

Comments for the Record
Commission Meeting of September 11, 2014
(Email from Diana Sweeney of September 9, 2014, to
Castina Ridge regarding next steps on ADR plans)

Thank you for sharing that the Airport Dining and Retail Staff will be presenting to the Port Commissioners the results of the study as provided by tenants. Like most studies the questions were "general" in nature. Sometimes the issue isn't just an hourly wage, but the benefits of the job, and I'm not just talking about the normally assumed list of benefits. Ken's may be a really small employer but I have been here a really long time and through that have learned a lot about my niche.

I have a Manager, who started as a part-time, 2nd job employee, who has been with me for nearly 22 years. His medical is top of the line and fully paid. All employees get free parking, paid by Kens, as are I.D. Access charges. All employees, after 3 years of continuous employment, are funded into a 100% company paid retirement plan. They receive an additional 10-20% of their gross earnings, depending upon how well Ken's had done the previous year. Four of my employees qualified last year.

I think most importantly, in my case at least, is the ebb and flow of airport traffic. Ken's is busiest in the summer and slowest in the winter, particularly in the evening hours. I have always targeted college students for these evening and weekend shifts. They needed to be strong enough and smart enough to do the job independently, but in return for the long boring shift - **they could study**. Ken's has graduated countless young people, many who might tell you that they could not have done it without Ken's. Not necessarily for the money, but also for the ability to study at work. I have graduated an attorney (who is now an Major JAG in the Air Force), a Veterinary technician, a Boeing Manager, an Electrical Engineer, an Occupational Engineer, many Business majors, and I could go on.

I know I am a unique entity but I really would hate for an umbrella policy be put upon us all. Much like many policies that large entities impose, Ken's does not all fit into the same mold. Many of the Airport workers demanding the wage increase are simply not capable of doing my job. Independent thinkers, who speak and communicate in English **exceptionally** and who want to better themselves through education is my target. Truthfully, aside from Management, if the employees goal is to work at Ken's Baggage for the rest of their lives, I'm not sure they are a good fit.

I think I treat and afford my employees fairly and I am saddened that Government feels pressure to dictate what amenities I can afford them. Unfortunately benefits afforded now would have be scaled down to accommodate a higher waged employee. I feel like with a minimum wage mandate I would be getting a lesser qualified applicant for a higher price. There is no "carrot" to hang out for longevity and therefore no acquired knowledge about the business and the airport. There is "no win" here.

Diana Sweeney, Owner, Ken's Baggage & Frozen Food Storage, Inc

My permanent employees all make in excess of \$12.50 hour, plus tips and the above mentioned benefits.