

This report is filtered

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

Report for Minimum Wage Survey

Response Counts

Completion Rate:

76%



Complete



203

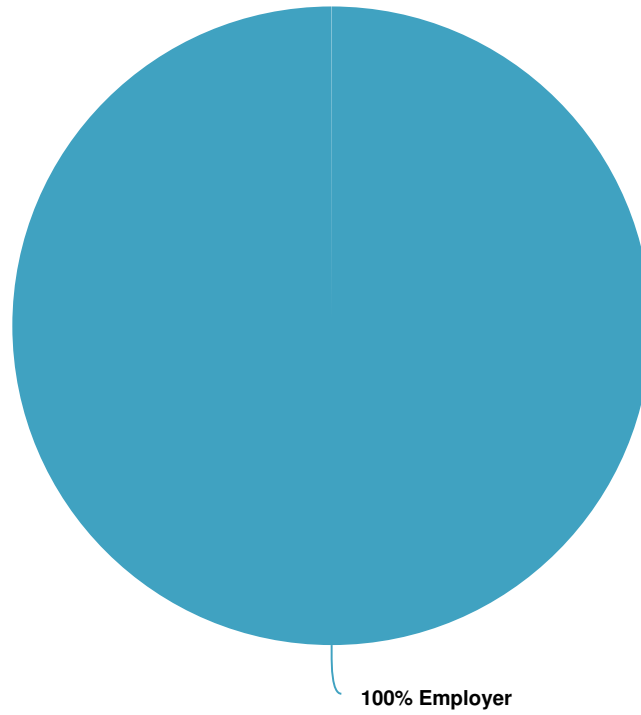
Partial



64

Totals: 267

1. Are you completing this survey as an:

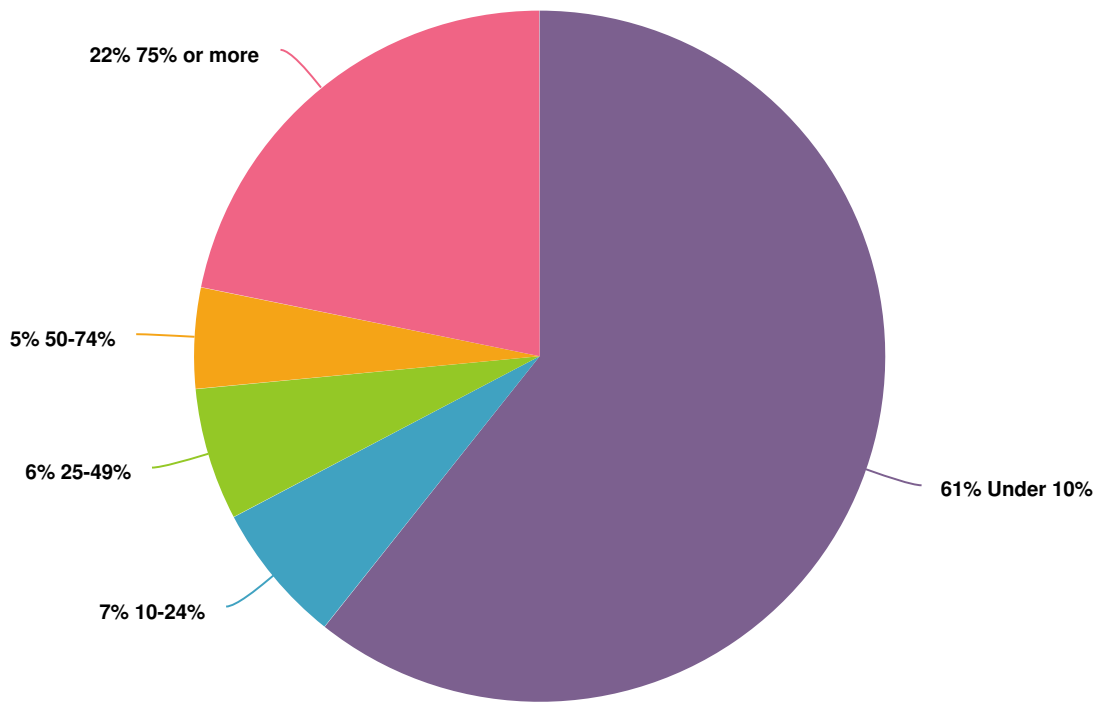


Value	Percent	Responses
Employer	100.0%	267

Totals: 267

