



BizFed is a massive grassroots alliance of more than **240 diverse business organizations** representing **420,000 employers** with **5 million employees** across Southern California.

# 2025 BizFed Pulse Poll

BizFed advocates for policies and projects that **grow jobs** and **strengthen the economy**.



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# Credible Snapshot of Business Community Views

- Annual poll of Southern California business leaders.
- February 21st 2025 through March 14th 2025

**764 Participants**

**65% Top Decision Makers  
(Owner, CEO, President)**

**28 Diverse Industry Sectors**

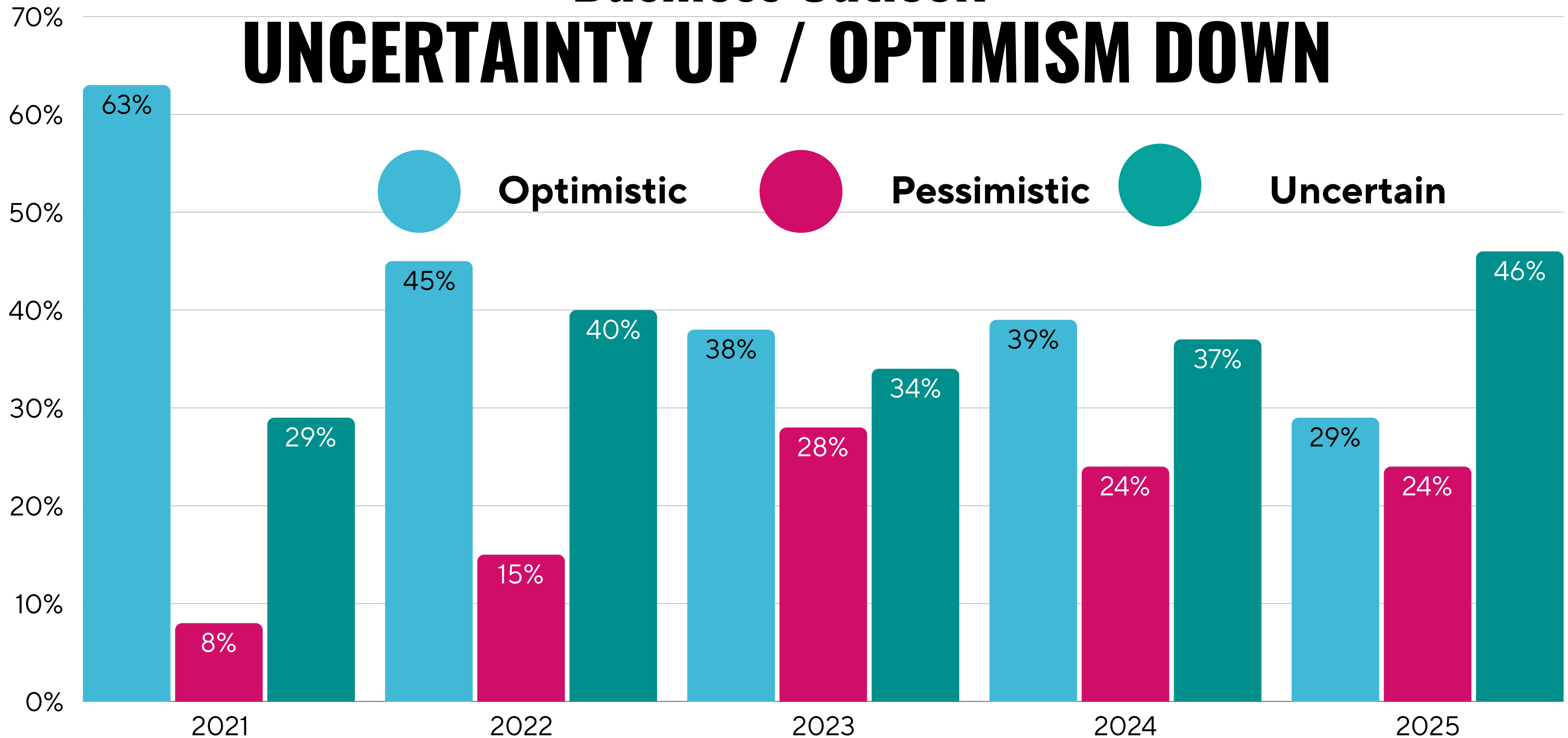
**242 Business Organizations**

**100% of BizFed Member Associations responded to the poll**

# 2025 Key Takeaways

- **More Uncertainty and Less Optimism:** Highest business uncertainty since 2022, business optimism stalled, pessimism gained ground.
- **Top Concerns:** A bit less concern about Crime, greater concern about Government Regulation & Compliance as a barrier to doing business.
- **No One-Size-Fits-All:** Business concerns differ sharply by company size—highlighting the need for tailored solutions.
- **Dollars Still Dominate:** Fiscal issues remain the top concern. Local government performance on business support continues to rate poorly despite some gains.

