



DCM BioServices

43 East South Street, Unit 2A, Frederick, MD 21701

Dear Chair Beidle, Vice Chair Hayes and Members of the Senate Finance Committee:

I am writing to express my strong **opposition to SB0886**.

I am the Managing Director of DCM BioServices, a Frederick-based life sciences automation services company that works with laboratories nationwide. I also serve on the board of the Maryland Tech Council, techfrederick, and the Executive Committee of the Frederick County Chamber of Commerce. In all of these roles, I see firsthand how state wage policy directly affects hiring decisions, business sustainability and economic growth.

SB0886 would raise the minimum wage to \$25 per hour by 2030 and then ties increases to inflation, with no mechanism to pause increases during economic downturns. This bill also phases on the tip credit and repeals a number of exemptions.


This creates a permanent cost escalation that employers cannot predict or control.

Maryland has already increased its minimum wage from \$10.10 in 2018 to \$15.00 in 2024, representing nearly a 50 percent increase in just six years. Employers across the state have worked hard to absorb these increases while continuing to provide jobs and growth opportunities. However, continued mandated increases, particularly those tied automatically to inflation regardless of economic conditions, are not sustainable.

The reality is that minimum wage and living wage are distinct and separate economic concepts. Attempting to address broader affordability challenges solely through minimum wage mandates can create undesired wage compression and places disproportionate burden on employers without addressing underlying cost drivers such as housing, energy, and overall taxation.

Small businesses, nonprofits and community-based organizations are particularly vulnerable. Unlike large corporations, they do not have the financial reserves or pricing power (ie. increased prices to consumers) to absorb repeated, mandated cost increases. Many operate on narrow margins, and policies like SB0886 put their long-term viability at risk.

Maryland already faces significant economic competition from neighboring states with lower labor costs and fewer regulatory burdens. Policies that increase structural costs without flexibility will discourage business investment, slow job growth and ultimately weaken Maryland's economic competitiveness.

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I support fair and competitive wages. However, those increases must be sustainable, predictable and balanced with economic reality.

Proposed legislation like SB0866, and HB1229, do not exist in isolation. They affect hiring decisions, business survival and the economic stability of communities throughout Maryland. This legislation represents a permanent and unsustainable cost escalation that many small and mid-sized employers will not survive. **I ask you to oppose SB0886.**

Thank you for all you do as public servants and representatives of the hard-working people of our state.

Sincerely,

Jeffrey D. Griffin
Managing Director

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