

This report is filtered

Only show: #1 Question "Are you completing this survey as an: " is one of the following answers ("Employee")

# Report for Minimum Wage Survey

## Response Counts

Completion Rate:

72.7%



Complete



843

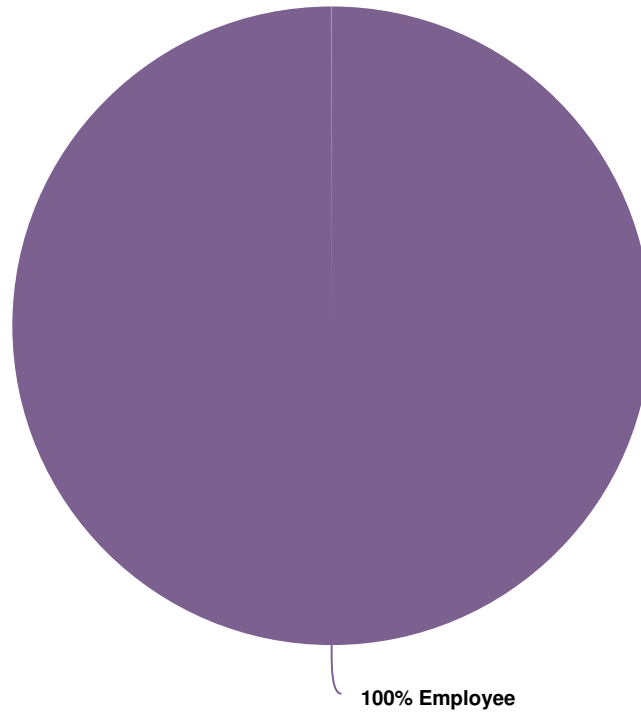
Partial



316

Totals: 1,159

1. Are you completing this survey as an:



Value	Percent	Responses
Employee	100.0%	1,159
		<b>Totals: 1,159</b>

Other - Please specify:	Count
Totals	0

## 2. How many jobs do you have?

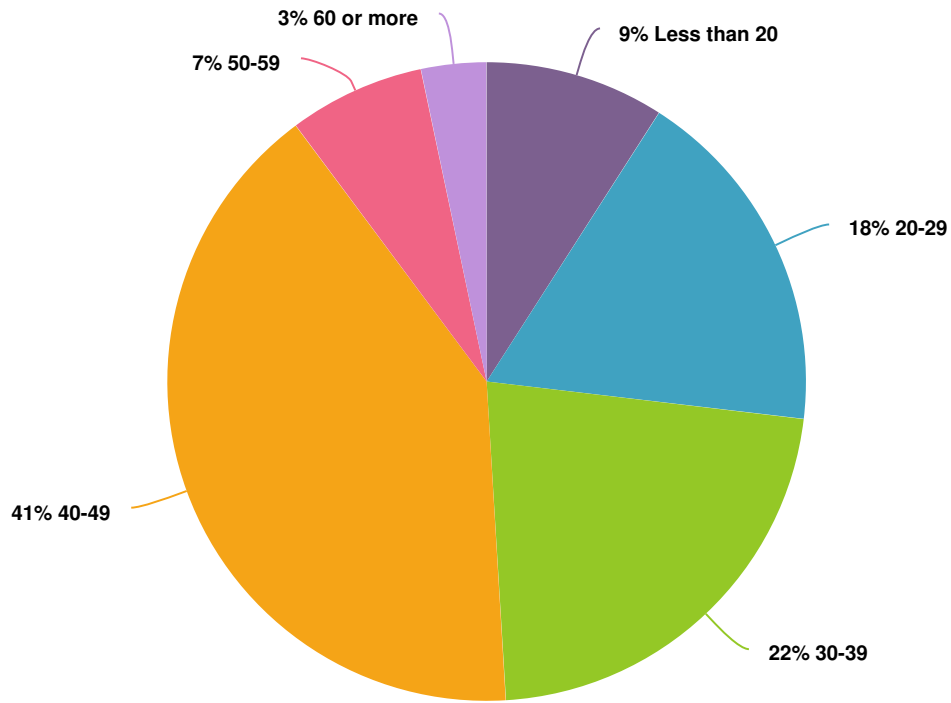
Full-time

Count	Response
511	1
95	0
5	2
2	40

Part-time

Count	Response
317	1
103	2
86	0
29	3
3	4
1	20
1	5
1	7

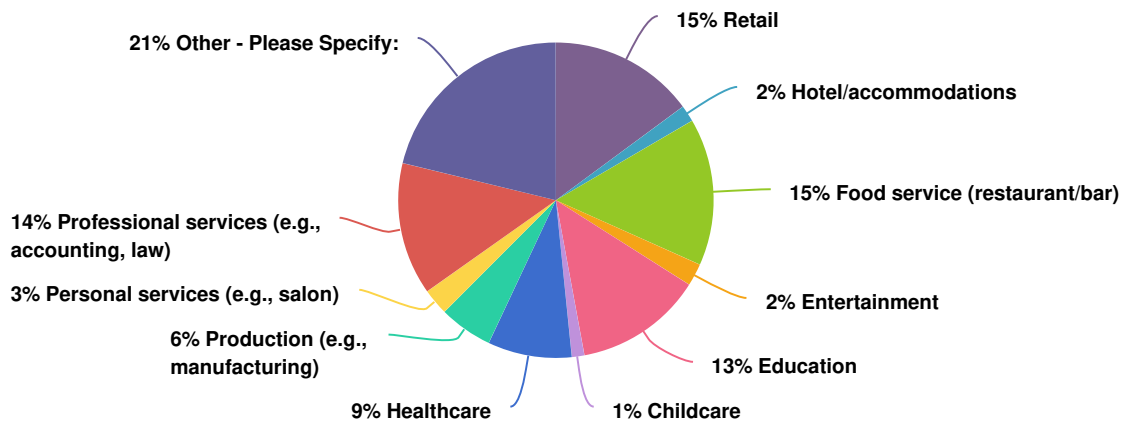
3. How many total hours per week do you work, on average (across all jobs)?



Value	Percent	Responses
Less than 20	9.1%	79
20-29	17.8%	155
30-39	22.2%	193
40-49	40.8%	355
50-59	6.9%	60
60 or more	3.3%	29

Totals: 871

#### 4. What type of job is your primary employment?



Value	Percent	Responses
Retail	14.9%	129
Hotel/accommodations	1.7%	15
Food service (restaurant/bar)	15.1%	131
Entertainment	2.3%	20
Education	13.1%	113
Childcare	1.3%	11
Healthcare	8.6%	74
Production (e.g., manufacturing)	5.5%	48
Personal services (e.g., salon)	2.7%	23
Professional services (e.g., accounting, law)	13.6%	118
Other - Please Specify:	21.2%	183

Totals: 865

<b>Other - Please Specify:</b>	<b>Count</b>
Research	6
Construction	4
Construction	3
Marketing	3
Recreation	3
Agriculture	2
Customer Service	2
Government	2
Library	2
Non-profit	2
Public health	2
Scientific Research	2
Social work	2
Transportation	2
government	2
library	2
research	2
Admin	1
Agriculture	1
Animal Shelter	1
Animal care	1
Automotive Detailing	1
Biologist	1
<b>Totals</b>	<b>183</b>

<b>Other - Please Specify:</b>	<b>Count</b>
Business services	1
CSU Student Employee	1
CSU student council government	1
City Recreation	1
Cleaning/custodial	1
Commerce	1
Community Service	1
Consulting	1
County	1
County work	1
Crisis line	1
Custodial	1
Custodial Department Lory Student Center	1
Customer Service	1
Customer service	1
Customer service	1
Customer services	1
Daycare Attendant	1
Design & production	1
Desk staff	1
Dog walking pet sitting	1
Doggie daycare	1
Election judge	1
Totals	183

<b>Other - Please Specify:</b>	<b>Count</b>
Engineering	1
Engineering	1
Environmental Research	1
Environmental Work	1
Facilities Management	1
Federal Security	1
Field Technician	1
Fitness	1
Flooring	1
Fly fishing guide	1
Food production	1
For CSU	1
Forester	1
Front Desk	1
Garbage truck	1
Golf course maintenance	1
Gov	1
Government	1
Government Services	1
Government temporary election worker	1
Govt employee	1
Graduate Student	1
Graphic design and print production	1
<b>Totals</b>	<b>183</b>



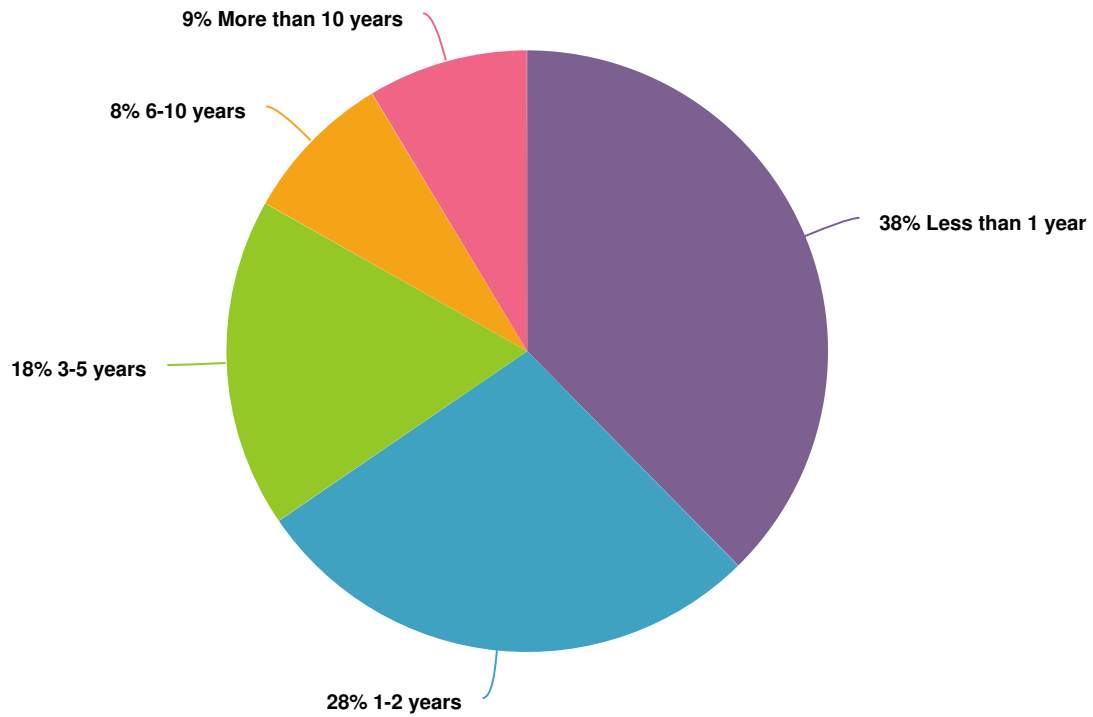
<b>Other - Please Specify:</b>	<b>Count</b>
Homeless/Human Services	1
Human Services	1
IT	1
IT helpdesk	1
IT technician	1
Information Technology	1
Labor	1
Laboratory Work	1
Laboratory testing	1
Landfill gate attendant	1
Library services	1
Lifeguard	1
Lifeguard	1
Local Government	1
Local government	1
Mail carrier	1
Maintenance tech	1
Maintenance/golf range worker	1
Marketing	1
Natural Resources	1
Natural Resources- Field Botanist	1
Natural resources	1
Natural resources	1
Totals	183






<b>Other - Please Specify:</b>	<b>Count</b>
Non Profit	1
Non profit	1
Non profit	1
Non profit worker	1
Non-profit	1
Non-profit - Domestic violence shelter	1
Optician technician	1
Outdoor recreation	1
Pest control	1
Pet Care	1
Pet care	1
Pet sorting	1
Plumber	1
Procurement	1
Production (Video Editor)	1
Real estate	1
Receptionist	1
Recreation	1
Research Assistant	1
Research lab on CSU campus	1
Research, and student employee	1
Sales	1
Science- Laboratory	1
<b>Totals</b>	<b>183</b>

<b>Other - Please Specify:</b>	<b>Count</b>
Scientific research	1
Security	1
Sign language interpreter	1
Social Services	1
Social Services, homeless services	1
Social services	1
Social work	1
Sports	1
State Government	1
State government	1
State worker	1
Tech	1
Technical Writer	1
Technology	1
Union Organizer	1
University research lab	1
Utilities	1
Veterinary Medicine	1
Wastewater	1
Window cleaner	1
Work Study	1
agricultural research	1
agriculture	1
Totals	183

<b>Other - Please Specify:</b>	<b>Count</b>
animal care	1
business support (admin)	1
career counselor	1
customer service	1
death care	1
delivery	1
engineering	1
freelance graphic design, health coach, nutrition, teach French	1
grocery	1
information technology	1
nonprofit	1
nonprofit-human services	1
public library	1
sales	1
service company	1
social services	1
software engineer	1
technical	1
veterinary	1
<b>Totals</b>	<b>183</b>

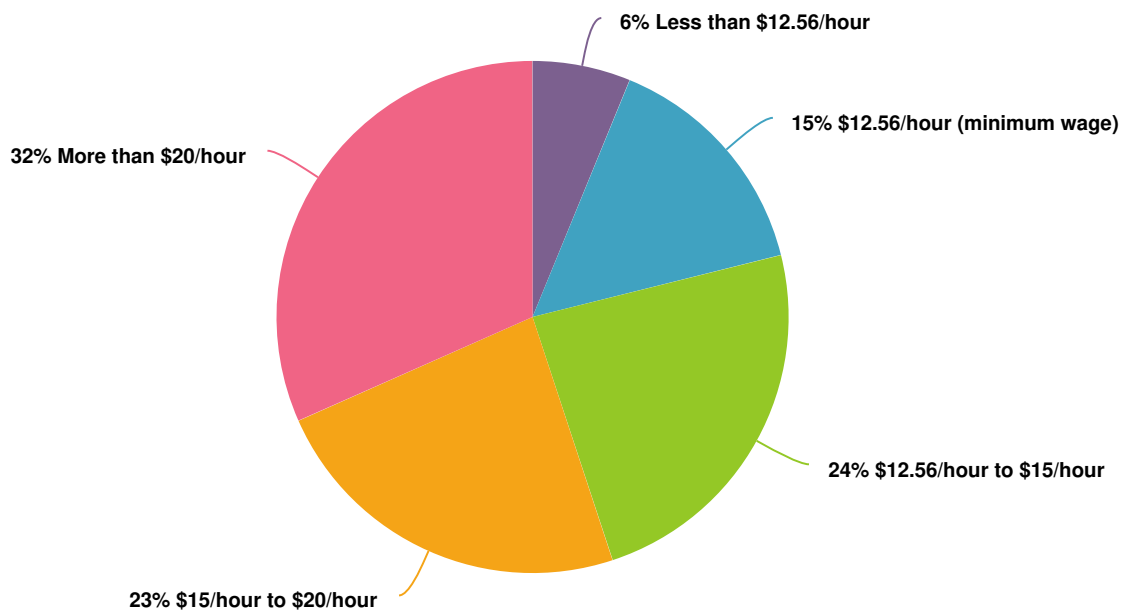
## 5. How long have you been employed at your primary job?



Value		Percent	Responses
Less than 1 year		37.6%	327
1-2 years		27.8%	242
3-5 years		17.7%	154
6-10 years		8.2%	71
More than 10 years		8.6%	75

Totals: 869

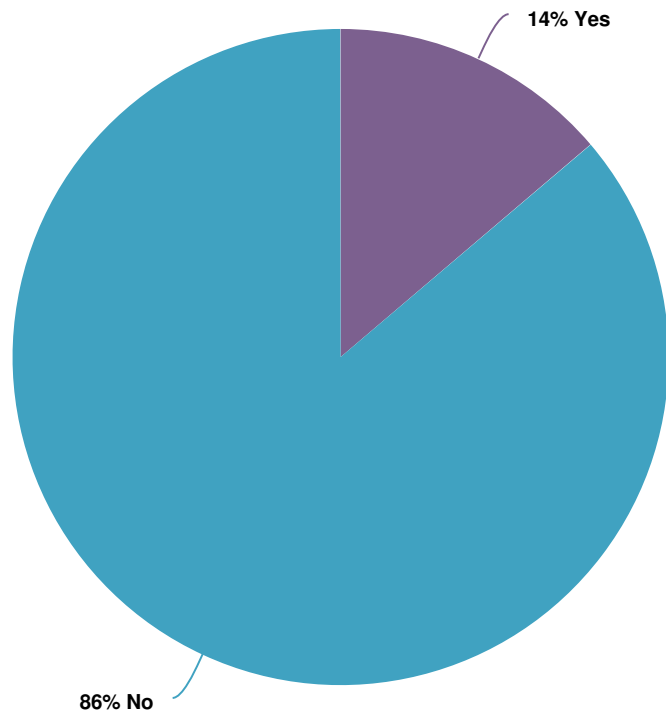
## 6. What is your hourly wage for your primary job?



Value	Percent	Responses
Less than \$12.56/hour	6.2%	54
\$12.56/hour (minimum wage)	14.9%	129
\$12.56/hour to \$15/hour	23.8%	206
\$15/hour to \$20/hour	23.4%	203
More than \$20/hour	31.6%	274

Totals: 866

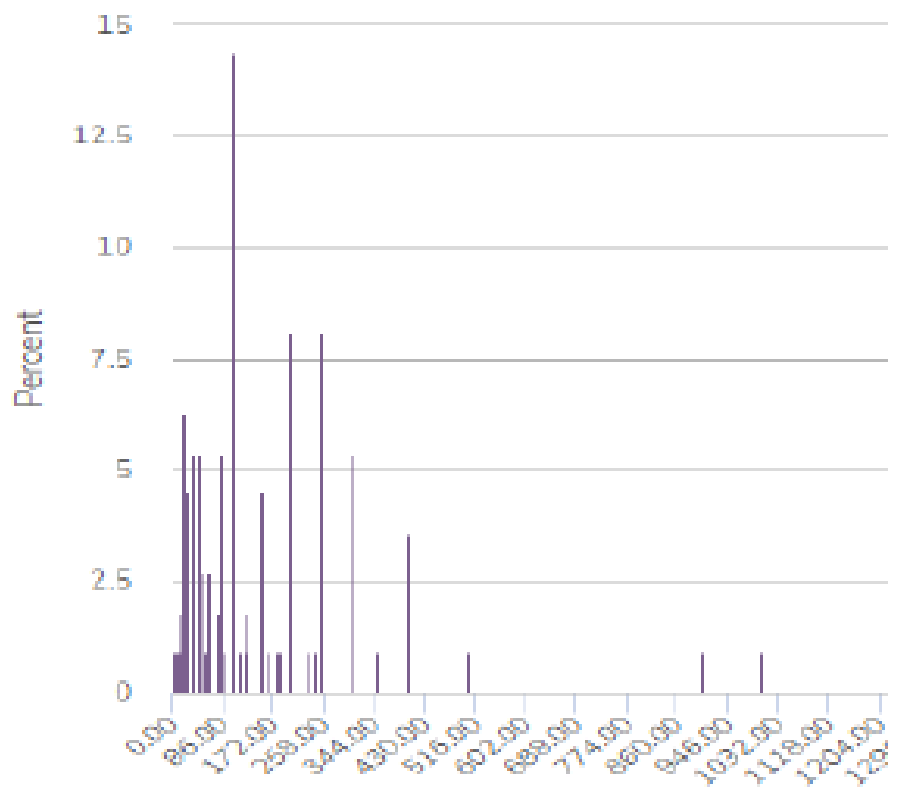
## 7. Do you receive tips?