Other - Please specify:	Count
Totals	0

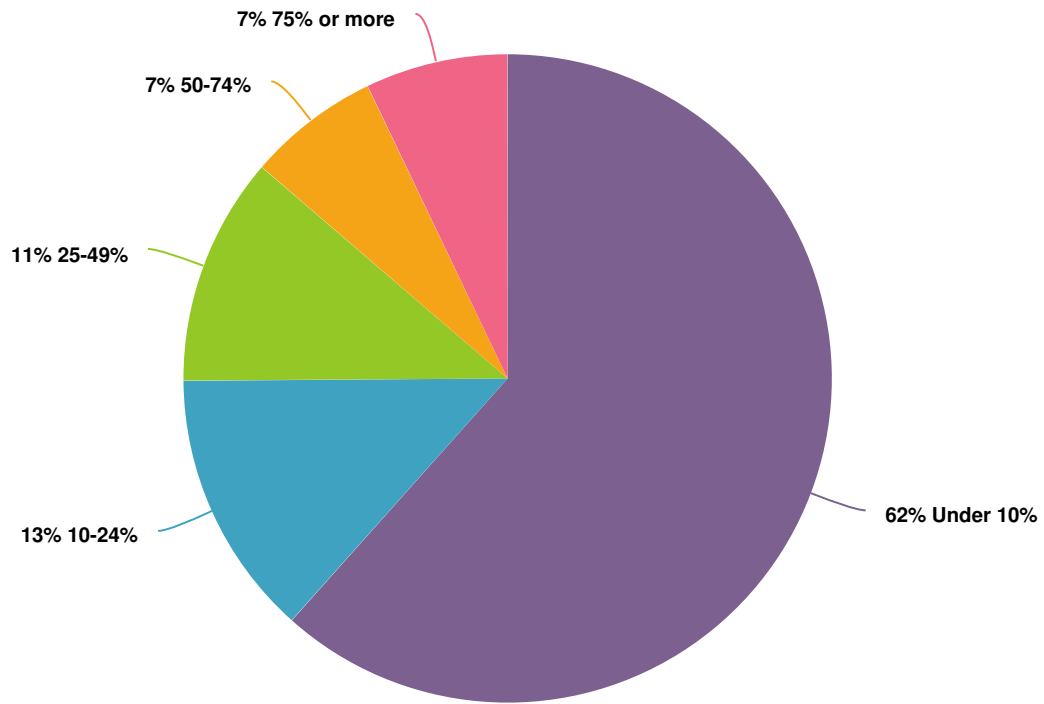
2. What percentage of your employees earn minimum wage (\$12.56/hour)?



Value	Percent	Responses
Under 10%	60.7%	128
10-24%	6.6%	14
25-49%	6.2%	13
50-74%	4.7%	10
75% or more	21.8%	46

Totals: 211

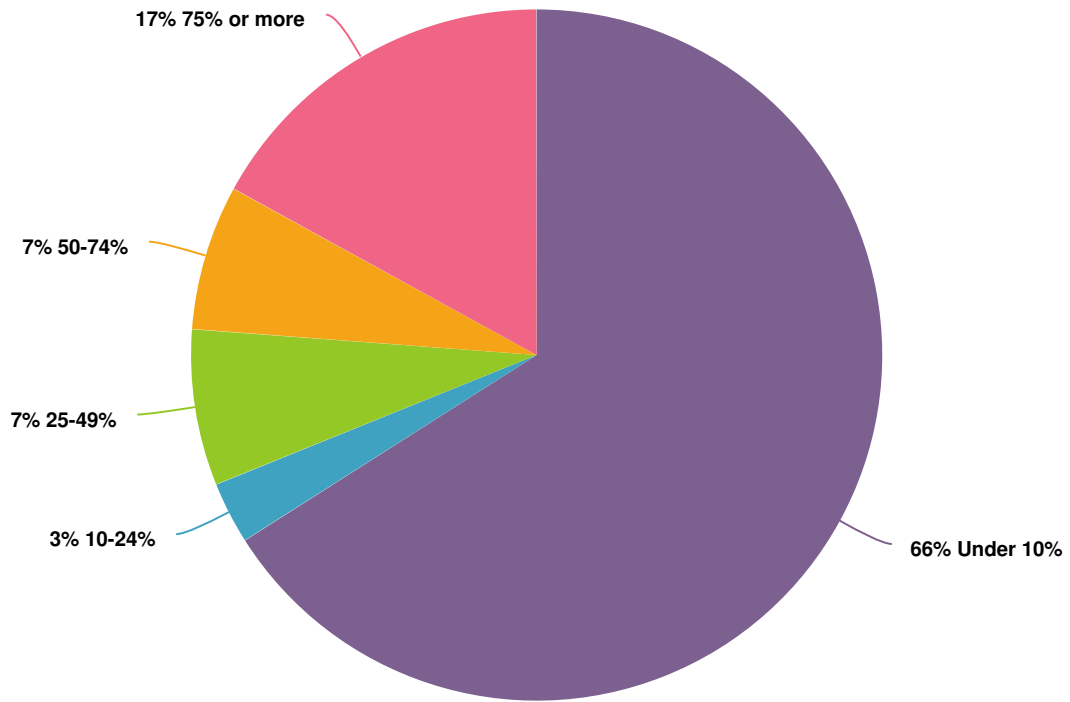
3. What percentage of your employees earn below \$15.00/hour?