# Business Outlook: UNCERTAINTY UP / OPTIMISM DOWN





# TOP 5 BUSINESS CONCERNS

1	2	3	4	5
95.17%	94.96%	94.75%	94.33%	94.12%
Taxes and Fees	Homelessness	Government Regulation/ Compliance	Cost of Electricity, Natural Gas	Crime

# TOP BUSINESS CONCERNS – HISTORICAL TRENDS

Business Concerns	2008	2009	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Taxes & Fees	16	n/s	1	1	1	1	1	1	1	1	1	2	2	5	1	1	1
Homelessness	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	17	9	3	1	1	1	4	3	2
Government Regulation/Compliance	13	n/s	2	2	2	5	2	3	3	2	4	7	6	8	6	6	3
Cost of Electricity, Natural Gas & Fuel	n/s	n/s	n/s	n/s	7	2	10	13	14	15	8	12	9	2	5	7	4
Crime	6	n/s	14	9	9	13	6	7	12	10	12	3	4	3	2	2	5
Inflation	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	4	3	5	6
Interest Rates	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	7	9	7
Minimum Wage Increases	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	15	8
Affordability	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	4	9
Energy Infracture & Reliability	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	8	13	10
Local Permit Process	4	2	9	10	13	13	3	9	6	7	9	13	11	10	11	11	11
Legislative Gridlock	n/s	n/s	6	4	5	7	12	10	4	6	10	4	5	9	9	8	12
State & Local Budgets	2	n/s	4	3	6	6	14	15	7	11	13	6	15	15	14	12	13
Negative Perceptions of the Region	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	14
Housing/Land Use	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	10	3	7	8	10	6	10	10	15
Public Infrastructure	14	5	15	7	12	3	9	5	2	4	2	14	12	22	13	14	16
Employee Recruiting/Retention	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	14	15	23	17
Environmental Policies	29	n/s	8	12	8	10	5	11	8	12	18	10	18	16	17	20	18
Water (Access and Reliability)	7	3	19	14	16	10	7	6	13	17	15	15	13	13	16	21	19
Education	5	n/s	7	5	4	9	8	4	9	5	5	5	3	12	19	19	20
Health Care	9	1	3	6	3	4	13	12	11	16	17	9	7	17	20	18	21
Natural Disasters (Wildfires, Earthquakes, etc.)	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	22
Access to Goods and Services (Supply Chain)	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	7	12	17	23
Access to Capital	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	18	24	24
Immigration	n/s	n/s	n/s	17	17	17	18	18	16	13	16	16	16	19	22	16	25
Tariffs	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	26
Artificial Intelligence (AI) Regulation	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	27
Transportation	8	5	13	8	10	8	4	2	5	8	6	18	19	18	21	22	28
Union Negotiations	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	25	29
Private Attorneys General Act (PAGA)	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	30
Procurement Opportunities	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	n/s	31



# TOP BUSINESS CONCERNS - BY COMPANY SIZE

	50 & Fewer Employees				Greater than 50 Employees	
1	<b>Taxes and Fees</b>	95.21%		1	<b>Government Regulation/Compliance</b>	97.47%
2	<b>Government Regulation/Compliance</b>	94.89%		2	<b>Interest Rates</b>	96.20%
3	<b>Costs of Electricity, Natural Gas and Fuel</b>	94.89%		3	<b>Minimum Wage Increases</b>	96.20%
4	Homelessness	94.25%		4	Negative Perceptions of the Region	96.20%
5	Inflation	94.25%		5	<b>Taxes and Fees</b>	94.94%
6	<b>Interest Rates</b>	93.61%		6	<b>Local Permit Process</b>	94.94%
7	Crime	93.61%		7	Energy Infrastructure and Reliability	94.94%
8	Affordability	92.97%		8	Legislative Gridlock (Local, State and Federal)	94.94%
9	<b>Minimum Wage Increases</b>	92.65%		9	Union Negotiations	94.94%
10	<b>Local Permit Process</b>	92.65%		10	<b>Costs of Electricity, Natural Gas and Fuel</b>	93.67%

# BUSINESS DISATISFIED WITH LOCAL GOVERNMENT

	Not Satisfied	Satisfied	No Opinion
Improving Affordability	80%	6%	14%
Reducing Homelessness	74%	19%	7%
Improving Traffic and Mobility	69%	19%	15%
Imposing Reasonable Taxes & Fees	68%	13%	19%
Avoiding Over-Regulation	65%	18%	21%
Streamlining Business Permits	62%	13%	25%
Reducing Crime	60%	27%	13%
Maintaining Streets and Sidewalks	60%	26%	14%
Attracting New Business	58%	23%	19%
Natural Disaster Preparedness and Resiliency	56%	18%	26%
Providing Affordable and Reliable Energy	56%	20%	24%
Creating Economic Development Opportunities	56%	24%	20%
Streamlining Compliance Enforcement	56%	13%	31%
Effective Wildfire Preparedness/Response	54%	23%	22%
Public Safety & Emergency Response Time	48%	33%	19%