Value		Percent	Responses
Yes		13.8%	120
No		86.2%	747

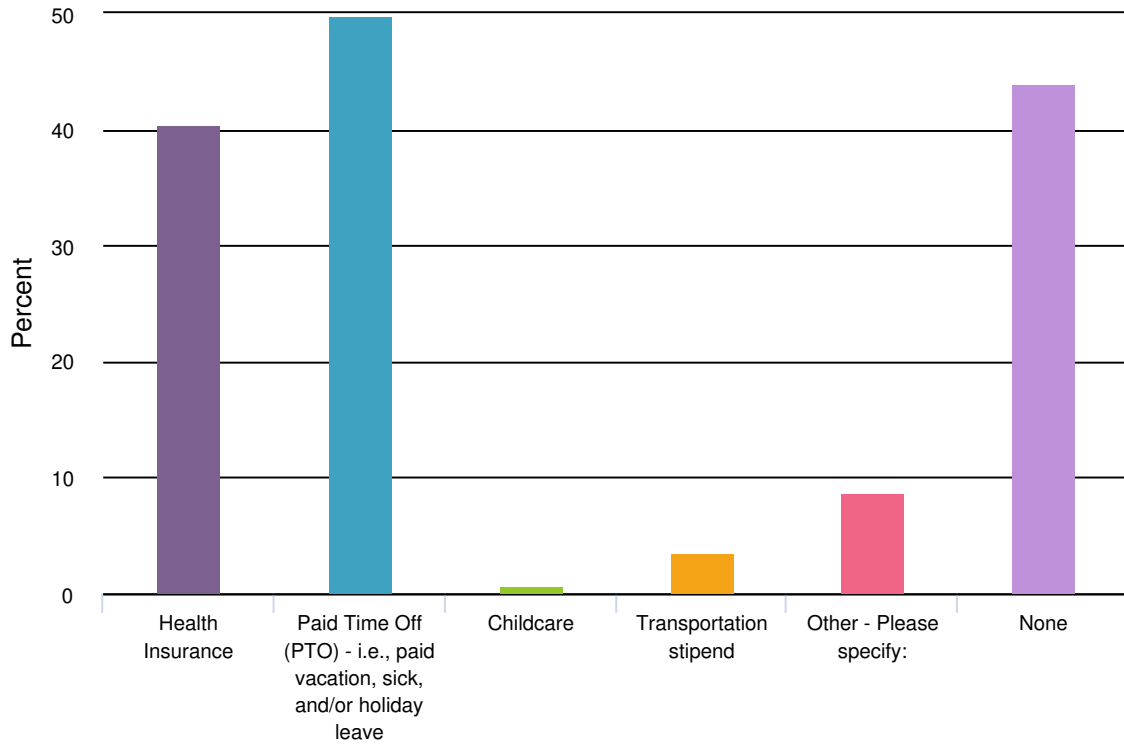
Totals: 867

8. Approximately how much do you receive in tips per week, on average?





9. What benefits do you receive from your employer, if any? (select all that apply)



Value	Percent	Responses
Health Insurance	40.5%	350
Paid Time Off (PTO) - i.e., paid vacation, sick, and/or holiday leave	49.8%	431
Childcare	0.7%	6
Transportation stipend	3.6%	31
Other - Please specify:	8.7%	75
None	44.0%	381

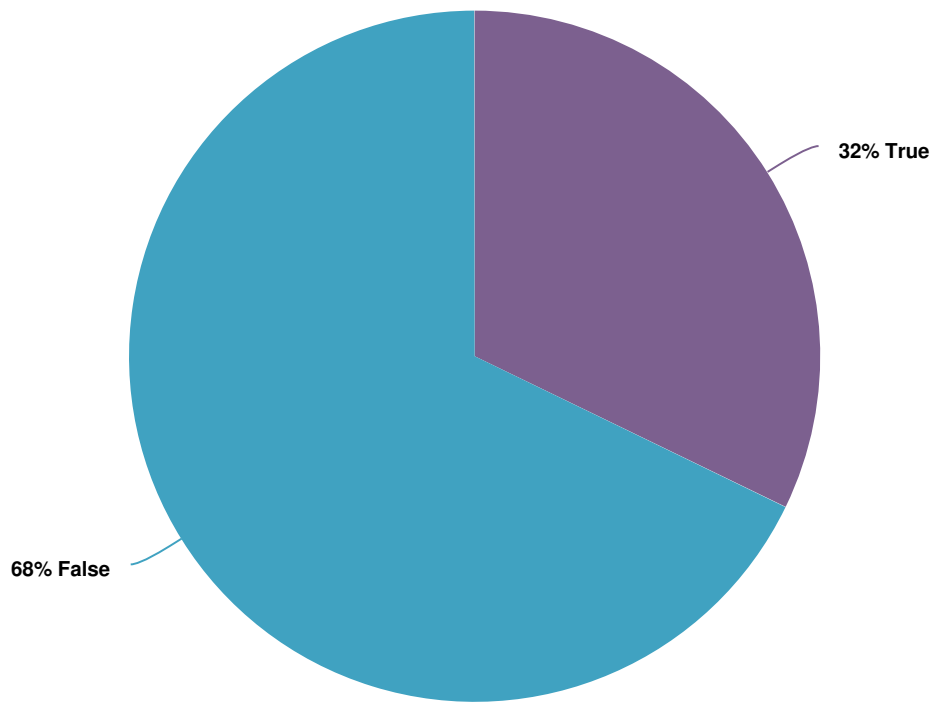
Other - Please specify:	Count
401K	4
401k	4
Retirement	2
Totals	75

<b>Other - Please specify:</b>	<b>Count</b>
401K, Life Insurance	1
401K/401A	1
401k Matching	1
401k match	1
401k, bonus, education	1
403b	1
Assistance with paying for housing	1
Bonuses	1
CSU employee benefits	1
Cell phone reimbursement	1
Dental, Life, Vision	1
Dental, Life, Vision, critical compensation care	1
Discount car insurance	1
Discount on their product	1
Discounts, bonuses, employee ownership	1
Educational benefits	1
Equity	1
Flexible around school	1
Free food	1
Free meal and discounts	1
Free membership to gym where child care is located	1
Half off concessions and free movies	1
Housing & dining	1
Totals	75

<b>Other - Please specify:</b>	<b>Count</b>
I just started this week, benefits start after 90 days. Previous job was after a full year.	1
I'm not sure.	1
Internet Reimbursement	1
Job is through CSU	1
Life insurance, 401K , Disability, emergency coverage (ambulance ,etc)	1
Life insurance, tuition waiver	1
Necessary Leave, Soft Closes	1
One free meal a day worked	1
Pension	1
Pension, eap	1
Per diem	1
Pera, dental, etc.	1
Personal tech stipend	1
Profit sharing, life insurance, 402K Plan	1
Quarterly bonus	1
Retirement and life insurance	1
Retirement contribution	1
Retirement match	1
Retirement with matching	1
Retirement, EAP, Wellness	1
Retirement, sick leave	1
Retirement/401k	1
<b>Totals</b>	<b>75</b>

Other - Please specify:	Count
Roth	1
SNAP	1
Shift meals, education benefits	1
Sick time	1
Simple IRA	1
Small retirement contribution	1
Spotify, Lyra(Teletherapy), Headspace, ASU Free College	1
Stock options	1
Technology stipend	1
Travel, clothes, Per diem, etc...	1
Tuition reimbursement	1
Up to 5% matched 401(k)	1
Vision, dental, 401k match, STD, LTD	1
bus pass	1
discount	1
exercise benefits, career development	1
hours, validation, ownership of projects	1
reduced golf rates	1
retirement account	1
retirement, disability	1
Totals	75

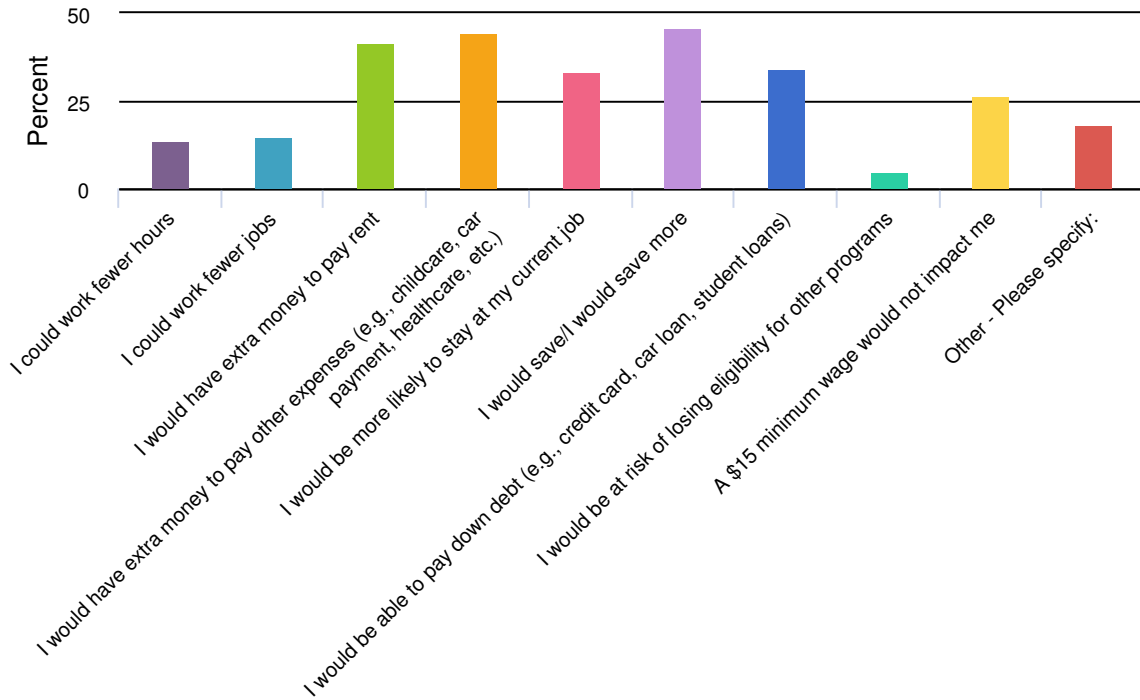
10. I am able to save money and/or respond to emergencies with my current income.



Value	Percent	Responses
True	32.2%	279
False	67.8%	587

Totals: 866

11. How do you anticipate that a \$15 minimum wage would affect you?  
(select all that apply)



Value	Percent	Responses
I could work fewer hours	13.9%	119
I could work fewer jobs	15.1%	129
I would have extra money to pay rent	41.6%	355
I would have extra money to pay other expenses (e.g., childcare, car payment, healthcare, etc.)	44.6%	381
I would be more likely to stay at my current job	33.3%	284
I would save/I would save more	46.3%	395
I would be able to pay down debt (e.g., credit card, car loan, student loans)	34.4%	294
I would be at risk of losing eligibility for other programs	5.2%	44
A \$15 minimum wage would not impact me	26.7%	228
Other - Please specify:	18.6%	159

Other - Please specify:	Count
Could possibly stop having to donate plasma to get a little extra money	1
\$15 an hour isn't even close to what people should be payed. If wages tracked with productivity and inflation the minimum wage would be over \$20 an hour. Any less is disrespectful to your citizens.	1
\$15 isn't enough to get me to 100%AMI, does not help a disabled senior.	1
\$15 still isn't nearly enough for a minimum wage, but it's a good start.	1
\$15/hour is a good start, but it still does not amount to having enough money to provide stability, let alone save for the future or emergencies	1
15 Dollars an hour is not enough to keep up with rising costs and all else that goes on in life	1
A \$15 minimum wage isn't enough with current rent prices and overall increase in the cost of living.	1
A \$15 minimum wage would improve the security and wellbeing of people in my community, and therefore benefit everyone who lives in Fort Collins	1
A \$15 minimum wage would make it more difficult for my teenage children to get employment.	1
A \$15 minimum wage would not impact my current pay, however it will drive up the prices of everything I need to pay for to cover the minimum wage increase. This will cause cost of living to increase even more.	1
A lot of places already offer \$16/hr and it's not enough. With rent, car payment, insurance, electric, phone bill, and paying for certain treatment that I need to manage a condition I have I have \$60 left over. \$15/hr isn't enough. I make 16 and it's not enough.	1
A minimum wage increase would likely increase my wages and make life more affordable, including goals like trying to buy a house or afford kids.	1
A minimum wage of \$15 an hour would negatively impact me as it would limit the amount of money I would recieve in benefits and discounts I recieve from my employer as they would raise prices to accommodate said wage increase. Additionally this negatively affects my opportunities to recieve wage increases from my employer based on my performance as universally raising all employees wages will leave less chances for employees who perform well to recieve pay raises. A wage increase of \$15 and hour would also increase the prices of establishments I frequent in fort collins resulting in me paying more for goods and services, increasing my cost of living.	1
Totals	159

Other - Please specify:	Count
An increase in labor costs would trickle down to an increase in product prices, further pricing Fort Collins residents out of the city	1
An increase would not change my finances, but I know it would impact part-time workers at my place of employment. Most would need to reduce their hours. However, I also have high school and college-aged children who would benefit from the increase.	1
Artificial wage growth causes MORE inflation - LET THE MARKET DECIDE	1
As someone who plans on going back to college, a full time job is only a temporary measure, and most part time jobs rarely pay more than minimum wage. If my current wage decreased to below 15 an hour, I would be unable to pay my bills while working part time due to school	1
Because I make more than \$15/hr, it wouldn't impact me but I do believe that everyone should be able to make a living wage.	1
Better wages are good for all of us	1
Cannot buy grocery's at \$15/hr, barely enough to make rent	1
Cost of food rising is difficult to feed my family	1
Cost of goods and services would increase, decreasing my purchasing power.	1
Cost of local goods and services would increase to cover the wage increase	1
Could Possibly Lose My Job	1
Could finally get groceries	1
Could get raise based off higher minimum which is needed based on cost of living	1
Employers still will not pay over \$15.00. Most jobs are at \$15.00 for hospitality & pos & retail.	1
Fortunate to make more than minimum wage & believe other people should have the same opportunity.	1
Get a different job	1
Going out would be more expensive, less staff	1
Going to school part time, nearly impossible to pay for classes and work without going into debt	1
<b>Totals</b>	<b>159</b>



**Other - Please specify:****Count**

Hopefully redistribute better pay for seniority and roles one takes on. Currently working at 15.22 and wage stagnation doesn't allow for economic growth to afford rent stabilization of income controlled housing with less than 50% AMI for Larimer county at present.

1

I already make \$15.37 an hour and cannot make ends meet as a single parent. \$15 is not enough.

1

I am 84 years old. I have worked in customer service most of my life. Currently I work as a cashier at a Loaf & Jug . I am good with our customers and I'm an accurate honest cashier. In the year and a half that I have worked as our current Loaf & Jug I have seen retail prices almost double. Salaries have remain the same.

1

I am willing to pay more as a customer for everybody to earn a living wage.

1

I believe my wages would be compressed. People with no experience would make nearly what experienced people make. Businesses would pass the increase in to customers and since my wages will not be impacted I will have a tougher time affording things. I have already cut way down on eating out and can no longer afford the hair salon or what it costs to have my dogs groomed.

1

I can not afford rent and my other bills without my dad's help. I work long hours and 5 days and getting paid 15 and work almost 39 hours a week. Can't afford other expensive like clothes for my kids to go back to school or even have fun during summer. If the minimum wage was at least 17 dollars a hour, I would stay at my current job and not have to look for a whole new job or a second one part-time. This is coming from a single mom of 4.

1

I could focus on my education. Wouldn't that be nice?! I could also stop selling ("donating") plasma, which has proven to be pretty not great on my body.

1

I could put more into retirement

1

I do make \$15 but even those who make more than that cannot afford to live in the way we all deserve to.

1

I don't believe a minimum wage increase would benefit me, but rather hurt my current wage.

1

I have been at this job for 14 years, but it always was my part time job, I lost my teaching job before/ during Covid then my retail job became my full time job. I had less than 0.50 cents increase in my hourly pay. This doesn't cover extra rates for rent, food and gas, health. If the minimum wages improve to \$15:00 then my pay should raise by percentage. It's all about affordability of a simple life and preventing poverty.

1

**Totals****159**

Other - Please specify:	Count
I hope it helps others do all of the above, and I hope it raises the bar/ value for people like me so that I can make more than \$18.50 at a professional full-time job.	1
I hope that my employer would increase my wage since I am the director and my employees will get a \$2.44/hour raise but I am not sure that would happen.	1
I make \$20 per hour and it still isn't enough	1
I make more than 15 an hour and still can't save up to buy a house or retire. How is anyone supposed to live on less than 15? We all have illegal roommates due to the you plus two law just to have roofs over our heads. Do better.	1
I manage full time during the summer, but as a student working part time minimum wage during the school year, a \$15 minimum wage would greatly help me.	1
I would appreciate my employer for paying a more livable wage.	1
I would be able to ask for a raise	1
I would be able to buy better gifts for my loved ones and spend money on my hobbies	1
I would be able to leave my current job and still get by	1
I would be able to raise my own wage if the minimum wage rose	1
I would be able to stay in our town and state	1
I would be closer to affording groceries and gas, but \$15 is not anywhere near enough for cost of living in Fort Collins. Minimum wage should be \$20	1
I would be impacted by wage compression because less experienced workers would be earning the wage I started at 9 years ago with a college degree.	1
I would be more likely to look for other positions	1
I would feel better about a society that paid all workers a living wage	1
I would feel less desperate about the class separation that's happening in Fort Collins, and relieved that more people could afford housing - or to get out.	1
I would feel more confident that if I needed to change careers I wouldn't have to worry about not making ends meet.	1
I would go from being decently above min wage to making just barely above min wage	1
Totals	159

Other - Please specify:	Count
I would have less constant stress about having to pay bills and I could possibly buy things other than basic necessities.	1
I would have less money because I would have to pay more for everything else in my life (grocery store, fast food, etc would all increase their prices). Minimum wage is for high school students, felons and people with no ambition to make more or do better.	1
I would have more faith in society	1
I would have to pay more for goods and services and my favorite small businesses may go out of business	1
I would have to pay more for goods and services making it more difficult to save.	1
I would have to pay more for groceries and at restaurants.	1
I would likely be unable to afford to go out to eat, as restaurants would need to change even more to cover labor costs.	1
I would likely not get raises as frequently when I deserve them because the company will be required to pay the temp workers who do minimum tedious tasks \$15/hour.	1
I would live in a community where there was greater wealth equity and my friends and neighbors could live more comfortably. Increasing the minimum wage benefits our community as a whole.	1
I would not be able to cover my living expenses	1
I would not be able to do any of the above because of inflation.	1
I would not be able to schedule as many people on a shift meaning more work for employees.	1
I would not have to decide between food/gas/health/bills when being payed. Often have to go without eating when bills or rent are due, especially recently with inflation and gas prices	1
I would pay more for services and there would be more unemployment	1
I would project a potential payrate increase to reflect the bottom of our payscale rising.	1
I would save more for college.	1
Totals	159

<b>Other - Please specify:</b>	<b>Count</b>
I would spend more money on consumer goods and services	1
I'm a manager and it would help me maintain workers and reduce turnover.	1
I'm salaried but at a low salary. CSU has difficult time retaining employees due to low salaries . I think a higher minimum wage would help w employee retention.	1
If the wage goes up costs go up so I would be no better off	1
Inflation would effect me negatively.	1
It could eliminate postiions with small employers and increase everyone elses workload.	1
It decrease my buying power making me less likely to afford things and likely lead to my hours being cut	1
It will cost me more for services	1
It won't impact me but will positively help my neighbors and friends and community	1
It would cause massive inflation and hurt everyone, including me.	1
It would have no direct impact to myself but it would increase business at my company.	1
It would help my partner and our combined household income	1
It would help other people more than it would help me and that is fine.	1
It would hopefully give my current salary a boost because \$15 an hour is still not enough income with today's inflation/cost of living.	1
It would hurt me	1
It would improve my quality of life greatly	1
It would improve our community by reducing poverty which is the primary driver of crime.	1
It would increase prices for services, which are already high	1
It would increase the Prosperity of other around me	1
It would increase the likelihood that other staff who make less than me will stay. Turnover impacts people who make more than min wage	1
<b>Totals</b>	<b>159</b>

