scenario the state will only promote more unsuccessful socialism, further destroy the little capitalism currently striving to exist in the inner cities of even our smallest towns not to mention the larger cities. The larger companies will simply fire the least productive of their minimum wage people and seek to economize their production of goods or services with innovative technologies, increase production while protecting their bottom line and not worry about the states complete mismagement of the horrible labor situation with its associated crime epedimics in every city in America. There are answers to these terrible problems but only if those in charge at the state level are willing to take serious stock of where they are and stop digging in a fruitless hole. Then and only then should they seek expert counsel who do have the answers. Throwing tax payer money at the problem with 99.9% of today's business or political counselors is pointless and is only another way to keep digging in the same fruitless hole! I'm pleased that you have asked for opinions. You may not like my comments. However, I can prove to you that I know what I am talking about!	12/27/2016 12:03 PM
3	I laid off all my employees like I said I would when Bernalillo County passed the minimum wage. I am long able to help poor people because I am by myself. I make more money but this is what happens when government dictates to a business. I am so fed up with government telling business how to run their business I will be closing up shop in June.	12/27/2016 12:01 PM

4	anything over \$8.00 per hour. Wages should be negotiated between the employer and prospective and current employees. The government, through higher payroll taxes, is the only entity that improves their position with higher minimum wage laws, because though wages go up, cost of living goes up faster. At \$8.00 per hour, I know many small business owners who will have to reduce full-time employees to reduce taxes and benefits.	12/22/2016 5:01 PM
5	\$10.50	12/22/2016 11:50 AM
6	Some businesses cannot move - they will just die	12/22/2016 11:05 AM
7	No change. Any change, especially in server wages, will have a serious impact on small business. Advocate for small business exemption.	12/22/2016 8:46 AM
8	\$15.00	12/22/2016 12:06 AM
9	Any increase would make me look at my options, in dirt work construction the relocation nor automation are viable. It is either raise prices and hope to keep business, cut profits, or close. The latter is probably the fairest option to our owners. The other options have issues that are beyond our control. Selling out the business is the safest option.	12/21/2016 2:36 PM
10	At \$10.00 we would be forced to downsize or close	12/21/2016 1:17 PM
11	Yes I believe it shouldn't be higher than it already is.	12/20/2016 10:23 PM
12	Yes , of course. mandated pay raises always reduce jobs. ALWAYS!	12/20/2016 8:36 AM
13	It depends on type of business.	12/17/2016 7:29 PM
14	I'm not an employer and it would vary with the business.	12/16/2016 9:05 PM
15	I had a dental practice and we always paid more than minimum wage. It is also hard to relocate a dental practice. When staff costs get too high you reduce the number, use part time staff more and of course raise fees.	12/16/2016 4:16 PM
16	Please rephrase the question.	12/15/2016 7:25 PM
17	I'm not an employer.	12/15/2016 12:08 PM
18	see not above.	12/15/2016 9:56 AM
19	No	12/15/2016 8:38 AM
20	I don't own a business.	12/15/2016 6:32 AM
21	I need more time to adequately answer this question. The answer to this question is not a "one size fits all". The best answer I can give is, "it depends".	12/14/2016 9:48 PM
22	At 10 I will terminate all employees and use only independent contractors.	12/14/2016 6:59 PM
23	I do not employ minimum wage workers.	12/14/2016 3:43 PM
24	Have no employees	12/14/2016 11:42 AM
25	Yes paying 15.00 an hour will put even more financial stress on my small business, If your not qualified for the position why would any business be required to pay 15.00 an hour	12/14/2016 11:32 AM
26	N/A. However, I would imagine the point of at which the company lose profits, lose ways to reinvest in the business, and the business owner suffers due to over mandating, the business would have to move or cease to exist.	12/14/2016 10:30 AM
