



4/13/2015

Dear Committee members,

We are opposed to another hike in Oregon's minimum wage. As a local business owner and employer in Oregon we are greatly concerned about the proposed mandatory increase in the State's minimum wage.

My wife Trish and I started 911 Supply in Keizer from scratch in 2007. We manufacture and supply uniforms, gear and related apparel for Police, Fire, Corrections and other public safety personnel in 10 western states.

We currently employ approx 10 people and are growing every year. Our business is very specialized and most of our staff must be trained over 1-2 years to learn the business. The emerging work force is critical to Oregon and as a small business we invest thousands per employee to train and educate them.

A higher minimum wage like \$12-15 per hour would force us to stop hiring people who are just getting started in the workforce. We simply cannot compete in the National market and pay higher skilled job wages for unskilled labor all the while we take the risk and make the investment in new staff.

Raising the wages of our min wage staff will also cause issues with senior staff making more than min wage as it does every January. In this "age of equality" we live in some staff feel they should also receive an automatic raise when minimum wage goes up.

We are a family owned business and care greatly for each person that works for us. Having the State force policies that hurt us, our staff and other Oregon businesses is extremely discouraging.

A higher minimum wage as proposed will do the following to us:

- Hire less new staff in the future.
- Will force us to lay off some newer staff and/or reduce hours.
- Raise our prices and lose market share.

I hope we have articulated our great concern over this issue and please help us to remain a strong employer and manufacturer in Oregon by keeping the minimum wage affordable.

Respectfully,

*Richard Cummings*  
*Owner*  
*911 Supply Inc.*  
*4484 River Rd N*  
*Keizer, OR 97303*  
*Office 503-393-4911*  
*Fax 503-393-2107*

4484 River Rd N • Keizer, OR • 97303 • 503-393-4911 • FAX 503-393-2107  
www.911supply.com

*Professional Uniforms, Gear and Apparel for Law Enforcement, Corrections, Security, Fire and EMS providers.*