Other - Please specify:	Count
It would increase the stability and buying power of a larger section of our population this will boost the economy.	1
It would keep pressure on inflation possibly causing price increases in the city	1
It would make everything more expensive for the consumer as the owner would need to cover the cost to pay the employee	1
It would make my day to day easier, as my roommates who work minimum wage would have more income, therefore able to provide more.	1
It would maybe help a little but \$15 was the fight- 10 years ago, my partner makes \$21/hr and still we couldn't qualify for an apartment in Fort Collins due to low finances	1
It would negatively impact business owners. I have considered opening a business in Fort Collins but will not be able to if the wage is raised.	1
It would not affect me personally because I am a salaried employee but it would improve the lives of many in Fort Collins	1
It would not affect me, but I would like to see a higher minimum wage.	1
It would not directly impact me, but would enable my husband to work his desired hours without speculation or burnout.	1
It would reduce my usable income as all costs will go up to support a \$15 minimum wage.	1
It would, relatively, lower my current wage	1
It wouldn't help me but \$20 per hour is barely livable here. \$15 is the bare minimum that needs to be offered. Housing and cost of living is incredibly expensive.	1
It'd cause inflation and hiring issues	1
Less staff turnover from coworkers	1
Like every time you increase minimum wage the cost of living goes up. That money does not grow on trees it comes from consumers using products. Business can't afford the increase without charging more.	1
Min wage must be higher than 15/hr in order for any benefits above to be true for Fort Collins workers.	1
Min wage should be \$20 an hour.	1
Totals	159

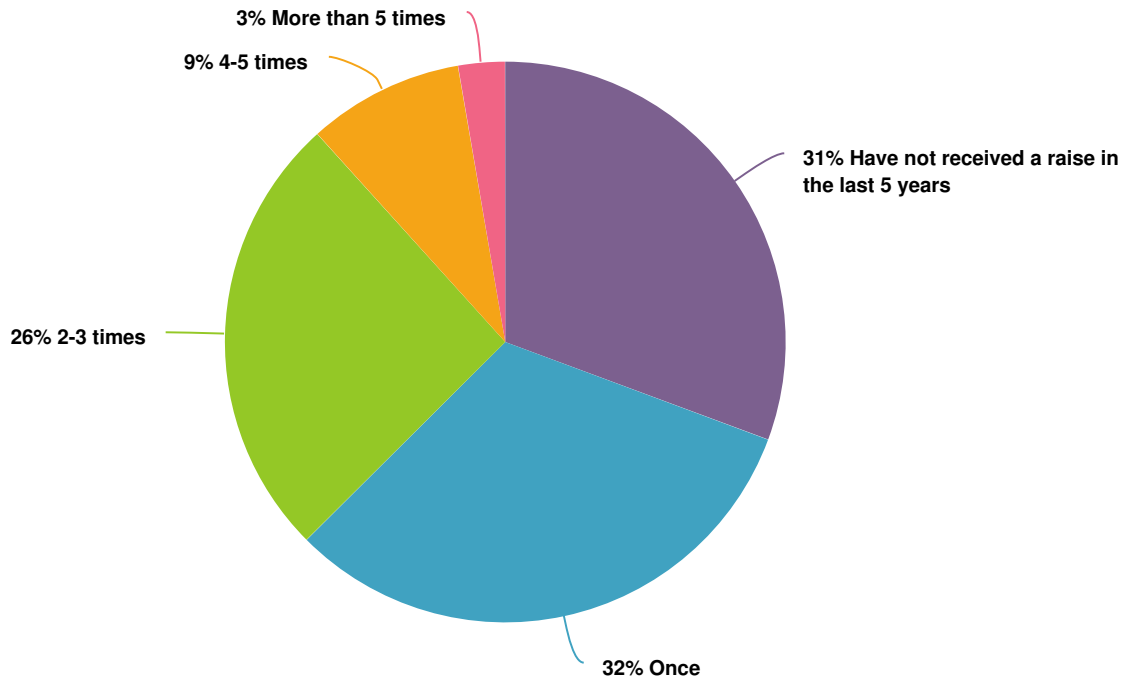
Other - Please specify:	Count
Minimum wage laws are meaningless when part-time jobs are not required to meet the wage standard set by a full-time minimum wage job	1
More likely to apply to retail and other jobs without skills	1
My community would improve because more people felt more financially comfortable.	1
My company would be better positioned to retain talent and compete more effectively with surrounding employers for warehouse labor	1
My costs would be increased	1
My coworkers could live better lives	1
My expenses would skyrocket. Have you learned nothing over the last year with this high inflation?	1
My peers would receive more humane standards of living	1
My restaurant would be at risk of closing	1
My roommates would be able to make more money and we could more fairly split expenses, which would take a financial burden off of me as the only full time worker in the house.	1
Other people in the area less fortunate than myself would be able to get more of their basic needs met	1
Other workers would do better but \$15 isn't enough in this city	1
Overall cost of living will go up.	1
Please consider \$18 or \$20 at minimum. The rising cost of living is annihilating my family's wellbeing. We moved across the country for this exact location and cannot go back to the south. We want to be a part of this community and put our roots down forever here. This is our dream come true, but we also need to be able to afford Maslow's basic necessities-no frills. Unfortunately, \$15 is an outdated minimum.	1
Prices of everyday items would go up and make it harder for me to afford a higher cost of living.	1
Quality of life is improved for many around me.	1
Totals	159






Other - Please specify:	Count
Raising the wage will create other problems. If the wage is raised for unskilled jobs I will be looking for mu wage to be increased too	1
Raising to \$15 would leave employers to cut employees and jobs. It would also increase the base cost of commodities and living.	1
Restaurants and retail would potentially increase the cost of their services to account for paying their employees more. Happy to pay that increase as I think it's important to support service workers and others in lower income brackets so they can afford to live here	1
Restaurants would be more expensive and I would go there less	1
Services would cost more - and my wage wouldn't change despite putting in effort to improve myself and my income	1
Since I am on SSDI, this would kill this completly and take me off of SSDI and i wouldn't be able to work anymore because of the hike to \$15/hr! This goes to everyone that has SSDI to! They would also be out of the job and loosing their SSDI benefits.	1
Small employers would go out of business.	1
Such a short-sided 'solution' reduced the availability of entry level jobs.	1
The cost of living would go up and I wouldn't be able to have extra money. In fact I might have to find another job to offset the cost.	1
The minimum wage needs to be much more than \$15.	1
This would hurt my tips because people would think I'm paid enough	1
To be able to not have so many roommates with my children because rent is so expensive.	1
Upward pressure on my salary which has stag ated	1
Use the increased minimum to negotiate higher wage	1
Wage inflation will continue to drive prices higher.	1
Totals	159

Other - Please specify:	Count
While the wage increase would not impact my current income, I am a recent BA graduate and have worked minimum wage jobs for most of my life. Up until getting a salaried job, I was in constant debt and food insecurity. I don't want others dealing with the same. I was lucky enough to have a partner who shared my living costs. Without us both struggling, i wouldn't have been able to make it through school. In fact he wasn't able to study just so we could afford me going to CSU.	1
With inflation and the cost of food, a \$15 an hour minimum wage would still be a worse standard of living compared to even just last year.	1
With the increasing cost of living in the area which was already high, increasing the minimum wage to 15 would greatly benefit more people especially the ones in need	1
Workers in other areas would be able to stay here	1
Would give me more options if my current job doesn't work out. Would also allow me to take school jobs related to NY future career without having to struggle to pay rent and tuition.	1
Would likely bump pay that I currently get, which is 15\$	1
Wouldn't impact me directly, but I fully support changing min. Wage to \$15/hr!	1
a great help to others	1
hurt small business	1
i would be able to afford basic needs	1
increased prices I pay	1
it would increase the prices on goods and services that I and everyone buy, adding to what is already bad inflation	1
no difference - cost of everything else would go up	1
towards a living wage in our community	1
would cause inflation.	1
Totals	159



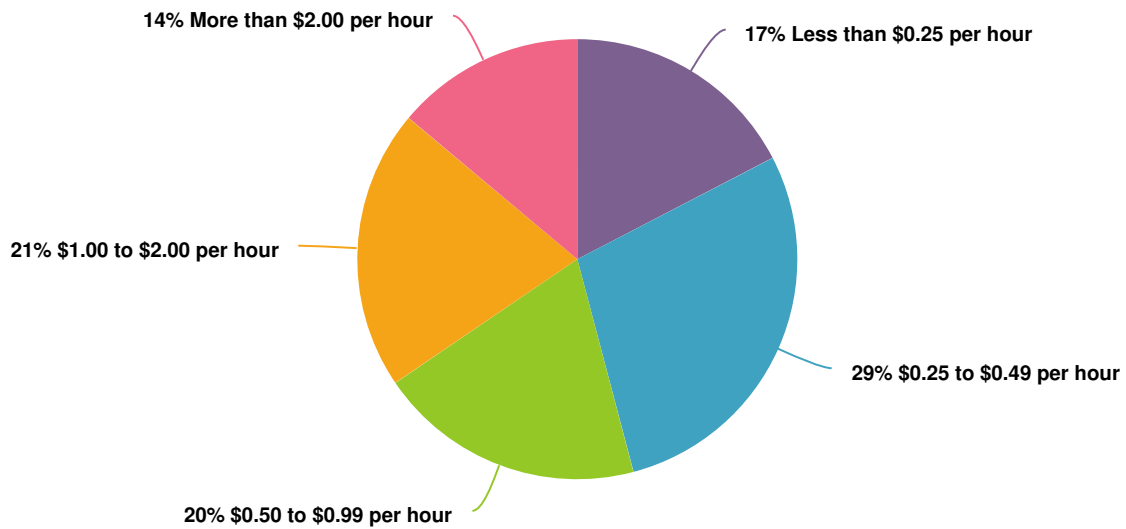
## 12. In the last 5 years, how many times have you received a raise?



Value		Percent	Responses
Have not received a raise in the last 5 years		30.7%	266
Once		31.9%	276
2-3 times		25.8%	223
4-5 times		9.0%	78
More than 5 times		2.7%	23

Totals: 866

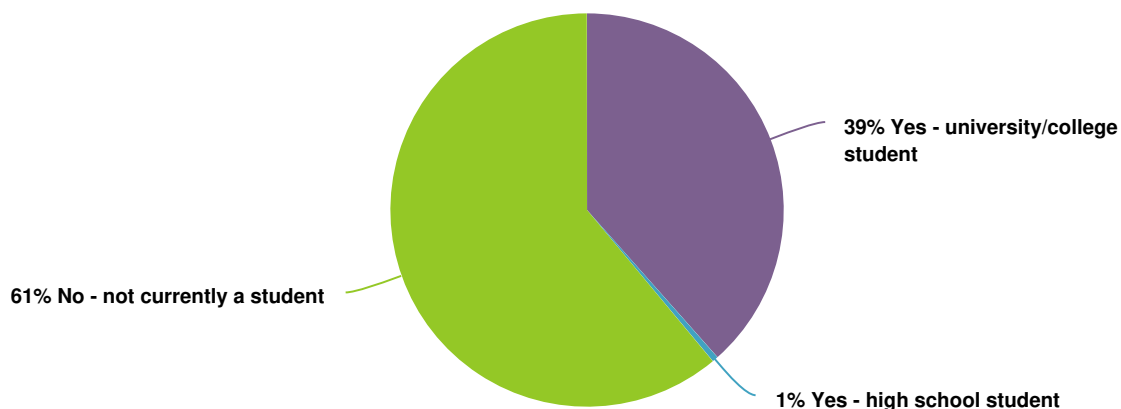
### 13. What was the average amount of each raise?



Value	Percent	Responses
Less than \$0.25 per hour	17.4%	103
\$0.25 to \$0.49 per hour	28.5%	169
\$0.50 to \$0.99 per hour	19.6%	116
\$1.00 to \$2.00 per hour	20.6%	122
More than \$2.00 per hour	13.9%	82

Totals: 592

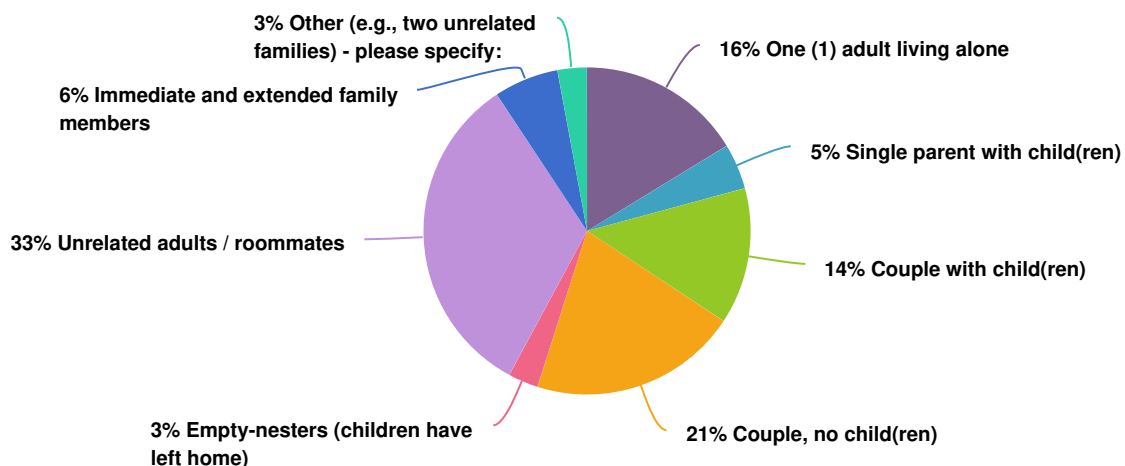
## 14. Are you a student?



Value	Percent	Responses
Yes - university/college student	38.5%	334
Yes - high school student	0.5%	4
No - not currently a student	61.1%	530

Totals: 868

## 15. What best describes your household?



Value	Percent	Responses
One (1) adult living alone	16.3%	141
Single parent with child(ren)	4.5%	39
Couple with child(ren)	13.5%	117
Couple, no child(ren)	20.6%	178
Empty-nesters (children have left home)	3.0%	26
Unrelated adults / roommates	32.8%	284
Immediate and extended family members	6.4%	55
Other (e.g., two unrelated families) - please specify:	2.9%	25

Totals: 865

Other (e.g., two unrelated families) - please specify:	Count
2 roommates	2
Totals	25

Other (e.g., two unrelated families) - please specify:	Count
1 minor	1
1 relative, 1 kid, 1 partner	1
1 roommate	1
2 adults mother/daughter	1
2 roommates	1
Adult away from home	1
College housing, three other roommates	1
Community style living	1
Dorm	1
I live with my partner and a roommate	1
I live with my wife's parents because we can't afford rent or a house even though I work full time.	1
Me and 3 norelated roommates	1
Me, my husband, an unrelated roommate	1
Myself and roommates	1
One roommate	1
Roommate	1
Roommates	1
Roommates unrelated	1
Three roommates	1
Two other roommates	1
Two roomates	1
live with roommate	1
Totals	25

**Other (e.g., two unrelated families) - please specify:**

**Count**

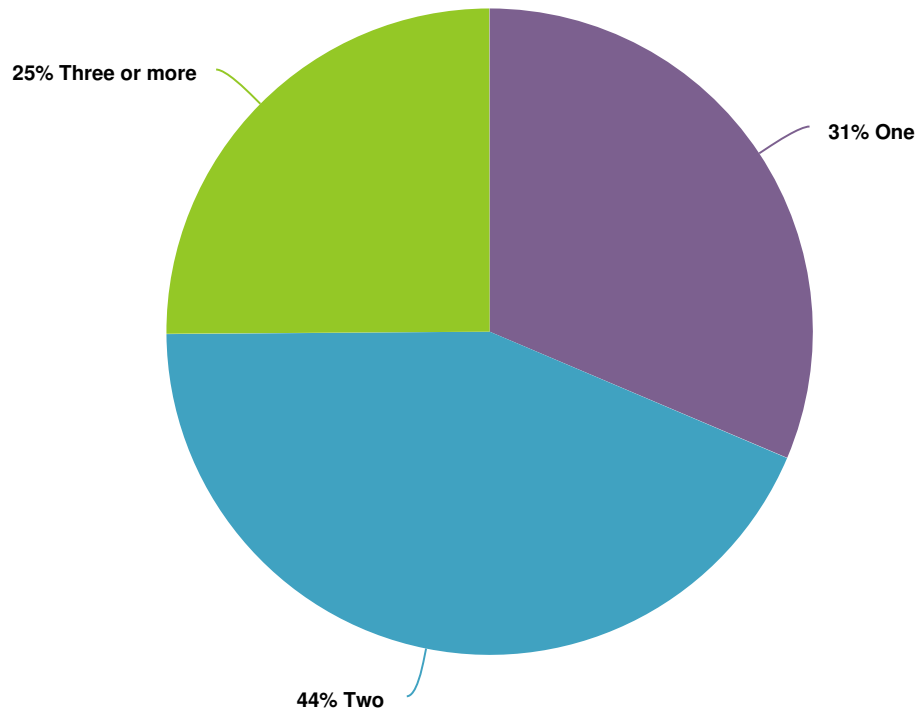
one roommate




1

Totals

25

16. How many members of your household have at least one job?



Value		Percent	Responses
One		31.4%	271
Two		43.5%	376
Three or more		25.1%	217

Totals: 864

## 17. Do you have any other comments about minimum wage in Fort Collins?

ResponseID	Response
64	With the inflation I understand needing a livable wage. The additional cost of new prices are already making things unaffordable. Add in additional wage prices and prices will go higher
67	Mine is a retirement, part time position.
95	Raising minimum wage would be beneficial to everyone and make living in Fort Collins actually possible for anyone that isn't generationally wealthy. Please raise it.
98	The cost of living in Fort Collins makes it impossible for someone working a minimum wage job to live here.
107	Students at CSU have to decide to work more hours and skip classes to make rent/groceries or choose classes and potentially not have enough money to survive.
114	raising the minimum wage price in fort collins would be so helpful to me and my family, it would help me pay rent and have money for emergencies.
115	I don't think we should raise it.
116	Considering the cost of living in Fort Collins increasing the minimum wage would be amazing.
121	I think it is a bad idea since employees who have been working for longer don't receive an additional raise and will then be making the same amount as a new hire with no experience.
124	please raise it so i can afford to survive
128	CSU needs to raise the minimum wage of its employees. \$13 is not enough
130	I think it should absolutely go up. It would help immensely with increasing cost of living
131	It needs to increase. We have trouble recruiting employees with wages below \$15. It's a start for the cost of living here in foco. Most businesses are already paying this wage and passing the cost to customers.
137	My primary jobs (during the school year) are at the csu rec center as a supervisor and this would change the lives of many of my coworkers!
142	Nope



## ResponseID Response

146 In addition to a minimum wage increase, dismantling U 2 laws would dramatically help college students in the fight against rising rent pricing while wages remain stagnant

151 no

157 With the increasing cost of living, a \$15/hour minimum wage is the first step to helping people be able to pay their bills. It should also continue to increase each year to account for inflation

158 Please please please raise it. I can't consistently rely on tips as an income. Having a higher minimum wage would allow me to breathe. My partner works full time and has benefits etc., and he has to pay so much more of our expenses. Raising the minimum wage would allow me to pay more in rent/utilities to lessen his burden, to save money, and to not stress as much. I'm a student and can only work so many hours and maintain a good GPA.

167 Raising the minimum wage would benefit so many people, especially college students who are struggling to pay expensive tuition and rent.

169 I feel that everyone should have the opportunity to make the same regardless of where they work.

172 Pay us more! And raise the minimum wage for jobs with tips too! Rent, and now groceries and gas, are all too expensive for minimum wage to be as low as it is, especially after taxes for middle and lower class folks. Low minimum wage is wage theft, our labor deserves to be valued fairly. As history and current events alike have shown, employers won't do that, so we need legislation to regulate it.

180 No

182 Please raise, Fort Collins is unaffordable. Need renter protection also

185 Living expenses in Fort Collins are expensive compared to minimum wage especially for students and the U 2 rule

186 12.56 is not survivable alone.

190 Minimum wage in Fort Collins is not enough for students such as myself to pay for college. I feel like most people don't pay attention to how expensive college is, even after financial aid. Especially since they continue to raise tuition.