27	I have a location based business, labor dependent, above \$10.00 we would look to more automation.	12/14/2016 9:39 AM
28	Produce more overseas.	12/14/2016 7:27 AM
29	\$12.00 and over will cause me to re-evaluate my options	12/14/2016 7:14 AM
30	We work in public construction, so with Davis Bacon requirements we already have mandated minimum wages. We typically pay above Davis Bacon rates to our experienced workers. New workers do not produce at levels required to meet the Davis Bacon wages. We typically take our experienced people with us, so we don't help the local economies when out of Albuquerque. The other factor is that the additional non-wage costs (state and federal taxes, HEALTH INSURANCE, required fringe benefits, etc.) almost double the base wage. Those are the costs that are impacting our bottom line severely.	12/14/2016 6:32 AM
31	\$10.00	12/14/2016 5:13 AM
32	N/A	12/14/2016 1:28 AM
33	any increase in minimum wage would force me to relocate.	12/13/2016 11:55 PM
34	At a point where I cannot make a fair return on my personal investment. Profit is directly proportional to cost of labor plus materials cost and associated marketing. Raise the price, lower sales and profit disappears. Simple math	12/13/2016 11:12 PM

35	I would lay off at least two workers. The problem is not minimum wage. The problem is excessive welfare benefits of all kinds that remove the incentive to work.	12/13/2016 10:06 PM
36	10.00	12/13/2016 10:01 PM
37	In our construction business, we already pay more than minimum wage and could not contemplate otherwise. But for those in the service industry who are literally paying into the system to train an entry level employee, and simultaneously pay them a minimum wage for the education, a government-mandated hourly wage would be burdensome, at best. Ultimately disastrous.	12/13/2016 9:29 PM
38	\$10 per hour	12/13/2016 8:56 PM
39	I would not consider relocating based on an increase in minimum wages. I'd be more inclined to stay because we'd have an improved economy.	12/13/2016 8:41 PM
40	We would be forced to do so	12/13/2016 8:03 PM
41	NOW!!!	12/13/2016 7:55 PM
42	10.00/h	12/13/2016 7:06 PM
43	Any!	12/13/2016 6:18 PM
44	Can't relocate but can automate more ... and the machines work 24/7/365 ...	12/13/2016 5:50 PM
45	Not a consideration. I pay a living wage	12/13/2016 5:46 PM
46	\$10 00	12/13/2016 5:10 PM
47	Any wage increase will force me to move to Texas. I'm sick of the anti-business environment legislation that this Democrat state house & senate imposes on small business.	12/13/2016 5:06 PM
48	\$11.00; Your taking away the right for the business to pay what they feel is fair and right for their company who is already creating jobs for the state. 99 % of workers don't do the job they are paid to do now and your just adding into a society of we don't have to work for what we have. Lazy and rewarded for nothing. Not everyone gets a trophy! Work for it, earn it!!!!!!!!!!!!!!!!!!!!!!	12/13/2016 4:40 PM
49	anything higher than an additional \$2/hr is a deal killer	12/13/2016 4:12 PM
50	I don't have any, but as a recruiting firm, all my clients have employees. They are against raising the hourly rate. We want the economy to dictate wages.	12/13/2016 2:31 PM
51	12.00/hour	12/13/2016 2:17 PM
52	\$14 per hour	12/13/2016 2:09 PM
53	10 dollars	12/13/2016 2:09 PM
54	10:00	12/13/2016 1:56 PM
55	I would have to consider closing Current businesses	12/13/2016 1:23 PM
56	I can't automate, although I would do so if I could!	12/13/2016 1:21 PM
57	\$10	12/13/2016 1:21 PM
58	We would need to limit our hiring of young people with no job experience and/or raise prices, as we already had to do with the Albuquerque wage increase a few years ago.	12/13/2016 1:04 PM
59	I have gone from 7 employees to 1 1/2 due to this fabulous economy we have been treated to over the past 8 years. if I have to pay ANY more than I pay now for employee wages, I'm shutting down.	12/13/2016 12:38 PM
60	I have no employees.	12/13/2016 12:30 PM
61	NM has one of the worst business climates for employers and employees of any state. As a result of this, I plan to relocate to AZ or TX in the near future.	12/13/2016 12:29 PM