Value	Percent	Responses
Under 10%	61.6%	130
10-24%	13.3%	28
25-49%	11.4%	24
50-74%	6.6%	14
75% or more	7.1%	15

Totals: 211

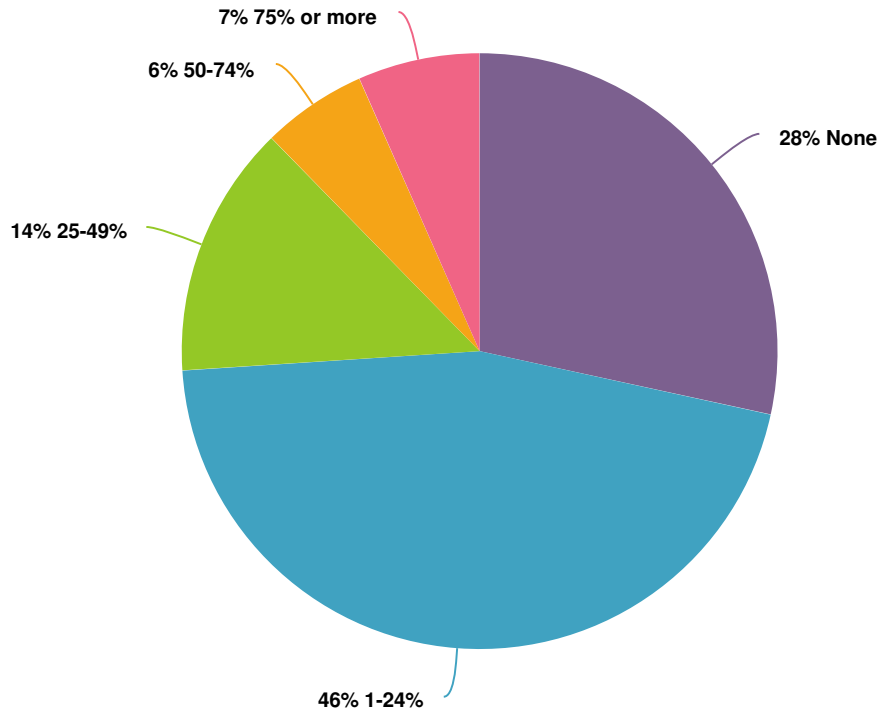
4. What percentage of your employees are tipped, if any?



Value	Percent	Responses
Under 10%	66.0%	136
10-24%	2.9%	6
25-49%	7.3%	15
50-74%	6.8%	14
75% or more	17.0%	35