191 I think \$15/hour would greatly help many people, especially in the current housing crisis and to give back to the local community/stores.

193 Raise it! Living here is not cheap and continues to become more expensive

## ResponseID Response

195 Can't afford rent at minimum wage rn

197 For the cost of living in fort Collins, a raised minimum wage would be extremely helpful

198 No

199 I work for an apartment complex which CAPs our hours at 25/week and I cannot afford to pay the rent for the same complex I work at. 15/hr would make a huge impact and enable me to do this while also letting me save some money for emergencies. Thanks.

200 Raising minimum wage while taxing profits and instituting price controls would help fight inflation locally

202 The current minimum wage does not reflect the cost of living in Fort Collins

209 I can barely feed myself let alone be able to afford a car one day. I am 21 will no savings because I'm struggling to survive

216 raise it!! pay our workers fairly!

218 Minimum wage would be nice but since I do not make it it would be helpful/incentive for my employers to raise my hourly wages

225 Please raise it!!! It is so difficult to pay such high rent as a college student who is being paid minimum wage. No human being should have to choose between grocery shopping and paying rent

229 I think our community would benefit greatly!

232 None, although cost of living is pretty high, and raising it would be very beneficial

233 I don't think it should be raised. I think companies should pay employees a fair amount for the job they do.

234 It needs to be raised. \$12.56 is not a livable wage on top of paying for school and it's mostly students in Fort Collins.

237 No

239 It is currently impossible for me and my boyfriend to afford living costs with what we are being paid.

## ResponseID Response

240 Cost of living is outrageous in Fort Collins and even \$15/hr is a poverty wage. All of the service workers in this city live paycheck to paycheck with few comforts/luxuries. Higher minimum wage would stimulate our economy and greatly increase quality of life for the people who work so hard in the restaurant/entertainment sector. Raising Fort Collins minimum wage to \$15 is the absolutely bare minimum you can do.

241 It should be raised

242 It should be more than \$15 to compensate for people who would lose qualifications for other programs as well as to reflect current cost of living in Fort Collins. \$18-\$21 minimum.

245 Fort Collins should advocate for its residents to make living wages. With landlords driving up rent, oil companies price gouging, and the cost of literally everything going up, people should be able to meet the cost of living comfortably. \$15/hr probably isn't enough, but it's a start.

251 \$15/hr is still not enough. Especially with inflation, and no one is buying any merchandise. Therefore, it's almost impossible to be getting even over 20 hours a week.

255 While it would not impact me as I work remotely for an out-of-state employer, I fully support raising the minimum wage.

256 Nope

257 N/A

260 While I personally would not directly benefit from raising the minimum wage I believe it should be raised to at least \$15. This community is an expensive place to live. \$15 isn't enough but it's a start

261 While it would not directly impact me I feel that it would benefit a large number of students who have to work more hours on top of school to afford the rent prices in Fort Collins. My senior year I had to pick up another job to afford my rent because prices raised so much.

265 It would make it much easier to live in Fort Collins, rent would be less stressful, especially with increasing housing costs, and groceries would be more affordable

268 Raising the minimum wage will hurt everybody by reducing the buying power of people at all wage levels. It does nothing to help those currently at the minimum wage level and will likely lead to them having less money overall as their hours will likely be cut while goods and service prices will increase

## ResponseID Response

- 269 Please raise the minimum wage AND the minimum tipped wage. Too many employers are using tips as an excuse not to give their employees a living and survivable wage. Give businesses money to front these new labor costs to avoid a rise in unemployment.
- 270 Raising it would mean less stress for so many new workers. They can find a job that suits them without mentality or physically burning out. Knowing that you can save money for emergencies or for the future is especially helpful. A minimum wage of 12.56 for job requirements that require specific schooling or learning is not okay. Rent is getting higher. The housing market is skyrocketing. Homelessness can occur quicker. Jobs listing their minimum wage as 12.56 will not have employees to work there. No one will want to work for that little in high stress environments or in places that require specialized training. Businesses would close and the local economy would suffer. Hypothetically, if I am paid 12.56 an hour and work 40 hours a week, I am paid 502.40 dollars a week. That does not include taxes which would bring my total paycheck down to 450. That is 1800 dollars a month and only 21,600 dollars a year. If every month I spend \$800 on rent, \$50 on utilities like water and gas, \$200 dollars on groceries, \$300 on gas, \$46 on car insurance I am left with \$404. That does not include taxes and this is the bare minimum, excluding any shopping for clothes, home repair, other people I may be taking care of and any subscription that I might have. If paid \$15 dollars an hour I end up with \$804 at the end of the month. That can be used for medical purposes, helping someone, better quality products or for saving up.
- 282 Raising the minimum wage will only keep up with inflation rates and prices rising for rent and groceries. Employers will also result to computer systems as employees especially food service. Raising would help but it is bittersweet. The only perks of \$15 is when working service and having tips. \$15 allows one to have a somewhat comfortable lifestyle but as a student not a family. The rate should go up but it will be used towards rising prices and inflation.
- 283 No
- 292 With prices of everything rising, it should be increased. I need to pay off student debt and not worry about paying to eat.
- 293 Minimum wage in Fort Collins is not livable, the cost of rent is ridiculously high and with the U 2 rule the youngest independent adults are being hurt the most. A \$15 minimum wage should only be the starting line, to follow the rate of inflation we should be looking at over \$20.
- 296 A \$15 minimum wage would help encourage employers that are taking advantage of their workers to offer more competitive wages to maintain full staffing.
- 298 PLEASE raise the minimum wage! We work so hard and it's hard to survive in this economic climate with such low wage!!

## ResponseID Response

305 Raise it. We are dying out here.

308 The cost of everything is going up, so it makes sense that the cost of a persons labor would go up as well. Fort Collins is expensive

310 Cost of living is going up and wages should be keeping up.

318 As someone who has minimal health issues and is not at risk for anything if I were to make more money (I'd be making minimum wage during the school year), an increased minimum wage would greatly improve my position, both short term with school and nutrition, and long term with my savings.

324 Rent and living costs have grown to a level that minimum wage can't keep up with.

330 No

331 Raising the minimum wage to \$15 would be beneficial to so many people. I highly approve of this

336 Minimum wage has not kept up with the high levels of inflation which makes it difficult to pay for anything and everything.

340 So I am a grad student living on a stipend. On paper it looks like I get paid \$25 an hour, which sounds great, but it's capped at 20 hours a week. Even this amount is not enough to survive on here in Fort Collins. The rent is through the roof, gas and food is still higher. FoCo already has island prices for food. I worry about other people who are trying to make it on less money. No doubt I'll have to get another part time job, and \$15 an hour isn't enough here. I'm doing my best, but that doesn't cover enough. I'm always in the red and dipping into my savings.

341 The price of living has increased with gas, food, housing. To be able to live minimum wage should increase.

343 Raise it!

357 Please raise it. It's current level is not sufficient as prices continue to rise.

## ResponseID Response

362 It is not enough to live here anymore. Cost of living and PRICE GOUGING in this town have gone crazy- Example: 3 years ago- 950sqft apartment newly renovated for 2b/2b was 1475 in 2019-2020. Exact SAME renovates apartment now STARTING at 2100/month. I make \$12.90 an hour and gas is now near \$5/gallon. How are we supposed to drive to work and pay rent and pay for pets or children or furniture or food. I'm a 23 year old adult whose been on my own for sometime now and had to go crawling to my father for a co-sign just so i can rent an apartment in the city I've lived in the last 5 years. U 2 is crashing the housing market and combining me 3 with high wages will do MAGIC for this town!

365 People need on average \$5700 more money than they did last year in order to have the same life. In the first place \$21/hour is a living wage in Colorado so moving it up to \$15 is a step in the right direction but still not enough.

381 Even working full time with a minimum wage job makes it difficult/impossible to live without multiple sources of income or roommates, especially if you want even decent housing if you include other expenses. I know that at least at CSU, many student employees were denied raises due to lack of funds right before our former president was able to leave her job with a bonus of \$1.5 million.

384 I believe it must be raised as soon as possible. The cost of living has been rapidly increasing, from rent to gas to food, and it has outstripped the ability to live on approx \$12/hr. I make \$16/hr and even that is barely enough to cover all monthly expenses, and I haven't been able to put much into my savings account each month like I used to. While I already make above minimum wage, raising the minimum would likely lead to mine increasing proportionally. Therefore the community members making minimum wage would benefit, and so would employees who have received only minuscule raises over the last few years. It's also important to note that this community is made up of so many young adults, who often have the added cost of paying tuition. Raising the minimum wage would support their efforts to get an education and ultimately make their way into a healthier workforce. I also know that some small businesses would be concerned about the added cost. However, I believe that if the wage is raised, then they can attract more employees (since there has been a labor shortage in many fields) and expand their business, ultimately increasing profits as well despite their increased cost. I hope the authorities discussing this consider all aspects, but particularly how to benefit the most \*people\*, rather than businesses and profits.

390 \$15 an hour as a minimum wage would still not help. The minimum wage should be set to \$18-\$20 an hour. This would allow individuals to afford their rent afford more food afford Internet and other basic needs. As a Single parent I struggle each month just to get by. I work full-time and I volunteer for a charity that gives me a food basket each week. I make \$18.00 hr and have one child at home. This is barely enough to Cover my rent each month much less other expenses. Please consider raising the minimum wage more.

**ResponseID    Response**

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392            In order to keep front desk staff you need to treat employees well. I haven't had a break in any 6 hour shift I've had EVER ( that is by law required after any 4 hr shift), no review, no staff meeting in 4 years now. This is why we aren't able to keep rec facilities open regular hours. People want to work, but not for that wage and lack of appreciation.

393            Minimum wage should allow a single person, with one full time job, to afford a two bedroom apartment or house for their family within a 15 minute drive in a personal vehicle or 30 minutes by public transport. And then annually adjusted to keep pace with cost of living. Anything else is a human rights issue.

395            Increasing the minimum wage would be extremely beneficial for Fort Collins as it is a college town and many college students here are working minimum wage, which in many cases is barely enough to pay rent, and are building debt in order to be in school. Raising the minimum wage would allow us to afford our expenses, add money to savings/start paying off debt, and could allow us to work less hours so we have time for extracurricular activities including clubs and internships that we need to build our resumes and get experience for our careers that we are working so hard for.

406            Raising the minimum wage is vitally important to workers earning minimum wage. It will also raise the wages of workers earning above the minimum wage.

410            I may work for more then minimum wage because of my experience and time with this large healcare system but it it immensely frustrating to know I'm still not getting paid what I'm worth. I can see how a \$15 minimum wage would mean others getting more money for their own valuable labor that they can then spend on other expense like hospital bills or spend in my own community, benefiting Fort Collins citizens instead of catering to multimillion dollar organizations who can in fact afford to pay their employees a livable wage, especially considering \$15 an hour is barely a truly livable wage this day and age

415            Just do it. \$15 isn't even enough but it's better than nothing.

421            I think it would be great if the minimum wage was raised specifically because the university (CSU) only pays student jobs minimum wage for the most part. It is hard to choose a significantly lower paying job just because the experience would look good. I would make more money at a retail store or fast food job than I do at my childcare job.

422            Raising the minimum wage would improve the living conditions of myself, my girlfriend, and many other people I know

426            Housing is super expensive so it definitely needs to be raised to match the price of living, especially since food and gas prices are also high

**ResponseID    Response**

431            Don't do it, will chase business away and further deteriorate our city

432            With the cost of living, the current minimum wage is not enough to support college students and low to middle income communities.

435            The minimum wage increase wouldn't directly impact me, but

436            I think this would be great to counteract the rising cost of living here. I'm glad to see tipped employees have a higher minimum then the national rate. \$15 is a start, but still not a living wage for this area.

437            I believe that you should tie minimum wage to an Economist Board who should then tie to inflation. I much rather have the minimum wage to stay on track with inflation.

442            It's essential to the health of our community that we increase the min wage, or we will be more like Boulder than anywhere else.

444            I can't imagine trying to support a family making 12.56 an hour. \$15 seems like a minimum increase. With inflation and cost of living in Fort Collins \$15 would not even support a family of 1. Considering the employee shortage, increasing minimum wage seems necessary.

453            I work for the City of FC. I don't need to work, but I really enjoy this job.....however, making \$13.50 is a slap in the face. It doesn't make you valued. I was shocked to realize we don't even get 1.5x pay for working a holiday. Most places in FOCO pay more. The city isn't incentivizing it's part time employees at all to want to work or stay working. FOCO is such a great city that prides itself on so many things, yet what it pays it part time employees is downright awful! \$15 minimum wage would help but I feel like the city should be paying its employees better, especially if they are hiring a seasoned professional that would really help the face of Fort Collins, even if it's part time. Remember, part time for FC isn't getting any benefits, at all. If you want to stop staff shortages, help employees to want to work more and feel valued! Thank you.

454            I am heartily opposed to it. It creates a situation where people will be given fewer hours and thereby, theoretically, paid more per hour but with fewer hours worked per capita. No good.

455            With the cost of living in FC, a \$15 minimum wage still isn't making the minimum to live here



**ResponseID    Response**

459            This will only increase the amount of money they can blow on garbage. They will not use it to pay down debt or use it for any other cost of living expenses. I don't even think it will entice more people to work. I currently work for a company in Longmont that will start new hires at \$20 an hour and we still cant find people to fill the open positions. So this will do nothing, but affect the business owner.

466            I think that raising the minimum wage will benefit Fort Collins as a whole and would encourage it to be tied to the cost of living or at least adjust at a steady, predictable rate.

468            Fort Collins is very expensive to live in. If you raise the minimum wage to \$15/hr., a person could not afford to there.

473            Raising mini wage is a bad idea and will drive already expensive rates higher. Mini wage jobs are starter jobs, money should be spend promoting and educating mini wage jobs to develop pro and personally

475            At the end of my lease my rent increases from 1720 to 2400. How can I possibly pay this? I have worked for my employer 8 years and still don't make 15.00.

478            We must include tipped workers in minimum wage.

480            It needs to be\$25-30 an hour

487            We shouldn't ban low-skill people form having jobs. If Fort Collins is too expensive, maybe make it easier to build houses instead of defacto banning low-income housing by requiring permission from other people who don't own the property (and only want rich neighbors) to build anything.

493            Raising minimum wage is a terrible idea. It will raise the costs of goods. People with higher income levels will not get a raise yet will have to deal with higher prices.

494            Do it already. I believe that \$15/hr. Is not enough either. It should be at least \$18/hr.

501            Raising minimum wage just raises the cost of everything. PLEASE NO! It is not the city's job to fix every problem. Quality of life has substantially decreased and the current council is making it worse. I have worked at my job for 20 years (Yes! A privilege!) But I have worked my tail off for 2-3% raises that can't possibly keep up with inflation. Raising minimum wage only makes everything more expensive and my years of service less valuable. THE CITY SHOULD NOT ATTEMPT TO FIX EVERYONE'S Problems. No longer the choice city. Too many people for the water and now you want to build more houses. It will totally inhabitable here. Please STOP

## ResponseID Response

502	We need to Increase the minimum wage to help those out struggling in our city.
510	Higher minimum wage would be absolutely life changing.
511	A \$15 minimum wage is not enough. If we're going to raise the minimum wage, perhaps we should start at \$20 or more, not \$15.
513	It should be increased! Folks can't afford to live in Fort Collins, even if making more than minimum wage!
515	While this wage increase would not impact me or my family, I know what a difference this would make for the thousands of CSU students employed through Fort Collins and others who struggle to pay rent and survive in this amazing but expensive city. If we want to be inclusive and sustainable as a community, this wage increase is a must.
516	No one will work for 15 or less per hour in Fort Collins so this wouldn't change anything for anyone
522	I fully support this effort to raise the minimum wage in FC. I used to work for min wage and I was not able to support my family. That was 10 years ago and it's only worse now.
525	While my job goes off of Denver minimum wage, when I worked as a waitress, making ends meet was near impossible - and I was living on my own supporting only myself. Just because someone earns tips to supplement income, that does not mean they are treated fairly and paid fairly. The cost of living has shot through the roof, especially with greedy landlords in Fort Collins and minimum wage being raised is essential so that people can continue to live.
533	I am in support of it. Looking at housing prices, it. Even at \$15/hr, it would require two incomes for some of the cheapest apartments around here.
535	I started at Wal-Mart at \$13.30 an hour in March 2020, then in Jan of 2021 we went up to \$15.00 per hour. then in Jun of 2021 we went up to \$17.00 an hour. Businesses will raise their wages to keep up with the rate of pay to keep the best employees. Target also starts at \$15. If you don't want to lose your employees, they'll keep up with that pay rate.
536	\$25 or this city proves it is only serving the wealthy and believes that certain jobs are indeed necessary but those that perform them deserve to live in poverty.
538	I have a fairly high paying hourly job, and I can barely afford to live here. I have absolutely no idea how someone making less than \$13/hr can live any sort of happy life in this town.

## ResponseID Response

- 539 Anytime you can raise the pay of working people you should do it.
- 542 15/hr isnt enough. Average rents are around 1500, how can you save for anything when over half your income goes to rent.
- 544 To make the average rent for a modest apartment in the city, a household would have to make at least 3600 a month to have a responsible 33% of income housing budget. These are the cheapest places to live, and fort collins should be a city where, while people who make minimum wage may not live in luxury, will have a modest living with a stable budget. To accomplish this, minimum wage MUST be no less than \$20/hr worked.
- 548 Fort Collins should consider investing heavily into the community. Especially given current events (roe vs wade overturn, etc) a higher minimum wage would do well to encourage more families to move here as they escape the hellhole that is our country.
- 550
- 551 It's not enough. \$20/hr is what it should be. But I am realistic and realize the powers that be are probably unlikely to even jump for \$15. Even making it \$18 would help leaps and bounds. I currently make \$16 and it's not enough. Hence why I have 2 jobs. I have credit card debt from having to get my car fixed and I barely have enough left over after bills each month to pay the monthly due on the card. My current savings account has \$100 in it. Groceries cost me an arm and a leg now and I almost never eat meat anymore because beans and rice are cheaper. I also have a condition that costs me a decent amount per month to manage. And I realize not everyone has that financial burden but also I am not the only person living here with expenses like that. People are struggling. I know I'm not the only one, most of my coworkers are also in credit card debt and we lament about how we work too much to have debt like we do. But here we are. A step in the right direction is better than no steps at all, but even \$15 isn't going to be enough. And will how much rent increases each year, minimum wage will not keep pace. Lots more people going to be on the streets. Can't even live in your car anymore with gas like it is. I don't know what to tell you except it needs to be higher. 15 is a step in the right direction but won't cut it, and will only get worse with each year that passes. My only hope is that raising the minimum will pressure my employer to raise their wages as well to remain competitive.
- 552 I work at exactly \$15 but I hope my wage would stay above that because I work a night job
- 553 I think Fort Collins has a large number of well off people, but with increasing housing costs and inflation, it's important to ensure that anyone living and working here is able to survive. A healthy community doesn't stand on the backs of the impoverished.

## ResponseID Response

555	I think let's wait for inflation to settle out a bit more with companies before we force additional inflation.
556	Please raise it, \$12 is absolutely unlivable
562	Minimum wage increases hurts our business and causes more of a work load for employees because businesses can't afford to staff properly when wages go up. Also increases inflation. Closes many small businesses who don't have large profit margins.
563	This jump would help both of my teenagers pay for college but as a long term employee earning less than the medium salary I have concerns about equity for older skilled workers.
565	We are not a minimum wage household but support it fully. If the argument against it is increased costs of services or goods we'd be happy to pay that increase. We believe every job should pay enough to live on.
571	Cities should not set a minimum wage outside state and federal guidelines. It eventually drives up the cost of goods and makes the wage increase ineffective.
574	The rent is insane, people need enough money to survive. A minimum wage increase is required
581	I believe if the minimum raise is increased cost will continue to rise and will offset the increase in pay. In addition people will be less likely to seek continuing education.
584	Follow the state standard.
585	It's high enough. Increase value and your income value goes up. You become harder to replace, your income goes up
587	If minimum wage goes up, so will the cost of everything else - restaurants, retailers, etc. will have to raise prices to cover the wage increase, so the only people that will actually benefit will be teenagers living at home.
598	I make quite a bit more than minimum wage, but I support raising the minimum wage as high as possible, so that we can start eliminating systemic issues that people living around the poverty line face.
601	You can make almost \$20 to flip burgers. The problem isn't minimum wage. It's the cost of housing. The city preaches sustainability and reducing water yet continues to build houses adding to the population and the users of our water table.