62	Not sure.	12/13/2016 12:20 PM
63	We cannot relocate as we are a hotel, but we would have to look for more automation a \$15.00 minimum wage would increase our payroll by 250,000 and since we work on a marginal profit we would be forced to sell or cut jobs.	12/13/2016 12:19 PM
64	I WILL CERTAINLY RELOCATE MY BUSINESS	12/13/2016 12:05 PM
65	We have not done the analysis or seen any but wage inflation will undoubtedly lead us to move more functions out of state. most likely to Texas which has a better workforce and gets it.	12/13/2016 11:43 AM

66	We are adding automation and considering other jurisdictions now, in part because of Albuquerque's high minimum wage and unstable business environment created by a referendum system that is biased against business and jobs.	12/13/2016 10:36 AM
67	Currently we provide free health care and a nice retirement package. If we are forced to increase wages, we will have to decrease our benefits to them. Of course that will only hurt our employees as they'll have a greater tax burden and less benefit.	12/13/2016 10:21 AM
68	\$12.00, If you are at minimum wage job the idea is to move up. Not make a career out of that position. These jobs are meant as entry level jobs. Not careers. We offer a sliding pay scale and in 3 years I have only had a handful of employees actually slide. If I told you you could basically write your own hourly wage, would you be motivated enough to do it? It amazes me the lack of motivation.	12/13/2016 10:20 AM
69	15 min wage has not worked in other cities, won't work here either.	12/13/2016 10:20 AM
70	I have no intentions of hiring anybody. I was an employer here for 32 years. I have had no employees now for ten years. What the schools teach here is wholly inadequate both in content and attitude.	12/13/2016 10:15 AM
71	We are already working on the automation piece.	12/13/2016 10:15 AM
72	Have no employees	12/13/2016 10:14 AM
73	I am in the restaurant/bar business so I am not this will affect me too much right now.	12/13/2016 10:12 AM
74	\$12-14/hr	12/13/2016 10:01 AM
75	These are not alternatives that will help our country stabilize and grow. The are options that are profit focused	12/13/2016 9:54 AM
76	It would depend of import export fees and tariffs. The cost of freight, the cost of labor. Mexico laws are different than US when it comes to employee hiring and firing. It would depend on the size of the corporation and the potential revenue to be had to make it worth the hassle to move an operation. Giving an exact number can't be done, it would depend on the company. What I can say though is it would impact small locally owned businesses that do not have the necessary funds available to move. These small businesses would feel the brunt of increased wages.	12/13/2016 9:51 AM
77	\$9	12/13/2016 9:51 AM
78	15	12/13/2016 9:41 AM
79	\$10	12/13/2016 9:35 AM
80	We are already closing our business, partially as a result of increased regulations. We pay above the current minimum wage, but we could not afford \$15 per hour.	12/13/2016 9:29 AM
81	N/A	12/13/2016 9:18 AM
82	over \$15. \$15 an hour would be acceptable	12/13/2016 9:05 AM
83	If the min-wage hits \$10.00 an hour i'm going to close.	12/13/2016 8:58 AM
84	I work at a business where the minimum is not a factor. All of the people here are paid higher than that because they are educated and have earned their pay.	12/13/2016 8:37 AM
85	\$10./hr. Anything above that and I will not be able to afford hiring even one employee.	12/13/2016 8:25 AM
86	The price of everything would go up. It's not worth increasing to the ridiculous \$15 minimum.	12/13/2016 8:12 AM
87	At any point that it becomes cost effective, currently around the \$10 range for some applications.	12/13/2016 8:09 AM
88	\$10/hr	12/13/2016 7:54 AM
89	\$11 per hour	12/13/2016 7:50 AM
90	I wouldn't.	12/13/2016 7:46 AM
91	Stupid question; this is just propoganda.	12/13/2016 7:35 AM
92	\$12.00	12/13/2016 7:29 AM
93	I will either move to business friendly Texas or lay workers off.	12/13/2016 7:01 AM
94	N/A	12/13/2016 6:52 AM
95	\$12.00	12/13/2016 6:32 AM
96	\$10	12/12/2016 11:41 AM