Totals: 206

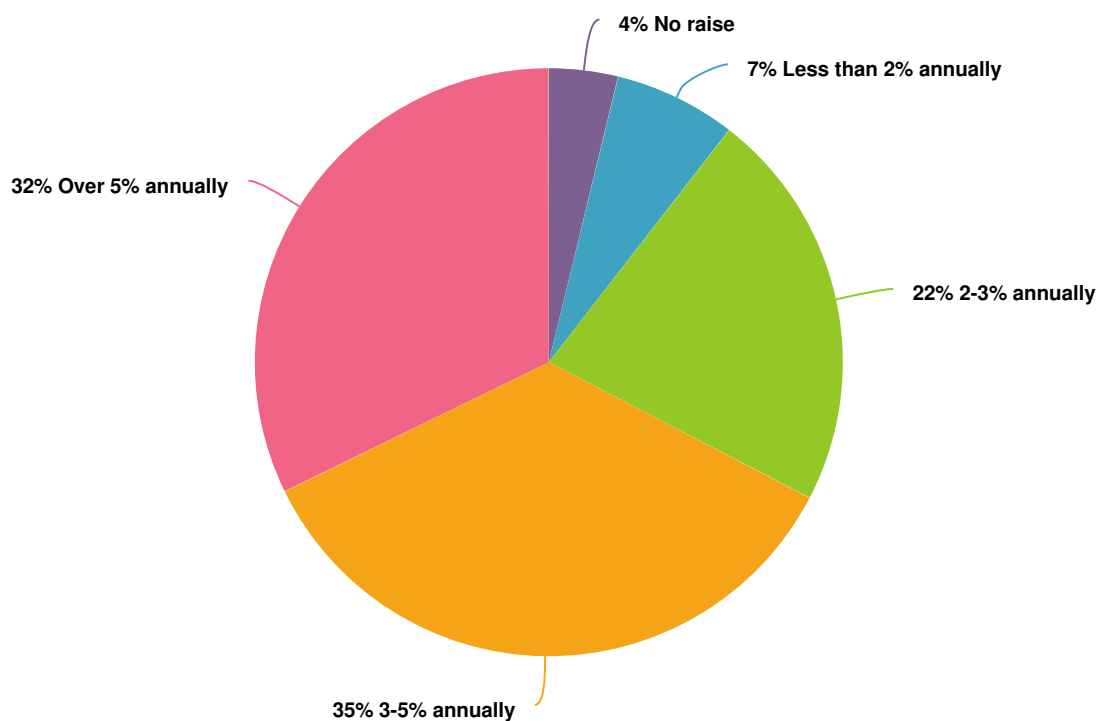
5. What percentage of your employees are college students, if any?



Value	Percent	Responses
None	28.4%	60
1-24%	45.5%	96
25-49%	13.7%	29
50-74%	5.7%	12
75% or more	6.6%	14

Totals: 211

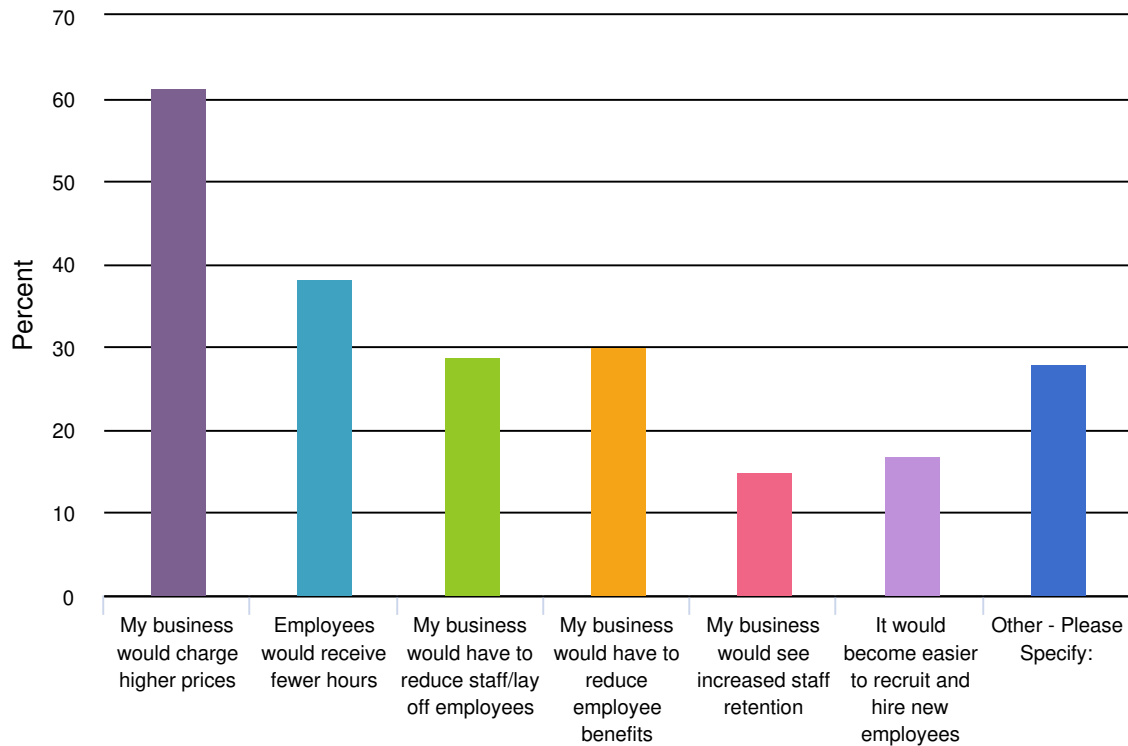
6. Over the last 5 years, what is the average annual raise provided to your employees?