## ResponseID Response

602 While my primary job pay is not terrible, my secondary job at one place decreased my pay by 16% when the site was given to a corporation. If a fair minimum wage was applied to FoCo I could get paid what I was making before the corporate takeover. A different part time job hasn't applied a pay increase in years, effectively I make less money each year. It's my choice to do that job, I do it because it's a community service that is very important to my county, but the decision maker for pay is Republican and doesn't believe that front line workers should be paid much. Even with multiple jobs I will never be able to purchase a house and I have a very hard time saving for retirement.

609 With more skill and experience one will naturally get a better wage and that should not change.

616 I do not believe that the minimum wage should be raised. I believe if the minimum wage continues to increase that inflation will increase with it.

622 Thank you for being open to changing the minimum wage. This is a wonderful community and we're scraping by to be a part. We both have to commute to Denver for work because of the dearth of jobs here for educated professionals. I just obtained another professional certification specifically to work here for the city; however, a wage of \$12.56 near my home and community is unsustainable and would not improve our current situation. Please consider raising the wage to \$18 or \$20.

629 Even at \$15/hr an individual could not sustain a reasonable lifestyle. I see young people working beside me (at my retirement job) and they have 2-3 jobs just to get by. No savings no dollars for the future.

632 I make more than minimum wage, and a minimum wage increase would likely not affect me very much. I would really like to see a minimum wage increase for my fellow workers, most of whom are struggling to get by. Even for those of us with better paying jobs, the steep increase in food and gas prices, and rising costs of rent and other necessities is causing a lot of financial stress. A raise to minimum wage could help alleviate this.

638 While this does not affect me personally anymore, I do believe we should raise the minimum wage. The cost of living has risen quite a lot, and while I am able to save some money at my current wage, rents are going up very quickly, and I would like my fellow citizens to be able to live comfortably, so that all of us might have a better life.

## ResponseID Response

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639 You can't just pick a number like \$15 an hour and hope it will help the current situation in our community...it's gotta be based upon housing expenses...will \$15 be enough to live on in FT. Collins with huge rents...not likely. Need to stop landlords from exploiting the current rental market with high rents. Property taxes on rentals should help landlords keep rents affordable...register a rental, and keep an eye on their exploitations of clients. Stop investors from buying up all the affordable properties for investment sake...people need their homes more than developers need more money...it's a very crooked system in this area now...I'm a long time resident and the real estate market has tainted the housing market by making it to heavily focused upon investment. Senior and low income earners are harmed by current policies.

640 Raising minimum wage helps those at the very bottom. What about those who are barely making above minimum wage? It's very demoralizing to be making \$16/hour and watch those around you go from \$12 to \$15 yet you don't get a raise. I'd like to know how this effects businesses and employee moral. My experience tells me that they tend to leave that position if possible or have lowered moral which leads to lower efficiency.

643 We need to balance the ratio of rental payments and the income! One third of my income cannot be calculated into for my rent!!!! I could get a second job but with my full time retail job my life and hours are dedicated to them meaning less flexibility that other employee would not hire me!

645 We need more money to live in this town!

646 Artificial wage growth causes the price of goods and services to rise.

652 Fort Collins must raise its wages especially for hourly city jobs. Rent and all expenses are high and it is hard for people to stay above water. We are seeing more unhoused people and raising minimum wage to at least \$20/hour is a moral necessity to keep people in their homes and safe.

655 Think about the small business owners and how this will impact them. The higher the minimum wage, the more expensive food, products, and services will become thereby impacting all families. Does the \$2.44/hour increase help or hurt families as businesses will have to increase their prices to cover this?

660 Raising min. wage will end up raising all costs by an equivalent amount, while due to inflation I still think it is a good idea, it won't "fix" anything

665 15 is equivalent to the current economy, it needs to be raised, thank you

666 You need to do this!

## ResponseID Response

677 Minimum wage is criminally low and should be at least 18-22/hr. I shouldn't have to worry so much about paying bills and just getting by with the bare minimum and supporting my family when I work so hard for around 50 hours a week at 2 different manual labor jobs.

678 Minimum wage should be closer to \$20 than only \$15.

682 The state has already enacted a \$15 minimum wage. Why is Fort Collins wasting time duplicating what is already law?

692 Increase the minimum wage! Fort Collins needs to be a affordable for the people who live and work here.

695 There needs to be a standard set for part-time jobs to match the wages of someone working a full-time minimum wage job. For example: if minimum wage @ 40/hrs is \$15, minimum wage @ 20 hours should be \$30. Part time workers deserve dignity too.

699 I am working a good position which is funded by the NSF and provides for CSU. I am also a full time student and can barely pay my rent or eat food. I volunteer hours to provide for my community. I'm thinking of leaving the field of science because of how terrible the pay is, even in a quality job like mine. I would not like to, but it might not be feasible for me to continue this work. I'd like to live a life that contributes to society, but doesn't destroy my quality of life as well.

700 \$15 may sound like a decent hourly wage, but the truth is you would not be able to save for much less than a pair of shoes. How is the lack of affordable housing and high cost of living being factored in? It would be helpful to see a table of living expenses listed and how to pay for housing and utilities, a car and insurance, food and clothing with a \$15/hour job at say Custards Burgers. How does the city see this playing out? What is the desired outcome you hope to see for the community? What is the threshold for receiving city utilities reduced rates... Does \$15/ per hour put us over the limit to receive these benefits?

701 Minimum wage should be bigger as housing and rent prices continue to raise. Living as a wage slave isn't rewarding as I never have expendable income to enjoy myself.

706 Minimum wage jobs are not meant to be a living wage, they are meant for those needing something to get started. It would hurt the ability of small businesses to get started and keep going - they are already barely getting by. Increasing minimum wage only increasing the expenses for everyone.

## ResponseID Response

- 707 Minimum wage is for people starting out in the job force (example high school students). Old workers should be above the minimum wage and if you raise it they will not get an increase in wages. Cost of goods and services will go up again. Cost of living will be even more out of reach for people. Cost of goods and services will go up again. This is a bad idea.
- 710 I don't believe the government should set a minimum wage, that should be up to the business.
- 713 The cost of living here is too expensive to live on what minimum wage workers make; minimum wage could be \$20 and that would still barely be fair. It drives young talent out of the town and it starves the people working in service industries (and by extension those industries themselves, which largely serve the upper middle class). I'm a young professional who was born and raised in Fort Collins, and I love it here, but unless serious policy/economic changes alter the town's affordability and class diversity, I'm going to end up scattering to other cities like many of my generation who grew up here.
- 714 Thank you for starting this process and collecting this data! Fort Collins is getting too expensive to live in for people who work non-professional jobs here, which increases fossil fuels emissions, increases traffic, and decreases quality of life in many other ways. I hope we can increase the wage to help counterbalance this!
- 715 Fort Collins has gotten astronomically expensive and inflation is crazy. If we want to retain awesome people, we gotta make it at least 15 with scheduled regular increases.
- 717 I am in full support of raising the minimum wage in Fort Collins. I was born and raised here, and it has been a struggle watching the cost of living skyrocket in recent years, making it exponentially more difficult to afford living here on the type of wages most employers are offering. Most people I know have to work multiple jobs or stressful, exhausting hours just to be able to afford rent, let alone have any income left over for leisure to enjoy our beautiful state, or to plan for financial emergencies. I currently work full time (36-40hrs/week) at \$17.82/hr, after working mostly minimum wage range jobs (\$7.50/hr tips to \$14.50/hr), and this is the first time in my adult life that I have felt like my job pays me enough to afford my baseline expenses with a little wiggle room to not constantly be stressed about money. In my opinion, \$15/hr should be the absolute bare minimum wage across the board. Long time Coloradoans like myself have been struggling to remain in our home state due to stagnating wages, and as such, we are not able to feed into the economy and help Colorado grow in the ways we want and need. Raising the minimum wage will alleviate a lot of suffering and hardship, especially among those residents who have been hit hardest by the pandemic and other global events.



## ResponseID Response

722 It needs to be \$15 MINIMUM nationwide. Places with high living expenses like Fort Collins should consider raising it upwards to \$20 if they want us to have a chance at saving any money

724 I am not an advocate of raising the minimum wage. As the supply of workers tightens up, employers will raise their wages. But setting the wage higher than the market will bear leads to higher expenses for employers, who then have to pass their costs on to their customers. Fort Collins is already hard to afford. Increasing the minimum wage may appear to help for a while, but there will be fewer job openings as a result. Note also that the higher wages mean higher Social Security and other payroll taxes for employers, which will also raise expenses and contract the labor market. Please avoid interfering in the market!

728 We should raise the minimum wage to align with cost of living in our city. The supposed "labor shortages" during COVID show that trusting to supply and demand is inadequate for making sure employers are willing to adjust their business in order to pay competitive and living wages.

729 We are retired and I work part time for the city. They raised our wage due to difficulties in finding PT help. I appreciate the wage increase but if we didn't have retirement income we would not have a living income.

730 The market is already deciding the minimum wage near or above \$15, so the city doesn't need to adjust it up further than the state law that recently increased wages. The need for employees is driving wages to \$16-18 for most retailers already.

736 Businesses, especially bigger businesses, Big business and 10 stores are more than glad to keep their salaries little while or profits grow and grow and grow.

738 The cost of living here, especially in regards to housing, means we NEED an increase to minimum wages. Looking at rent costs, the bare minimum here should be \$23.75. That's based on the FHA guidelines that a MAXIMUM of 30% income should be spent on housing costs. This is actually a low-ball estimate because I only based it on the average rent rate for a 1 bed 1 bath and didn't include utilities with the FHA does include in their 30% guideline. No one can live in this city while working a full time job at the cities minimum wage.

739 I do not support a city-wide minimum wage. We would not be competitive with neighboring communities and a raising minimum wage would further inflation woes.

## ResponseID Response

742 The market will dictate salary. Wage laws hasten to promote soft, workers and ethic. As a nurse, the market has dictated my salary. Not because a beautician wanted to justify such an insidious conversation. I am good at what I do and I am therefore compensated appropriately. The best places to work will be where the service is best for the consumer. The best workers will elicit the best salary. Not the other way around. Do you eat at places with poor service and food? Neither do I. Do you shop at stores with poor customer service? I suppose you do not. When the government gets out of the business of dictating market behavior, maybe we will have a chance at improving our experiences with stores that train, and retain, their best asset. The good employees that deserve what they're paid. Here's an idea: focus on homelessness instead of some idealistic propaganda.

746 \$15/hour is still far insufficient!

747 It should be raised

748 Raising the minimum raise would be pivotal in improving my work life balance as a university student and that would improve my mental health, physical health, and living conditions

749 The minimum wage needs to be at least \$15.00. Even that is hard to live on in Fort Collins, but \$12 is just a disgrace.

750 I would like to see all workers in our city receive a fair wage, especially considering the high cost of housing.

752 Minimum wage jobs have never been intended as lifelong jobs. They are not intended to be a way to buy a house, raise a family, etc. They are part time jobs for earning a bit of spending money or extra money. People currently earning a bit more than minimum wage will not see pay increases if minimum wage is increased. Raising minimum wage will raise the price of everything making it more difficult for people with full time, adult jobs to live in Fort Collins.

753 Like I said? This would greatly impact people that are on SSDI.. It would greatly kill it, and people that get it, would either have to quit their job to keep SSDI, or loose SSDI all together and all the benefits that goes along with it. And it would also effect how much they pay in rent to!

755 Aim for \$25/hr, 15 is far too low to keep up with inflation and increasing cost of living

758 Businesses have already jacked up prices and this will make it worse. I don't see it as only a minimum wage problem, my salary is not going up (I make more than minimum but not a living wage) but everything else is. Haven't you noticed that every time minimum wage goes up, so do the prices on the menu at your local eatery? From businesses to landlords, they will jack up prices and people will still not be able to afford to live here.

## ResponseID Response

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765 It's great to see the city looking into it.

767 The relatively low pay levels at my workplace have made it difficult to hire and retain quality workers. We've been running short-staffed for more than six months, and many shifts go uncovered. We operate with perhaps 20% fewer workers than we did pre-pandemic, and it is becoming unsustainable.

769 A decent Minimum wage would mean people who work basic service or entry-level jobs would be able to stay here and provide those services to the community. It could also reduce crime as people are not as desperate for money (and happier people are less motivated for crime).

770 I fully support minimum wage increasing especially as the city becomes harder to live in with the rise of inflation and rise of cost of living

771 While the change would not impact me directly, I know an increase would enable many residents to feel less financial pressure. At the bare minimum the city should be keeping up with inflation to help combat the rising cost of living. Going above and beyond that is a necessity for keeping the community strong and sustainable for everyone

780 Minimum wage is the floor. We need a living wage

783 I support raising the minimum wage to help our overall community and spread income to those who need it most. The cost of living and cost of housing has increased incredibly in Fort Collins, minimum wage hasn't kept up

784 Raising a minimum wage for unskilled labor further decreases the incentives to work skilled positions. All that will happen is skilled labor will take their services to areas with lower cost of living

788 \$15 would have been great 10 years ago when people were asking for it. With all this time wasted, you're now considering out-dated numbers. With the raise in inflation, we should now be talking about at least \$20/hr for minimum wage at this point. Please, get it together, people are out here struggling everywhere.

790 The minimum wage is too low and must be raised. \$15 an hour is still not enough.

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797            Everytime wages go up I get more money but cost of living goes up about the same plus taxes keep getting more and next year I have to pay into a time off fund for no reason as my employer always works with us if we need time off and are reliable workers. I'd rather taxes were lower than raise my wages

798            The minimum wage should be raised, especially given the local cost of living. It would not affect me, but I feel strongly about folks being allowed at least a living wage.

800            Even at \$43,000 a year, I could probably not afford current market rent and other necessary expenses on my own. Minimum wage must be raised to help people keep up with rising rent and other expenses.

801            The labor market will determine what the minimum wage will be. No need to legislate it... that would be too much interference in private enterprise.

802            Absolutely nessesary, to bring the wage up general cost of living esp housing makes it impossible to survive on current min wage

803            Raising minimum wage does nothing. Every good will just go up more to compensate, and nothing changes except our dollar being weaker. Basic economics. You think printing money solves anything?!? It doesn't..

806            This community is so difficult to afford if you work an hourly job. A \$15 minimum wage is the least we could do to move in the right direction.

809            I Think Colorado in general is expensive, housing is expensive. Inflation is high and people cannot live off \$12 an hour anymore

812            State wage is sufficient

814            Leave it as is.

815            Fully support it!

816            With the cost of living here, I think it should be at least \$20/hour. Target starts at \$15

818            With the huge increase in cost of housing over the last year or two, we absolutely should raise the minimum wage to \$15/hr. I make much more than that and money is still tight living here with the high cost of rent.

## ResponseID Response

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819 Minimum wage is for entry level jobs. No one should be making minimum wage after working at a place for a year or more. If they do, they need to accept that the place they work is taking advantage or leave and go to another company. Everyone is paying more than minimum wage. Raising minimum wage will only increase the pricing of everything. Anyone who makes more than minimum wage will in turn make less if minimum wage is increased.

822 I am fully supportive of raising the minimum wage, even though I am salaried and this doesn't directly effect my income.

824 Highly support raising it to meet the needs of the community.

825 I think raising the minimum wage would be helpful. Specifically, rent in Fort Collins is almost unbearable. Even though I have a well-paid job, most of my income goes to the essentials: Rent first, then car insurance, groceries, etc. I can make ends meet being paid \$25/hr, I'm able to save in small increments for bigger purchases and emergencies. Even with being paid well, I feel like I need to make significantly more to be able to save for my future goals like adopting children, owning a home of some sort, etc. If I feel this way, I imagine my neighbors feel it even more. Another way to alleviate this would be to focus on affordable, nice housing for all. But, raising the minimum wage would definitely be a helpful start!!

826 This is something that is desperately needed, especially in this area of the country, where wages do not keep up with the cost of living.

827 The real minimum wage is zero. I will vote against any measure and any politician who supports the minimum wage as it is a recipe for unemployment. The only reason I was able to work my way up is because when I started working (9ish years ago) I started at \$8. That opportunity wouldn't exist for me today if the minimum wage was any higher.

830 I think it is a good idea to raise minimum wage.

831 Even though it wouldn't affect my day to day life, I strongly support a worker's right to make a living wage.

836 It's ridiculous to think that someone could live in this city while making minimum wage. We can do better for the folks in our lowest income categories.

839 I work in the nonprofit sector and see folks struggling to make ends meet every single day. While a \$15 min wage is a great improvement, I'm very concerned that the cost of living is increasing so much faster than wages that we're going to lose good folks who are a critical part of our community. I know businesses will be worried about the increase, but as a community we have to decide what our priorities are.

## ResponseID Response

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841 It is impossible to live on minimum wage in Fort Collins. The only way I am getting by is because I also have Social Security. Even so, I am still in the red, not breaking even, because of insurance and pharmaceutical costs, and the general cost of living. It is insulting, degrading, and humiliating to be unable to support oneself while working very hard at a difficult job and living in a country that has immense wealth. We ALL deserve to be able to support ourselves on minimum wage payments. Fort Collins needs to help us increase our income so we can still afford to live in this great city. By the way, I have never been so poorly paid in 60 years of working as I am right now, due to Covid and how low the pay is in this city!

842 Terrible idea. Basic economics teaches a wage is voluntary trade. Chipotle offers \$12 an hour and if I want more, I find another job or get more skills. If too many people refuse to work, the market dictates low supply of workers so chipotle now needs to raise their wage. Forcing a higher wage on employers has unintended consequences of lower hours due to increased wage, reduced benefits, higher prices for food/items they produce to recoup costs, lay offs, etc. let the market dictates a "fair" wage and if a company is lowballing wages, people will quit or leave forcing a change.

843 This would not affect my wages, but I view it as an important step forward for our community.

846 If raising the minimum wage causes businesses to raise their prices, it defeats the purpose.

848 Seems to me that people confuse a minimum wage with a livable wage, maybe we should make a livable wage law or universal income law.

849 This will kill small businesses, or they will hire less people or lay off employees. This only looks good on the outside.

853 I think that higher minimum wages will reduce the number of new businesses that start in Fort Collins, and that will eventually reduce the number of jobs at all wage levels.

856 It should absolutely be raised to \$15.00 an hour. No one can afford to live in Fort Collins with the current minimum wage.

857 I would hope that all across the board we can receive raising as the cost of living had significantly gone up especially with inflation. I a city employee and am barely making ends meet. I'm a single mother of 3 and am the sole provider. I do have a good wage which disqualifies me for food assistance but yet my paychecks are only enough live paycheck to paycheck. Food is something we have been struggling with for the past 4 months

## ResponseID Response

863 15 an hour would help. But they also need to raise amounts you can make to qualify for certain benefits ( day care assistance, housing assistance, food stamps, and medicaid) otherwise it can actually put people in a worse situation making it hard for them to work! Especially single parents!

865 The average people of FoCo can't afford to live here despite wanting to live here! I'm concerned about small business owners not being able to afford paying the wage increase, however if at least the big employers can, I think it would be great start to help residents stay in the area and ensuring a more diverse pop.

868 It would benefit the majority of the population giving some families and individuals the opportunity to actually have a manageable life that isn't work 24/7.

872 Though I make more than minimum wage as a social worker, I know in my work with my clients that an increase in minimum wage would be very helpful. I know people who are single-parents, doing the absolute best they can and working full-time at a job; making \$13/hour, \$1900/month for four people. That is not nearly enough, and though they are pursuing other options, they are currently barely making it. An increase in minimum wage would help the situation, as long as government assistance is adjusted to match.