Value	Percent	Responses
No raise	3.8%	8
Less than 2% annually	6.7%	14
2-3% annually	22.1%	46
3-5% annually	35.1%	73
Over 5% annually	32.2%	67

Totals: 208

7. How do you anticipate that a \$15/hour minimum wage would affect your business?



Value	Percent	Responses
My business would charge higher prices	61.4%	127
Employees would receive fewer hours	38.2%	79
My business would have to reduce staff/lay off employees	29.0%	60
My business would have to reduce employee benefits	30.0%	62
My business would see increased staff retention	15.0%	31
It would become easier to recruit and hire new employees	16.9%	35
Other - Please Specify:	28.0%	58

Other - Please Specify:	Count
No change	3
No impact	2
Totals	58

Other - Please Specify:	Count
\$15/hour is already our minimum wage, so there would be no change. Even with that higher minimum wage, we still have difficulty recruiting and retaining staff.	1
Already pay above	1
Can't afford this	1
Confusion as working in FtC will have one minimum wage while the rest of Larimer County will have another minimum wage	1
Due to the ability to hire remote workers, we would simply stop hiring in Fort Collins. During our slow seasons when we scale back, we would likely lay off Fort Collins based employees first.	1
Employees will not stay when they are overworked due to lack of staff.	1
Hire less in Fort Collins	1
I already pay \$15/hour and would most likely have to increase that	1
I don't pay anyone less than 30/hr so this wouldn't change anything. You can't hire anyone in Fort Collins for 15/hr so this change wouldn't really do anything good or bad. Consider 20/hr or nothing - anything less than 20 is a waste of your time because no one will work that cheap	1
I own one of the largest minority owned businesses in Fort Collins. If passed it will help me make a decision to locate to a more business friendly state. I love Fort Collins but this along with the State new family leave law will kill small business in Colorado. Minimum wage increases will lead to higher prices throughout the city and make it even harder for people to call Fort Collins home.	1
I raised my starting wage to \$2 over minimum, 1 year ago. It did not make any difference in staff retention or make it easier to hire.	1
I would have to expect more from employees meaning fewer employees doing more work	1
If I don't drastically raise prices I would go out of business because if I hire a first timer at \$15 (I now start \$13.00) I would have to raise my 3 to 4 year employees earning 16.60 to 18.00 plus benefits, would make my prices higher possibly causing me to have to close the business. When I have to teach a first time employee person how to dress, importance of showing up on time, all the little things many assume they know - but trust me they don't. Then they have to be taught all skills. Costly the way it is for employers I have found continual raises as skills improve gives employees self worth. Please don't punish small business.	1
Totals	58

Other - Please Specify:	Count
Inflation is already taking our profits away. We would likely close if forced to raise wages by 23%	1
It could put my small locally owned business out of business.	1
It is increasingly hard to hire and retain good employees and it seems to be the case regardless of pay.	1
It may become harder to find employees as other businesses would catch up to the rates we've been paying.	1
It would make no difference to my company	1
It's a trickle down effect, raise pay everything else goes up! Then you're right back where you were and still not making enough! Raising wages isn't the only answer! Need to get affordable housing!	1
My business cannot charge higher prices, we are a non-profit	1
My business would lose contracts and therefore hire fewer employees.	1
My members would be annoyed at over-regulation of markets, and fixing problems that don't exist...	1
My sales will increase	1
No affect, Employees are already paid over minimum wage.	1
Nothing changes. We pay more currently	1
Other businesses in our industry would have to pay similar to what we're paying and it would make us more competitive.	1
Our company minimum wage is already \$15/hour, so it wouldn't affect us.	1
Raising wages during a time that businesses are already struggling is a terrible idea. The problem is housing and how expensive it is. By just raising wages, prices will increase which doesn't solve the problem. Higher prices for consumers will lead to reduction of sales. Employers and consumers loose in this scenario.	1
The skilled employees could not progress.	1
This is not necessary.	1
Totals	58

Other - Please Specify:	Count
This survey is hard for tipped employees because you're not asking me how much they make. If you want to raise tipped minimum you should instead just get rid of tipped jobs in Fort Collins.	1
We already have to pay more than \$15 per hour for untipped employees. Can't get any for lower that that right now. There is not enough workers period.	1
We already pay more in order to hire and retain employees.	1
We are already above \$15/hour	1
We are an assisted living providing services to Medicaid residents. We would not be able to pass this increase on since our payments are set by the state.	1
We currently pay all employees above minimum wage so I don't believe it would effect is that much but would most likely increase prices for everyone across the board.	1
We currently pay interns minimum wage only, everyone else is beyond the \$15/hr wage. I would take less if any interns as we want to be able to compensate them.	1
We currently pay more than that. This would have an affect on how we pay travel time.	1
We may have increased competition for hiring entry level employees.	1
We would no longer be able to hire high school students	1
We'd make it work.	1
Would help raise wages among tenured employees	1
Would likely put us out of business	1
Would not be affected	1
Would not greatly affect the business	1
Your killing business The minimum wage has gone up the past 5 years about a .90 per year	1
all are at or above	1
all employees paid over \$15 now	1
blanket increase of labor cost will significantly hurt small business like us	1
Totals	58

Other - Please Specify:**Count**

depends how it affects their take home tips

1

no impact

1

relocate my business out of fort collins

1

smaller raises for lower tiered employees

1

Totals

58

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

ResponseID	Response
15	minimum wage should not be a living wage
16	Our employees are all part time HS and CSU students, the higher the minimum wage the less jobs we can offer. We will also need to raise prices. Part time jobs are to supplement income not be the sole source.
20	An increase in minimum wage will result in an increase in prices as all businesses (including those like ours which are already paying well over minimum wage) will need to increase wages to remain competitive in a tight labor market.
21	I am a proponent of raising minimum wage in Fort Collins to keep up with the rising cost of living.
22	While many business are already paying \$15 or more per hour as a starting wage, a permanent increase will result in rising prices as businesses will need to increase wages to stay competitive in a tight labor market.
24	Being a small business in Loveland this would have a cascade effect to all surrounding towns/areas. We as small businesses already bear the brunt of inflation. Most of us are barely able to meet our daily operating costs due to the economy. Raising the minimum wage may help the workers but will increase inflation thus not balancing the economy since most businesses will just raise prices to meet the new financial burden.
26	City leaders should consider that some of their businesses have work sites in neighboring cities and counties and their minimum wage increases would not just affect the sites in Fort Collins but businesses may also have to change the wages at all of their sites. This could potentially cause businesses to decide not to locate in Fort Collins.
27	Please consider the tip credit for restaurants. What does that mean for us? Would there be a \$15/hr minimum wage for untapped employees and then a tip credit for tipped employees? If you raise the minimum wage across the board (eliminating the tip credit) employees will loose in this scenario as well.
35	I hate seeing minimum wage increases determined by anyone other than a business owner. He/she should be able to determine what they can pay and even with the wages I pay, it is hard to recruit new employees. Companies that hire high school and college students should be able to pay less for part time and/or seasonal help.

ResponseID Response

36 Raising minimum wage is not a silver bullet to create a better living situation in our community. Simultaneously, you need to work on the cost of living in our community especially housing and affordability, child care, and health care. Raising minimum wage will also lead to more inflation than we are already seeing. Rising prices, like I would need to do, will drive our community to shop online which in the end harms local business. The average consumer will say yes to raising the minimum wage but then says no to rising prices to pay for those increased costs that a business occurs.

38 Everything is going up, I understand that but the housing, wages, gas, etc we won't be able to live. Businesses are trying to make a living along with their employees but pricing is out of the market hurts everyone.

40 minimum wage isn't suppose to be a living wage, we need to encourage worker to gain skills to be paid more and not just by default... not all workers perform

42 Stop increasing minimum wage for tipped employees \$3.02 difference when their avg tips are 25.00/hour or more. Totally out of balance. Work on inflation that would help our employees more than anything. Employees are making more but their money doesn't go as far.

49 The higher you make Minimum wage, the higher prices will have to go up. It is short sided to think that the cost of increasing wages will not be recovered in goods sold. We are in the highest inflation period in our history. So you should wait.