873 New city employees are being hired at higher wages, making older ones less likely to stay

878 Prices are so high and the people can't live off what we're making now. Prices keep raising and wages are stagnant. People are being pushed further in to poverty

879 It would greatly benefit the larger community. I would not be able to live in Fort Collins if it wasn't for the fact that my fiance makes double what I do and is able to pay the bills on his income alone. It is unbelievable that anyone would be able to live securely here making less than \$20/hour.

881 We need to raise the minimum wage nation wide, but especially locally, where we have the power to do so. Given the dire economic, environmental and political situation currently, this small change would provide a great deal of help to people most affected.

882 Raising the minimum wage would be more effective if accompanied by a rent cap; I've lived in Fort Collins for a decade and my rent has always increased faster than my annual income.

**ResponseID    Response**

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884            \$15/hour gets a lot attention, but it doesn't seem to have any relevance. Most every job I see posted offers more than \$15/hour. I'm very concerned, however, that setting a minimum higher than the statewide amount puts entry-level jobs in ever greater jeopardy. And with acrecession looming, it seems like a really bad idea to further disrupt the job market.

885            How about putting the breaks on skyrocketing housing costs. Minimum wage increases are really quite useless unless people can actually buy/afford more. A minimum wage increase to \$15 doesn't even keep up with how crazy the cost of living has become in Fort Collins.

888            With the rapidly increasing cost of living, this is a very important step that the city can take to protect workers and allow people to continue to live here. \$15/hour is still barely enough to live here, and is not enough to save money, as a single adult as rental prices, inflation and gas prices skyrocket. This is especially true for people with dependents. Please consider raising the minimum wage as a way to support citizens of this city.

890            Your survey is slanted toward only considering how a raise in the minimum wage would benefit employees earning minimum wage and does not include the inflationary effect a raise will have on the community.

891            Minimum wage in the country as a whole is too low, but it is particularly a problem in a place like Fort Collins with such a high level of expense. Raising minimum wage is an absolute necessity for the city to remain a viable place to live for lower income individuals

895            \$15 minimum wage isn't enough anymore, it does not keep up with inflation or cost of living here! Please consider helping those of us who love this city afford to stay here!

896            The cost of living is increasing and we are headed into another economic crisis, it would be irresponsible not to increase the minimum wage. Thank you.

897            Increasing Minimum wage is a good thing. People deserve to have enough money to be comfortable and pay their expenses and a \$15 minimum wage is a great step to get to that point.

898            I fully support the \$15 minimum wage especially with how high rent is here.

899            As prices continue to escalate in Fort Collins, it's important that minimum wage does, as well. Wages don't automatically scale alongside living expenses, leaving you with situations such as Aspen where workers have to be brought in from sometimes quite far outside the location they work because they can't afford to live in the area. Do raised wage increase wages? Sure. But not typically enough to override the bump in wages from those being paid the least and would benefit from this initiative



**ResponseID    Response**

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900                    With cost of living increasing every year, minimum wage should match that. It's what makes living here do-able for people of all ages incomes (not just the wealthy).

901                    Another minimum wage increase will cause cost of living to also increase. These two are ALWAYS linked and unavoidably go hand in hand. It is getting unmanageable to continue raising cost of living at such high rates. Minimum wage is meant for teenagers who still live at home. Minimum wage is NOT meant to be a "living wage." When we keep raising it, we are creating situations where adults are depending on it because it is harder and harder to step up into better positions and better pay. It makes it harder to take unpaid time off (or be able to afford to reduce work hours) to seek further education in order to get better paying jobs. This creates inequity and deepens socioeconomic gaps. Please STOP raising minimum wage!!! It sounds like a good idea, but the reality of the domino effect it puts into place is not good for our town's overall economy. Fort Collins is creating a town that only the homeless and upper class can afford to live in. The cost of living continually going up in such high increments is pricing out the middle class. This is not equitable.

902                    Our current minimum is laughable given inflation. More money in the pockets of workers helps everyone - more money to spend on other items which increases the revenue of a wide variety of businesses, increases quality of life by not living paycheck to paycheck, etc. Please increase it!

907                    Fort Collins Minimum Wage NEEDS to be \$15 to be competitive. We have many staff shortages because the turnover rate of people leaving for higher paying jobs. This is a good place to work but for many it doesn't matter when it doesn't pay a true living wage.

911                    It's a good idea, especially with the major increases to the cost of living in the Choice City. We need to keep people to continue thriving.

913                    15 isn't even enough. Please remove the rule that only 3 unrelated people can live with each other. It's contributing to awful housing options for students. It's so pricey here. Help us

920                    I live in an apartment that causes asthma because I can't afford to move into another apartment. I am literally losing my health and future wellbeing because I am not paid a living wage. My employer is UHealth and Kevin Unger (PVHS CEO) tells me the 3% increase in wage that I receive each year is a raise but the CPI rises 4-6% each year in Fort Collins. A raise in minimum wage would protect me because my income is based off 120% of the minimum wage. However, the city could best help me by changing the zoning in Fort Collins to allow for medium and high density around Old Town and the College Avenue corridor. This would help reduce the skyrocketing rents.

## ResponseID Response

923 Minimum wage was never intended to be a living wage. There needs to be a starting/youth wage level for people entering the work force. Hard work & learning more should lead to increases in pay. My kids have not been able to get full time jobs due to the current level of minimum wage & the fact that full time would require benefits to kick in.

924 A livable wage is paramount in a healthy society. The wealth gap in this country, this state, and this city is increasing and it is the most vulnerable people who are suffering. An increase in the minimum wage would lead to better schools (para-professionals in schools make < \$15/hour), better health outcomes, and fewer unhoused persons.

925 Please consider the impact on small businesses who are already struggling with little wiggle room in their budget. Small business keeps money local. Support small business.

929 15 is the minimum, its still not a living wage.

930 I'm in favor of a living wage.. We try to support businesses that we know are or are trying to pay a living wage. I also understand that experiments to pay wait staff a living wage and do away with tips have not gone well (when individual restaurants do this), but I'm in favor of that, too - the tipping custom is bogus.

938 It's good for the economy and good for Fort Collins to be a leader. With its higher than average cost of living, we should have higher than average minimum wage. It isn't right for wealthier people to rely on services provided by underpaid employees.

939 I was lucky to get into the industry I am in and get paid much more than \$15 an hour. However, many of my very educated friends who are therapists, teachers, child care workers, etc. are NOT thriving, even at \$15 an hour. With inflation having trended upward drastically since the 90s, \$15 is still poverty wages. \$15 is honestly slave wages, despite our young adults being more educated than ever before in this country's history. AND very often there are NO benefits! If Fort Collins really wants to help people, make the minimum wage at least \$25 and offer community options for Healthcare that aren't dependent on employment. Or push our state reps to give the citizens of Colorado the option of either private insurance OR a single payer system for medical like they're doing in California. As a long-time businesswoman myself, what I would say to businesses that claim they cannot afford to pay their employees a thriving wage --- then you do not deserve to be in business. If you can't have a business without exploiting people, your business deserves to fail. Please consider with sincerity that a wage higher than \$15/hr would be more beneficial for our citizens and give them a chance to thrive, not just work to barely survive.

## ResponseID Response

941 Rather than changing the Minimum wage, fix housing! This will have a larger impact on peoples lives. Remove racist 3 unrelated and single family zoning. This will save people way more money!

942 \$15/hr \* 40 hr/week\*52weeks = \$31,500 per year FICA, State and Fed Tax = \$6300 Health Insurance = \$16,800 (2 adults and child; Bronze Plan) Rent = \$12000 Food = \$6000 Car = \$3000 Utilities = \$6000 Folks can't save any money at this rate. You would have to make \$50,000 to cover bear bone expenses which is \$24 an hour. Current minimum wage \$26,124.80 = \$12.56 an hour. Thus if both adults work a current \$12.56 \*40 hr/week \* 52 weeks a year they barely break even if they can make it on one car. I do get that minimum wage is supposed to be a starting point and you are supposed to earn your way up from there. I hate paying more for basic services. I see a lot of folks make \$200,000 / yr where their employees are making \$30,000 / yr. Many employers do not even hire folks for 40 hours a week. Very little flexibility. I looked at picking up a side gig this summer (I'm a trained life guard).

945 Needed badly but still won't keep up with the inflation

948 I think it sounds like a good idea until you consider how it affects business owners that will have to raise costs to afford paying employees therefor making it harder for the same employees to purchase everyday items. Overall it won't benefit people the way everyone thinks.

954 Cost of living (gas, insurance, food) and cost of college is so high, I need to find work that pays well.

957 This does not impact me but I know it impacts others tremendously and would be a step in the right direction.

960 I am not a minimum wage worker, but this survey should include all of us. It is unconscionable that we are still so far behind requiring employers to pay a living wage that even if the city does enact a higher minimum wage we're still not going to be at a true living wage.  
<https://livingwage.mit.edu/counties/08069>

963 It's basic supply and demand. Most minimum wage jobs are low skill with little to none entry requirements. Why should they get paid more? Stop trying to price fix wages it causes more issues than it solves.

971 Pleases make it at least \$15 minimum; we are sacrificing our health and future in order to survive and pay rent right now.

974 I believe minimum wage should be raised. My current job pays well, but is temporary. It is uncomfortable knowing if I lose this job, I may not be able to pay my bills anymore. A raised minimum wage would help so many people.

## ResponseID Response

975 15/hr is not even what people would need to be able to afford a decent apartment on their own in 2022. The current minimum living wage is considered 25/hr on average depending on the location. So it should really be more than 15, but at least it would be a good start. Especially with a yearly increase to keep up.

978 Minimum wage needs to be increased to make our community more equitable for the working people who are falling behind

980 It is not enough to comfortably pay rent and other bills. Because I have so many jobs with fluctuating hours (summer vs. school year), I make a decent amount, but I'm still always concerned about having enough in my bank account to pay my rent.

989 Raising the minimum wage would be a hardship for employers. It would result in higher prices and worse customer service. Let the free market competition cause changes in minimum wage. Work harder at reducing the cost of living for low-wage earners.

990 The minimum wage would hurt me,

992 With other prices rising and college students contributing heavily to the workforce, we should make an effort as a community to support those who make minimum wage.

999 Raising the minimum wage negatively impacts businesses which will pass that increase along to customers in the form of higher prices, thus adding to inflation and negating the impact of the higher wage on those it is intended to help.

1001 A person working full time should be able to live on their wages. The current minimum wage is insufficient.

1005 The high cost of housing in Fort Collins should really result in a minimum wage of \$20/hour.

1006 \$15.00 min wage will not help people stay housed with the Fort Collins housing prices.

1007 Yes. Raising it is stupid.

1010 Just take everything in fact of cost of living to groceries and just things we need to have like clothes and able to get gas to get to work. Childcare and so much more that families struggle with or even single people. I'm just a one parent household. Look at the demographic and see what you can do to actually help people and reach out to them.

## ResponseID Response

1013 Even \$15 hr is not enough to live on one income single or with children anywhere in Northern Colorado

1014 It should be increased to 20. The cost of living in Northern Colorado is absolutely insane.

1015 We absolutely need a higher min wage given the cost of living here. Even 15 an hour does not really allow to pay for the crazy high rents here along with rising price of food and gas. Noone working full time should worry about paying for food and rent.

1016 No

1022 Raising the minimum wage only hurts employees. Costs rise comparatively across the board even in businesses that nothing changed because they can. All you will accomplish is giving people headaches and even more reason not to trust government.

1025 I'm a single parent with children. I receive rental assistance as well as food assistance. I'm very thankful for all that I receive without it I don't know what I'd do with my income I receive. However I still do not make enough to not struggle month to month. It's hard for one because once I work and have income receiving assistance everything drops down or goes up so finding a healthy balance is hard and we still struggle. If I were to make more it would affect my housing and food stamps. My rent would increase significantly and food would decrease so I'd still be in the same predicament. Living pay check to pay check. I think minimum wage should be raised but perhaps there should be a grace period or some kind of a system set in place to help with the transition before public assistance is affected. While I'm beyond thankful for the assistance I receive it's almost like crutch and with the drastic changes it seems sometimes almost impossible to ever make enough to where I can get off of the programs. Thank you!

1029 I strongly urge that minimum wage be increased. It would be very helpful for so many individuals struggling to get by. The current minimum wage is simply not enough.

1030 The price of living in ft collins for the working class and students is too much and with that being said the minimums wage needs to start matching the inflation percentage that the current market faces

1037 Don't do it!

1039 Minimum wage this high will kill small businesses and make sure the giant corporations make money

## ResponseID Response

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- 1042 I currently live in section 42 housing and the increase in rent has not allowed for the small raises I have gotten at my work over the last two years to stay within the median of 30-40% of my main income and as well as employers underpaying to what the average for Fort Collins or Larimer for standard of living costs for necessities like utilities, gas, and rent. A minimum wage would work only if seniority in businesses is also bumped up rather than only prioritizing new hires. Current situation facing, being as small as a dollar more in comparison to new hires at full time at the bare minimum of hours of 35 a week.
- 1043 People need a higher minimum wage in Colorado! That can't afford to live here in Fort Collins / Colorado. Raising the minimum wage to \$15 would have such an amazing impact on poverty, life expectancy, happiness and our economy.
- 1045 Fort collins is ridiculously expensive to live in. It is a beautiful city with a lot of wonderful aspects that make it a place where many want to live and it is quickly becoming over developed and overpopulated, in ny opinion. It is crazy what people ask for for real estate and rent! And then there are these laws like "you plus 2" that prevent people who are most in need from having enough people living in their homes in order to pay the rent. Groceries and gas prices have skyrocketed and yet a huge percentage of people can barely make it by on their pay checks. The cost of living does not correlate to the wages. People are not living in balance, they are working to survive.
- 1049 Please increase minimum wage! At this point \$15 isn't enough. It should be \$18
- 1051 I think we should increase it if we can to help folks save and purchase necessities.
- 1053 With inflation the minimum wage should increase or more affordable housing should be available
- 1055 In order to live in Fort Collins the wages must raise. There is no housing available for someone making \$\$12/hour
- 1059 Living here is expensive and none of our wages can really afford it...everyone deserves a livable wage.
- 1060 Gov't Union Employees benefit most from minimum wage increases as their wages will increase. Other Working employees will lose their jobs or end up taking on more work because small employers have had to eliminate a position to make up for the increase to other employees. No thank you - I already have enough work to keep up with!

## ResponseID Response

1064 The price of living has skyrocketed and rent is unreasonable. As a life long resident (born and raised), I have become deeply disillusioned with the gentrification and greed steadily taking over Fort Collins. It's pushing out those of us who don't fit a wealthy, white demographic. Raising the minimum wage would at least give people a chance to stay in town, a town many of us love.

1065 Raise the minimum wage to 15.00 for restaurants employee

1067 Cost of living has skyrocketed and wages lagged behind where they need to be before the pandemic and resulting inflation. It's impossible to afford housing, utilities and basic necessities. Too many people are forced to live hand-to-mouth.

1071 You cannot live decently on the minimum wage and no benefits.

1072 The cost of living is so high here minimum wage needs to be at least \$20 an hour if not more in order to survive.

1075 City has always been on the low end of wages in every job discription.

1079 I do not know how anyone can live off of less than \$15 an hour.

1080 \$15 would go a long way for thousands of people. I highly encourage you to make that Happen.

1086 Fort Collins housing and rent is so high, that no one with a minimum wage job is able to live on their own. We need a raise in the minimum wage as well as a cap on housing costs. The minimum wage was intended to support a entire family, and currently it can't support a single person.

1087 minimum wage still won't make it possible to pay rent and put food on the table in Ft. Collins. I make more than minimum wage and am very frugal and still have a hard time making ends meet. this is a horrible way to live life

1088 Everyone ned a raise the cost of everything has gone up

1089 The minimum wage should be much higher than \$15, but it's a fine start.

1090 If it can be \$15 in Denver, it should be the same here- it's just as expensive to live here.

1095 Raise it to be a living wage

1096 Raise it! There should not even be a survey to decide this. Top level people in the Management Ranks need to understand what is going on. If they do not they have no business leading others.

## ResponseID Response

- 1102 Although I make more than \$15/hr and so does my spouse, we still struggle to afford housing, food, insurance and childcare in Fort Collins.
- 1103 Minium wage needs to be at least \$18.00 per hour. If you take a 40 hours a week position at \$18.00 per hour, then take all taxes and insurance out, what's left. Now look at the cost of rent for one person. Doesn't leave must money left for other expenses that a person needs.
- 1104 Please increase the minimum wage. I am lucky enough to have an okay paying job, but know many others who do not.
- 1105 RAISE IT!!!!!!
- 1110 The minimum wage must be raised. So many working class people are unable to live in town anymore
- 1112 Let the market decide. Minimum wage is meant for a part time entry level work, not to pay for a family of four.
- 1114 It should go up
- 1115 I can hardly afford to live in Fort Collins, and increasing the minimum wage would have a huge impact on me life
- 1117 None
- 1118 If you raise minimum wage, employers raise the cost of goods/services. No employer has ever taken a pay cut so their employees and customers benefit financially. Your smoking some good stuff if you believe otherwise How does this help me?!?
- 1119 Raising the minimum wage would help my family
- 1122 Living wages for all !
- 1124 \$15 minimum should be the standard. Even \$20 an hour cuts it close at times.
- 1127 Rent has gotten so high it's ridiculous to think anyone can save on minimum wage
- 1129 \$15/ hour is barely enough to live on in Fort Collins. The cost of living is extremely high. It needs to be more like \$17
- 1135 No
- 1138 We do not want to continue on the path to becoming California. Can you address that ?



## ResponseID Response

- 1139 Please raise it, because the cost of living went up, but pay did not . It is impossible to get ahead when your barely getting by.
- 1141 Everyone would benefit from higher minimum wages. It would allow those making less to have extra freedom with their income, and those that make more a good negotiation tool for getting raises. As inflation continues to rise as does the cost of living, it's only sensible to have the working classes wages rise to match
- 1147 This will impact small businesses more greatly, is there a plan to support small businesses through this increase in minimum wage? The people of Fort Collins are in need of higher wages due to incredibly high cost of living. But we don't want to loose any more small businesses either.
- 1148 Minimum wage should be a living wage. I'm glad we're moving toward an increase, but \$15/hr is still not a living wage.
- 1151 Please raise it rent here is so expensive, I wouldn't be able to live here if I didn't just get married. I rely on my husband's income and I don't make enough money to start school which I've always wanted to do (I'm 21)
- 1153 Minimum wage should be adjusted for inflation
- 1157 I think raising minimum wage always sounds good but it really has a lot of unintended consequences. For instance at our company if we had to increase wages we would have to increase our cost to consumers which would eventually spread and make everything more expensive so the raise would eventually just bring us back to where we are. It would also mean I would be less likely to get a raise because the minimum wage workers who usually are college kids who just do it for extra cash not a livelihood would be making more and the company would have less money to spend on me and I will be there for years so it is basically an investment in me.
- 1161 I'd like to see a higher minimum wage in Fort Collins to make sure it remains financially possible for someone to work and live here. I see the minimum wage as one part of the solution, the other part would be to provide more housing.
- 1162 We should be cautious, in a time of rampant inflation, about the unintended consequences of government mandates, however well-intentioned.
- 1164 Cost of living MUST be accounted for when determining wage.
- 1165 Minimum wage is currently not sustainable as prices of gas, food, and rent have all gone up, while my income has not changed
- 1167 Everything has been going up except our wages. Please consider raising the minimum or reflect that.

## ResponseID Response

1168 At this point a \$15 an hour minimum wage seems more symbolic than anything as most employers in the city are currently paying at or above that rate for new hires. A more useful step would be to study and do engagement around a living wage, rather than a minimum wage.

1172 Cost of living is really high here. Trying to find a place to move to that's cheaper than Colorado.

1173 \$15 is not enough to pay housing in this area without living with other people or extra help paying rent. We have three people working for \$14 to \$16 per hour and cannot find a place we can afford. We found one in Greeley but they wanted too much deposit. Affordable housing is more important than minimum wage.

1176 Wages in general DO NOT reflect the high cost of living in Fort Collins or Colorado, especially for a single adult. Some one with a masters degree shouldn't have to work two jobs, and some one in higher education shouldn't have to compete with their students for a second job to make ends meet.

1177 It's not livable and sucks

1178 I still can't afford to move out of my parents home even though I work almost every single day

1179 We need to raise it because housing is so expensive!! Not for my benefit but those around me :)

1181 Raise the minimum wage! Employees work too hard for too little pay and it does not keep up with the rate of inflation.

1183 Rent has gone up 10-20% for most of my circle of friends. Most haven't had a raise to keep up with it, so they're looking at other towns to live in

1185 Fort Collins is becoming increasingly unaffordable for most residents and an increase in minimum wage could be the difference between a family having safe housing and not.

1186 We need programs to help all Fort Collins citizens with school/credit card/all other debt. Making more than \$20/hour barely keeps me at a stable status quo--one big medical bill or emergency would drain any savings I managed to hold onto. I know I would be back to square and at risk of homelessness despite years of planning/saving. I can't even imagine what it's like for anyone who makes less than \$20 in Fort Collins.

## ResponseID Response

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1188 Previous to my current job, I was working overnights stocking groceries just to keep a roof over my head. Even with a degree I was struggling to find a decent paying job in my field here. I've lived in the area for 23 years and was never paid enough to avoid the requirement of multiple jobs. With the cost of living and the insane rental rates, it is absolutely necessary. It took 15 years of freelancing while working awful jobs and immense personal sacrifice before I finally got into the position I currently have. To be frank, \$15 an hour was proposed well over a decade ago as a living wage that no longer cuts it. With inflation it would be more than \$22 an hour. 15 is not enough to cover 1/3 rent in Fort Collins or most places in the state. A single unexpected expense will land you in a financial emergency. A living wage is the cost of doing business and American companies have leveraged this debate since it started as a means to drag this out. Employees should be fairly compensated and genuinely valued for spending the majority of their lives supporting someone else's business. Wages should go up with both inflation and production as originally designed.

1190 Fort Collins is a lovely city that I'm proud to be a part of. However, with rising rent prices, it's become increasingly hard to live here as a college student working full time. My partner and I have had to look at the options of moving away, as just getting sick one time puts us at risk for not being able to make rent.

1192 It is nearly impossible to sustainably pay rent anywhere while being a student working at the current minimum wage, even with tips

1193 Raise it.

1197 Minimum wage does NOT support the cost of living in Fort Collins.

1203 Please, raise it. We're begging you. We just want to live

1206 I think a \$15 minimum wage would help everyone in FC. 12.56 is not a liveable wage, and while i do receive tips to offset my cost of living, not everyone has that. Even with my tipshare wage, I struggle to get by. I have \$100,000 in student loan debt with a private company that I am paying since I'm not in school right now, and they're asking more than what I pay in rent per month. In a town full of college students, recent graduates and soon-to-be graduates, I think a higher minimum wage will make it easier for people like me with tons of debt and bills to pay.

1208 All expenses are going up but wages are not, we need help to just get by. It's hard to save up funds in case of emergency ,

1209 We need raises if all expenses are on the rise, we need support to stay a float.

## ResponseID Response

1215 I struggle to get by making \$50k per year here (to pay bills and save and have any kind of life). Cost of living is entirely too high for minimum wage workers. \$15/hr isn't enough, but it's a start. Please raise the minimum wage.

1221 Employers are exploring workers by offering minimum pay with no benefits and expecting people to survive. Fort Collins is INCREDIBLY expensive to live in and the minimum wage being so low is making it unlivable. I do not know one person who doesn't work at least two jobs just to pay rent & buy food.

1227 It's really expensive to live here. Some of us college students are fortunate enough to have our parents pay for our rent and food, but many of us are struggling trying to make ends meet without outside help. It is not possible to get an education, pay your own rent, and eat without sacrificing quality of life.

1229 please just make it so that i can afford to live here. i love it here but it costs so much and i just do not have the time or energy to work the amount needed to thrive

1232 \$15/hour is not enough of a raise. Mcdonald's is already paying their employees this wage in Fort Collins.

1234 please raise the minimum wage

1241 \$9 plus tips is not enough to buy groceries, pay rent, and have a savings account

1244 A \$15 minimum wage would absolutely help many people I know, even if it wouldn't directly impact me.

1245 i don't think minimum wage should be increased. it would put more stress on employers and i think it would cause a bit of unemployment in this city, more than already is.

1246 \$11 an hour is not a livable wage. For anybody. Anywhere. Ever.

1251 It needs to be higher it's hard to even afford rent that's 480 a month

1253 it should be higher to accommodate the price of living

1257 Minimum wage should be increased, however, this means that qualifications for medicaid, SNAP, etc, need to be adjusted accordingly so that people who receive these benefits may continue to qualify.

1259 22 dollar minimum wage would actually address the cost of living. Even that isn't enough. But I get it. Baby steps are better than nothing.

1268 Please

## ResponseID Response

1274 It should be higher cost of living is going up constantly especially in Colorado so we should be paid more

1276 No

1277 Mad really need to raise minimum wage. Most of the people in Fort Collins are students who. One here to study but it's hard to stay when the wage isn't enough to pay for the rent that's being charged here. I'm a full time students with two jobs and I still don't make enough to cover my rent of \$850.

1280 I think minimum wage definitely needs to be higher. To qualify for my current apartment at the rent of \$1350/month, I'd need to make three times rent, \$4050, Which comes to \$25.31 per hour full time. Minimum wage should at the very least allow me to be able to afford a rental apartment.

1281 I am a student living with three or more other students, and each of us are working a minimum of two jobs, ON TOP of being a student in order to pay our rent and living expenses

1285 current laws like U 2 make it difficult to afford basic necessities like rent and groceries with current wages. 15 is the bare minimum but higher would be preferable

1300 Raise it. Rent is too high. And too many jobs don't pay enough unless they are forced to

1302 \$9.50 an hour for tipped employees is not enough. I worked at Beau Jo's in Fort Collins and was paid that ammount hourly and could not afford to live anywhere comfortably and couldn't financially support myself.

1311 Already said them

1314 I can barely pay for my rent every month with the amount of pay I get through the minimum wage of \$12.56.

1317 I strongly urge the city to raise minimum wage to \$15 per hour. I believe this would be best for everyone's wellbeing.

1330 We can't survive like this. Genuinely if someone is actually reading through these, HELP US!!! Fort Collins is much too expensive for the people (specifically the youth) living here, we had to outsource to Windsor because housing was just too much and landlords prioritize families despite it being a college town

1333 The minimum wage would be more workable with IF the expenses of everything in Fort Collins weren't so high. They are not rates that work with each other

## ResponseID Response

1336 Yes, raising the minimum wage in fort collins is bad for the people of Fort collins limiting their growth opportunities in their careers and increasing their costs of living. Additionally it hurts businesses and their owners who want to hire people but will struggle to do so alongside keeping their current staff as their costs will increase. Additionally I would like to see some of the multiple choice questions regarding how a minimum wage increase would affect a person be less biased towards only having positive outcomes for such a wage increase. I suspect however that this survey is part of an agenda to increase the minimum wage and not actually objectively assess and collect peoples actual views on raising the minimum wage.

1338 A livable wage should is no less than \$20. \$15 still isn't livable

1340 Raising minimum wage would benefit a wide range of jobs, not just the jobs that pay minimum wage

1346 Raising the minimum wage to \$15 would greatly impact the community in a positive way for college students that work to make a living.

1348 It needs to be raised to a living wage so every worker can support themselves

1351 The minimum wage needs to increase drastically to keep up with the rise that continues to grow for the cost of living. \$15/hour is a good start, but it does not come close to meeting the needs of the cost of living.

1353 The more money people have to spend the better the economy does, if people have money that might cover past the bare necessities it'll be good for the economy

1354 Minimum wage was never intended to be a liveable wage. Raising the minimum wage does nothing but hurt those making it. Employers will find ways to function with less employees and fewer hours for those who they still employ. Look at the self serve kiosks at fast food restaurants, self check outs at grocery stores, etc. The real solution is finding ways and funding programs designed to teach people skills so they aren't reliant on minimum wage jobs in the first place. Minimum wage jobs are intended for those just entering the work force and have no experience. No way as a business owner would I ever hire a teenager at \$15/hr to do menial work. In addition to keeping fewer people on staff who make minimum wage, companies, especially restaurants, will 100% raise their prices even more than they already have. You can't legislate companies to make less profits. Won't happen. Those costs will inevitably be passed to the consumer.

1356 We should match Denver.

1357 \$15 is not enough to be a livable wage in Fort Collins.

## ResponseID Response

1358 I support increasing it.

1362 Get rid of tip crediting/tipped wages.

1363 Unskilled labor is a myth

1364 The average rent for a 2 bed 1 bath in this city is 1560 a month, and rising. In order to qualify, you must make 4680 a month, or 1170 a week, before taxes. That means the average worker needs to make nearly \$30 an hour at a full time job to meet those qualifications if they want to live on their own. We need a minimum wage of \$30, or rent control that doesn't allow greedy landlords and corporate property managers to exploit the working class. We need to meet the needs of people, not the needs of profit if we want a happier city.

1368 Raise it!! I work for \$14/hr and even that is hardly enough to live on.

1369 I love my job so much and really, really want to keep working here, but without a \$15.00 hourly pay, I will likely have to leave or find more side gigs. Getting \$15 an hour would help \*so\* much financially, as I've been in and out of the hospital with medical needs since January of this year, am still paying off student debt, and do not have outside help (parents included) with my finances.

1375 Raise the minimum wage so I can have a social life again. I work to survive, not to thrive. I can't take time off for fun otherwise I will eat ramen for two weeks or more.

1376 My rent is lower than the average of Fort Collins, I am on EBT, I work and average of 35 hours a week at a very popular restaurant, I drive only from work to home and other necessities, by no means do I live outside of my means. However, my rent still costs over half of my monthly income. I only spend money on necessities and yet I am still left with no savings, no net to fall back on, I can't participate in the economy or spend money supporting the things I care about. This is not only a personal problem, all of my colleagues and friends live within the same means I do. \$12.56 is a pitiful excuse for a livable wage.

1377 If the minimum wage was increased I would have more spending money and would have the means to participate more in the local economy; however, with my current income I am only able to pay for my basic needs and nothing more.

1380 I fully support increasing the minimum wage to \$15.00. This feels like it should be the bare MINIMUM that employers are paying people. Rent and food is increasingly difficult to afford making anything less than \$15 in Fort Collins.

## ResponseID Response

1383	\$15/hr still isn't enough to live on but it's too much to qualify for SNAP. Please consider making fort collins minimum wage something that allows people to afford food
1384	Raise the minimum wage to at least 20/hr. 15 was good enough 10 years ago. I make 40/hr and I barely do anything, people shouldn't work their butts off and not be able to survive.
1385	It better be higher than \$15 or rent should get lower damn it
1386	The minimum wage should be higher than 15 per hour. A majority of people in this town cannot live on that alone because this town is so expensive.
1387	15 is the bare minimum, 20/hr should be the new minimum!!!
1389	it should be raised.
1391	I have been trying to move out of my parents for 3 years, always having a job and I've never made a livable wage to live here
1397	Fort Collins and surrounding areas are outrageously expensive. People like myself, my husband and our roommate who all are educated and work in our fields of study can barely afford to live here. Giving people 15 an hour won't allow people to thrive....but it'll at least make sure people are more likely to be able to feed themselves and have shelter. Saying that unskilled workers don't deserve a living wage...aka a wage that allows them to both eat and have shelter....aka basics....is a travesty. This city needs to do better. Soon people who have lives here their whole lives will be priced out.
1400	\$15 dollars is no longer enough (we needed that 10 years ago) however it would ease the financial struggles of many people in our community who are being priced out of their family homes and neighborhoods. People will spend more money in our local economy if they have it to give.
1401	With housing costs on the rise we need higher wages or affordable housing. Or BOTH!
1408	Minimum wage in Fort Collins is not a livable wage. Even with 15\$/hr I still need a second job to make sure my expenses are paid. The housing market is the main issue I face. To work in on job at full time hours 20\$/hr would be need to cover expenses.
1410	I do not want to be priced out of living in Fort Collins. I have been living here for 10 years and raising the minimum wage would help exponentially.
1412	My roommates would be positively impacted by increased minimum wage, they could shoulder more house related expenses



## ResponseID Response

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1417 Minimum wage was always meant to be a living wage. If you want quality of life to keep up with inflation, raising the minimum wage is a necessity.

1418 My friends would be less inclined to have multiple jobs with a raised minimum wage. this would greatly improved their mental health as well as well-being in our great time which they currently have no time to enjoy since they're so busy with work just to pay rent every month.

1423 Higher wages would be nice but inflation is already bad as it is I wouldn't want it getting worse.

1424 Consider ending you plus two. It makes no sense in many households and prevents affordable rent for students.

1429 \$15/hour is on the low end of a livable wage in Fort Collins as-is, only reason I'm able to get by right now is due to help from my parents. If you really want to create a long-lasting solution and not hsrve to revisit this issue every few years, I would strongly recommend including language that includes automatic annual raises to the minimum wage consumate with the rate of inflation.

## ResponseID Response

1431

My organization recently restructured how they pay folks in my position. I (and everyone in my position) functionally received a raise that brought me from \$18/hr to \$24/hr. Aside from the fact that this fundamentally changed my family's life I say this to contextualize my survey answers. I work with homeless adults as a case manager. My primary job is to help them pursue their goals with the ultimate goal of no longer being homeless. I do this by helping clients acquire benefits, livable wages, and housing. A substantial portion of my clients work multiple full and/or part time jobs and yet they remain my clients until they get lucky enough to acquire a voucher or some form of affordable housing. I comfortably wager that the many of the folks making and serving your food, cleaning your bathrooms, driving your rideshare, and bagging your groceries have an appointment with me or someone like me. The data to show that both rent and worker productivity vastly outpaces pay is fairly overwhelming. The data to show that increases to minimum wage are not the primary source of rising prices hamstring the argument that doing so will be felt by the consumer. Naturally a minimum wage raise is not the solution to homelessness and poverty. That solution comes in package form. The data and road map for that is well known by the folks working with individuals experiencing homelessness. I am fortunate to work in a city that is familiar with the solutions to homelessness and put resources to that end. Still, the minimum wage is a piece of that puzzle. Even though I don't benefit from a raise minimum wage directly I am still passionate about it. First, we don't have to struggle with something to see why it matters. Second, a raised minimum wage would cause an absolute paradigm shift in my job and I am certain many of my clients would finally be able to afford to live. Third, in a community what is good for one can be good for all. I and my neighbors benefit when others make livable wages. The health of the community is affected in systemic, rippling, and far reaching ways. We benefit when our community and its members benefit. Even if I did not work in homelessness I would support ideas that have been demonstrated to improve lives and communities. A heart without brains is dead. Compassion without intelligence is useless at best and, more often, it is damaging. A raised minimum wage - ideally a livable minimum wage - is an objectively verified and effective form of building a more humane world. Heart aside. Pure, cool, and calculating logic would call for a raised minimum wage. A raised minimum wage takes people out of poverty. It jumps the gap between abject poverty with benefits and middle poverty where you don't qualify for benefits. It creates stronger and more resilient communities. It reduces the number of high utilizers with whom a City interacts. It reduces crime and antisocial behavior. People move into and buy things from towns where you're able to breathe between paychecks. They start businesses and raise kids that don't leave after college. Folks that work in my industry sleep easier knowing homelessness can end for their clients; specific people with real stories. Cities with livable wages and the people that reside in them thrive. Fort Collins is far above its peers in its commitment to building a healthy, livable, and vibrant community for all its members. A raised minimum wage is an intelligent, humane, and effective method of following through on that commitment.

## ResponseID Response

- 1432 Even with both adults in our home working above the minimum wage (one 50 hours/week and one a student who works part time) we barely make it each month after bills and childcare. There are other community members who are making even less than we are, getting paid at the current minimum wage. Truly, how are they surviving each month? The current minimum wage is not livable.
- 1434 With inflation rising everywhere else, it would be nice to have alike companies come together to make sure their employees will have a more stable household income.
- 1438 We can lead the way, like Portland. Should do it,
- 1439 The minimum rent price for most one-bed apartments is over \$1100.00 a month. To even qualify for that you need to be making over \$20 an hour as a single person. Not likely since the majority of working adults work for minimum wage. According to the department of labor, in 2017 58% of working adults made the minimum wage. A gallon of gas right now is almost \$5.00. for a person making \$12 an hour, it costs more to probably drive to work than the money they make while working. Since we all know Fort Collins doesn't have a great bus system. I believe we should raise the minimum wage to over \$20.00 an hour. Working in homeless resources for over three years I see so many people struggle with housing costs and a tiny minimum wage.
- 1441 I think it would help a lot. But how would it impact employers? It might impact youth because people would hire older workers instead of young kids, who may not know how to work. It is also a large jump all at once. Please help lower rent and house prices in some way. I have been reluctant to apply for jobs that pay minimum wage, in spite of needing them, because I can make more working freelance jobs. My schedule is more flexible with those, too.
- 1442 would not make since the State minimum wage goes up by standard of living each year already. I think a city Minimum wage is stupid.
- 1445 Current inflation adds to the necessity of this, plus long overdue in keeping up overall economically. The so called 1% have taken quite good care of themselves to the detriment of the 90%, etc. Time for that cycle to change....
- 1448 The people that are forced to work minimum wage jobs are barely getting by and sometimes need multiple jobs to survive. They are the people in society that need extra cash the most. The detriment to this is that employers will no want to take the hit and will do what they can to transfer the cost to tipped workers or consumers. But I dont think that is a valid reason to limit minimum wage workers because again, they need to get by. As a result of an increase, maybe people will not have to work an extra job and have extra time for their family or education.

## ResponseID Response

1454 Pay people a livable wage

1456 I think it's critically important to raise the minimum wage in Fort Collins. Fort Collins has an extremely high cost of living. CSU's own Regional Economic Development Institute published a report in June finding that 28% of the Fort Collins workforce cannot afford to live in the city. This is unacceptable and is strong grounds to raise the minimum wage.

1464 The "new normal" is depressing. Renting in the City is incredibly difficult. My landlord increased rent by \$400/month so I am forced to move this August. My situation is not as bad as others because I am juggling multiple gigs. But wow is life painfully difficult if you're earning the current minimum wage. It's really just awful that the Feds haven't done anything in so long and forced CO and Fort Collins to react. Please do something.

1465 I support a min. wage of at least \$18/hr

1470 It won't impact me, but I worked a food service job here in town from 2015-2021. That job sucked the life out of me, and I was not adequately paid for it, despite working there full time for several years. \$15 would've really helped me out when I was working there, and I can imagine how much this will help those in that current situation.

1474 An increase in the minimum wage is needed for employees earning less than \$25 hour. Inflation and increases in rents have decreased the buying power of the minimum wage. Folks have a very difficult time living in Ft. Collins even with two full-time earners who make minimum wage. Those of us who earn more need to pay more for our services in the city.

1475 Livable wage in Fort Collins is around \$26/hour. Raising it to \$15 is better than nothing but I would still consider nothing more than the bare minimum.

1478 This would generate important benefits for our community including an increase in the labor force participation, decreasing the labor shortage.

1479 Living costs are extremely high here. Given the u 2 housing ordinance and other factors, it is very hard to pay rent and other expenses and then have savings, if you are even able to do those things. Raising minimum wage is crucial to work towards living wages for people here.

1480 A \$15.00 minimum wage at 40 hours per week does not amount to the ability to rent in Fort Collins. 2 workers at \$15.00 per hour and 40 hours per week requires half the combined income for rent within Fort Collins.

1481 Our cost of living is so high ! People can't afford to pay rent and feed their families . I'm definitely in support of a higher minimum wage.

## ResponseID Response

1487 Cost of living particularly, housing and rent is quite compared to the general quality of job available in the town. Mostly jobs in town are service industry with low pay and low opportunity. Most small business owners I have met are borderline criminal and will do anything to save money and will never raise wages. Any business that can't afford to pay it's employees doesn't deserve to operate.

1489 The fact that people NEED more then one job just to survive in Fort Collins in a direct correlation to the outrageous rental and home prices not just "minimum wage" Make a law where rent prices and investor have a limit!!!!!!

1490 As the rent prices are increasing it's becoming really tough to afford rent, much less paying down my debts and bills.

1491 The government needs to stay out of wage manipulation and let the free market work. A forced higher minimum wage will increase costs of goods thereby decreasing my wealth. Not to mention small businesses firing employees or dropping their hours to save money.

1492 Should be reflective of the cost of living to encourage the people who work here to also be able to live here.

1495 I think that raising minimum wage would benefit the local economy by affording individuals with greater financial ability to patron local businesses.

1496 Please do not manipulate the market economy with an another artificial minimum wage. The inflationary impact will further damage the economy and provide no benefit to the target demographic.

1499 What happens to people earning a bit more than \$15 with jobs requiring more experience and knowledge than ex. flipping a burger? Are our child care professionals going to make the same as the above low level food service worker or even worse, a low level food service worker in training. If you are a "trainee" you traditionally start at a lower level, and then you work your way up. So if you start at \$15, where will the wage actually end up? I am strongly against increasing the min wage.

1500 The minimum wage should support someone working full-time and that's not currently the case. With rent and housing prices in our area, 1 person working full-time at the current minimum wage cannot afford to live in FoCo.

1503 "In truth, there is only one way to regard a minimum wage law: it is compulsory unemployment, period. The law says: it is illegal, and therefore criminal, for anyone to hire anyone else below the level of X dollars an hour."  
-Rothbard

1504 Please pass it

## ResponseID Response

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1513      Though I am a well paid salaried employee I strongly support \$15.00 an hour for other hourly employees.

1519      This survey is obviously skewed to hourly workers and does a very poor job in asking specific questions certain types of employees to gain useful information. I am a salaried worker, with great benefits and I work 60 hours a week. I am paid fairly and a \$15 minimum wage would not affect me, but I am worried my answers are going to be lumped into some sort of category that misrepresents the whole pictures because the questionnaire is poorly designed.

1530      I believe the minimum wage should be raised to at least \$15/hr if not more. People need to be able to afford to live here and raising the minimum wage is a step in the right direction.

1531      Increasing the minimum wage would not affect me, however I wholeheartedly support increasing it nonetheless

1532      The cost of living in Fort Collins has grown increasingly inaccessible in the last few years. Raising the minimum wage makes it easier for more people to build a comfortable life for themselves here. I truly believe that this is a "rising tide lifts all boats situation." Increasing the minimum wage encourages business to offer better benefits and more competitive wages to attract quality candidates, whether it's at a tech company or a local restaurant. Better wages and benefits insulate workers from cost of living increases and improves their standard of living.

1535      I think raising the minimum wage will help everyone across the board. I hear a lot of folks complaining about things such as grocery stores not having in person checkout stations available (self checkout can be difficult for folks with disabilities, young kids, large cart orders, the elderly, people with injuries) so if we paid folks more, I think grocers would have less turnaround and maybe more employees available to help even such a simple singular part of our community experience such as grocery shopping. I don't blame folks for not wanting to be at the front of grocery stores in general, but especially at current wages. So for folks who make more than minimum wage, this increase will still make your quality of life better. We as a society can stop complaining that nobody is working/wants to work and start paying people a living wage to entice them to work the jobs most of the folks complaining would never want to do.

1543      I would like to see targeted raises in specific jobs/fields rather than an overall increase in minimum wage. For example, early childcare/preschool workers in Larimer County make between \$12-\$15/hour, while you can make \$20/hour on the night shift stacking cans at Walmart. Do we really value that work over the safety of our children? Specifically, education and caretaking fields need wage increases.

## ResponseID Response

- 1544 Minimum wage jobs are not meant to allow someone to support a family. They are for high school and college students. Anything over \$12 minimum wage is absolutely ridiculous. I worked as an EMT for nine years for less than \$15 hour. Address the real problem and pay workers that are trained to save lives more money and fast food workers less. There is too much entitlement these days. They need to put in the work to earn better pay.
- 1545 In order to survive with the cost of living in Fort Collins, people need to be making AT LEAST \$15 an hour. More would allow people to thrive.
- 1551 Please raise the minimum wage. It would really affect my life in a positive way. I think I could finally get some breathing room in my budget.
- 1552 I do not believe it is the role of a municipal government to dictate the wage a private business pays its employees.
- 1555 I would like to see it raised for anyone over 18 because the cost of living is so high here.
- 1557 Let's do it!
- 1558 This will have massive detrimental impact on area businesses.
- 1559 If minimum wage in Fort Collins isn't going to be addressed then excessive cost of housing needs to be.
- 1564 I have health issues and cannot work more, my husband works for CSU and CEC and we still have a struggle to pay our bills and neither of us can go to the doctor. We rent.He is 67 I am 50.
- 1565 I will be sending City Leaders an email with additional thoughts!
- 1569 \$15 isn't a livable wage
- 1574 \$15
- 1576 Rent control is more important than minimum wage increases
- 1581 Honestly, a \$15 minimum wage may not even be enough anymore. The cost of living in Fort Collins (and greater Colorado) is astronomically high. For a person to live in Fort Collins, they need a wage higher than \$15. We are already reaching the point where many people who work in Fort Collins doing essential jobs like grocery workers, restaurant workers, etc. can't afford to live in the city they work in. Part of this is a major problem with housing affordability in Fort Collins (More multi-family, condos, townhomes, apartments, etc. are necessary, not just single family homes), but part of it is also a problem with businesses not paying their employees a livable wage.

## ResponseID Response

1583	The wage for graduate workers at Colorado State is dismal and results in significant debt for most of us.
1584	It's getting quite expensive to live here. And really hard doing so on 12.56 an hour...
1590	minimum wage here, and everywhere, should be at LEAST \$25.
1591	The minimum wage should be raised.
1593	higher
1595	with the current minimum a full time worker cannot afford groceries, rent, gas, etc. The minimum wage needs to be raised immediately.
1596	Pls raise
1604	Minimum wage should not be raised, Costa of living should simply be lowered. The burden on Fort Collins would increase with an increase in minimum wage. Take California for example. Minimum wage exceeds \$15 an hour in the Bay Area, and everything has become much more expensive.
1606	Housing prices are too high for current minimum wage
1608	No, there obviously needs to be a change and it should be seen soon.
1614	Although the Minimum wage would not impact my current job, if I am looking for future jobs I would look for jobs that pay \$15 minimum
1622	I believe it is very important for everyone to make a living wage. At the same time, wage inflation is a huge problem. Employers aren't going to eat the cost of increased wages - they will raise prices to pass the cost on. As a result, the extra money received from an increased minimum wage gets eaten up by higher prices. Let's be very thoughtful about how we handle this situation. There are other ways we can try to address the situation of not making enough for a living wage.
1624	The minimum wage can be 20 dollars an hour and I still struggle with rent every month. My partner passed away last year so I also lost that second income. I won't be able to find a cheaper place, so I'm stuck in my situation.

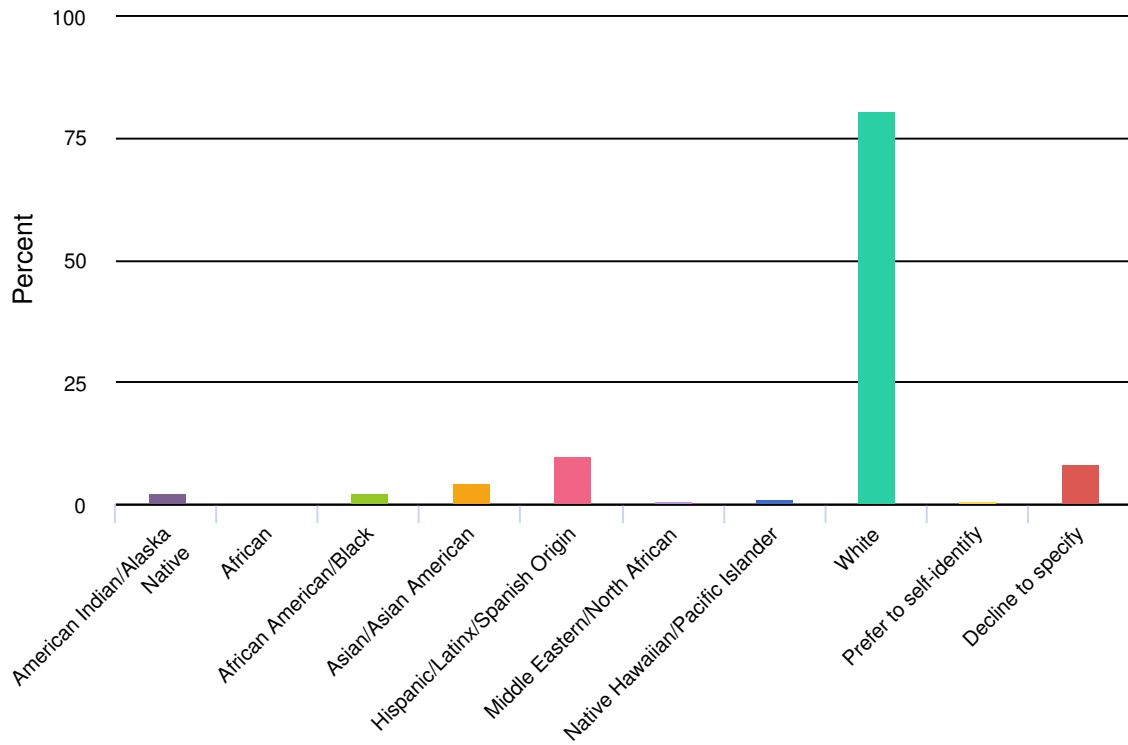


## 18. What is your ZIP code?

Count	Response
244	80521
209	80525
118	80526
107	80524
49	80528
12	80537
12	80550
10	80549
7	80538
3	80535
3	80547
2	80512
2	80522
2	80523
2	80631
1	80025
1	80126
1	80229
1	80234
1	80251
1	80254
1	80501
1	80517

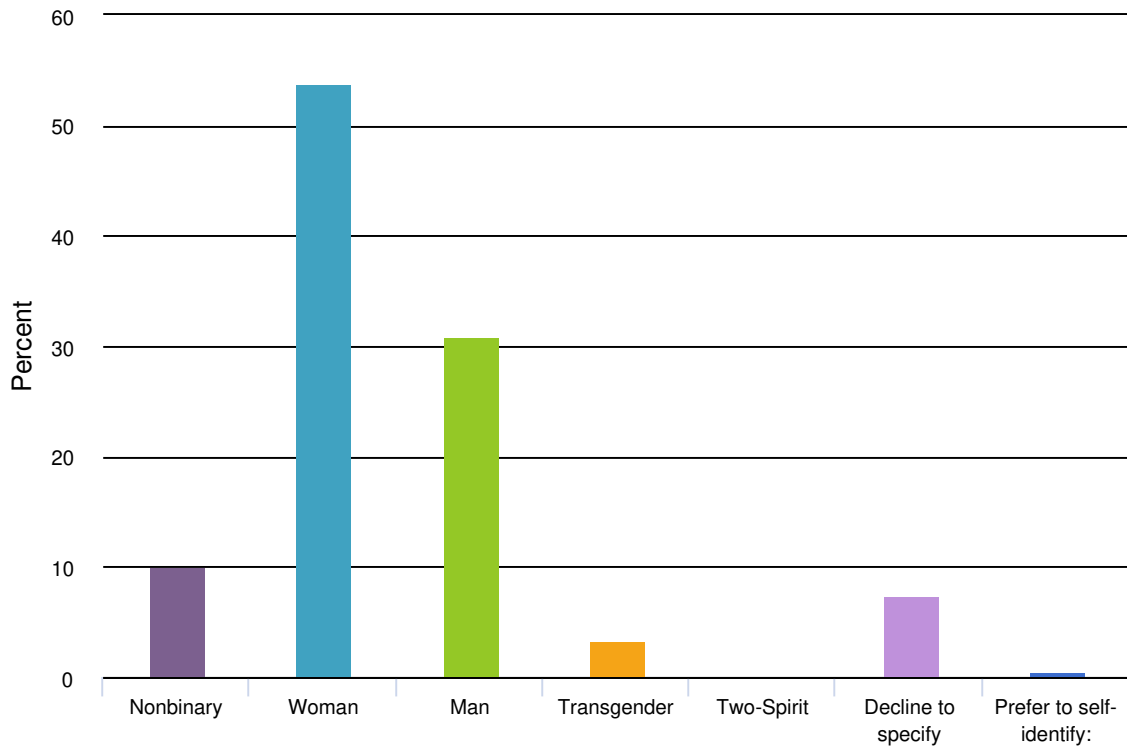
<b>Count</b>	<b>Response</b>
1	80525-6135
1	80526-5510
1	805265
1	80615
1	80624
1	80634
1	80650
1	81101
1	87107
1	89526

## 19. Race or Ethnicity:



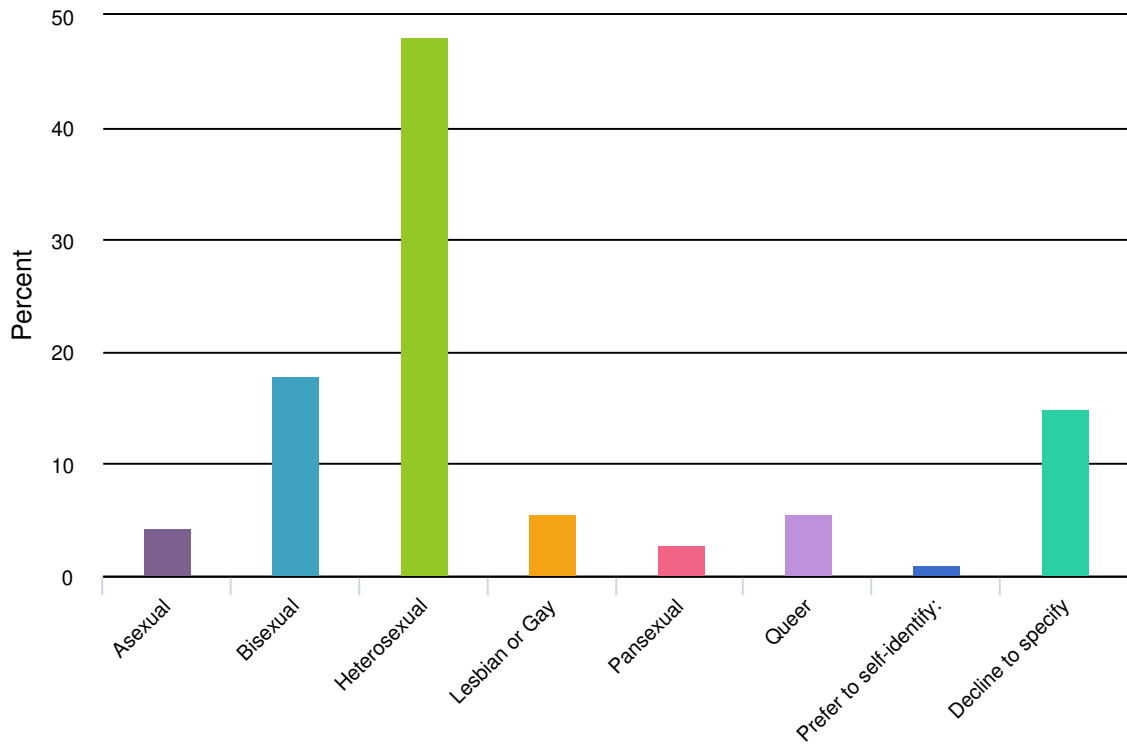
Value	Percent	Responses
American Indian/Alaska Native	2.5%	21
African	0.1%	1
African American/Black	2.2%	18
Asian/Asian American	4.2%	35
Hispanic/Latinx/Spanish Origin	10.1%	83
Middle Eastern/North African	0.8%	7
Native Hawaiian/Pacific Islander	1.0%	8
White	80.3%	662
Prefer to self-identify	0.6%	5
Decline to specify	8.4%	69

## 20. Gender:



Value	Percent	Responses
Nonbinary	10.1%	84
Woman	53.9%	447
Man	30.9%	256
Transgender	3.4%	28
Two-Spirit	0.2%	2
Decline to specify	7.5%	62
Prefer to self-identify:	0.6%	5

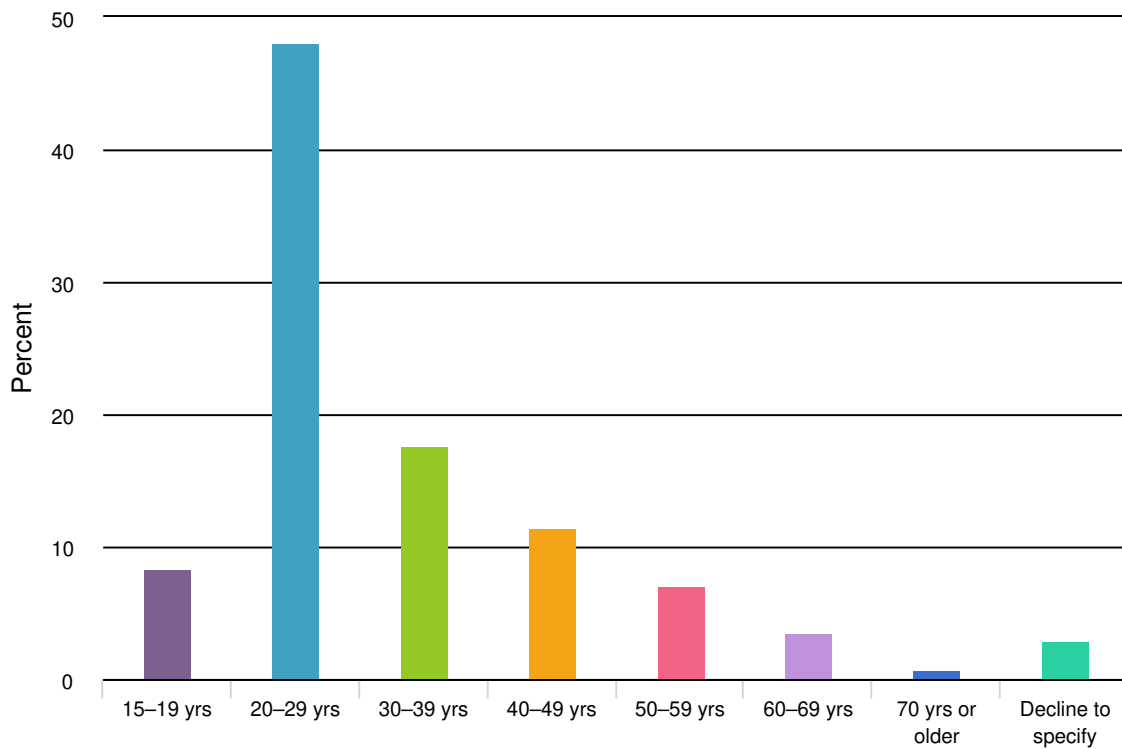
## 21. Sexual Orientation:



Value	Percent	Responses
Asexual	4.4%	36
Bisexual	17.8%	146
Heterosexual	48.1%	395
Lesbian or Gay	5.5%	45
Pansexual	2.7%	22
Queer	5.6%	46
Prefer to self-identify:	1.0%	8
Decline to specify	15.0%	123

Totals: 821

## 22. Age Range:



Value	Percent	Responses
15-19 yrs	8.4%	69
20-29 yrs	48.1%	396
30-39 yrs	17.7%	146
40-49 yrs	11.5%	95
50-59 yrs	7.0%	58
60-69 yrs	3.6%	30
70 yrs or older	0.7%	6
Decline to specify	2.9%	24

Totals: 824