51 We have raised our minimum starting salary from \$11 per hour to \$16 per hour in the past four years. We support a \$15 per hour minimum wage. HOWEVER, had this been mandated for us too soon, we would not have been able to afford it and would have probably had to close our doors after more than 40 years as a local nonprofit organization. All that to say that I urge you to phase in the requirement, perhaps with incentives of some kind for faster implementation. Thank you.

56 Our tipped employees make \$32 an hour. They are the highest paid people in our company. Higher than skilled workers like brewers and accountants. If there is an increase in minimum wage there should be increase in the carve out for tipped employees. Otherwise money that could go to lower wage positions in the back of the house gets un fairly funneled to front of the house employees.

57 I see raising minimum wage as a great thing and support 100%

59 Obviously we have to recoup the costs. raising wages = inflation

60 Personally I feel that it should be left to the employer.

ResponseID Response

- 62 We are in favor of higher wages, but asking employers to pay more without understanding the hurdles is annoying. This isn't just an increase in wages. It's an increase in payroll taxes and unemployment insurance. The overall cost is significantly more than most people think and consumers can't afford more at the moment because of inflation. The sole cost of this increase will be on the employer
- 70 I think the current minimum wage is a good wage for unskilled employees. If you raise the minimum wage to \$15 per hour, I will have to increase my hourly to \$16 or \$17 per hour, which will impact the profitability of my business.
- 73 We recently had to drastically increase our wages so that we could retain current employees and recruit new employees. It will be a struggle for our business to continue this long term, so I hope inflation somehow gets under control.
- 74 Mandating a higher minimum wage is not going to solve the biggest problems for "low wage" workers in Fort Collins. Work on housing prices (attainable housing for working people, not just "affordable housing" for which only poverty-stricken and non-working folks qualify). You're telling small businesses they need to pay more, but not telling property owners they need to charge less for rent and not incentivizing building any attainable housing units for purchase; investors are gobbling up "entry-level" housing and builders are building only for folks who can afford \$500,000 homes. Secondarily, lobby for single-payer health insurance. These 2 things would really have an impact if you want to help low-wage workers in our city.
- 80 Not yet
- 82 Please don't increase it.
- 83 I think it is a difficult question. I think in my industry, food, customers do not understand the relationship to paying people well coincides with charging more. No one wants to keep paying more for goods and food, but they want everyone to make more money. I am all for paying my people well, and do the best I can, but customers have to understand as wages go up, so do costs of goods across the board, so it does not really solve many problems if everyone gets paid more, but in return everything costs more unless you can pay people more than the costs are increased. And that is hard because every business has a bottom line they are trying to hit.
- 88 While the living wage in Fort Collins should be higher, the minimum wage needs to be brought up incredibly slowly or you are going to kill mom/pop shops and just be left with large corporations.

ResponseID Response

89 I wish I knew the answer. As a small business, all our vendors are raising their prices and adding delivery and fuel surcharges. Wages are already going up because finding staff is such an issue. I want my staff to be able to live well in our city, but between increased expenses, increased costs, and changes in consumer behavior, something has to give, and unfortunately it may be the sustainability of the true independent small businesses.

93 The reality is no or very few businesses are able to hire at minimum wage these days. We hire entry level at \$16.00 for commercial cleaning. It'll be going up soon based on market conditions and yes our clients will pay more. Increasing the MW only manipulates the market and all wages go up because supply and demand for workers at all levels is real and the market has and always will dictate the wages. MW only sets an artificial floor.

102 Terrible idea.

103 This proposal will devastate many small retail businesses and restaurants. It appears that Council is completely out of touch with the local business community.

247 In my experience very few businesses only pay minimum wage. My employees all earn \$15/hr or more already, and I see even most fast food places offering \$15 or more to start. I think that raising the minimum wage would likely hurt already struggling small businesses more than add fairness to big corporations

344 I support strong wages however individuals hiring hourly work are not experiencing similar increases in earnings and are experiencing record inflation. This needs to be balanced and passed on up the chain or the middle class family struggling to get by will be the ones to pay for these wage increases.

388 You really need to distinguish between minimum wage and tipped minimum wage. Our tipped minimum wage workers average \$19-26/hour with tips.

412 Already said

418 Minimum wage should be higher. I pay minimum wage at our landscape company.

427 We don't know how a wage increase might effect our retail business, but we think that if everyone in FOCO earned a bit more, maybe more could afford to shop in our store. We don't have a great profit margin or take home a great deal of money as owners of a small retail business. A small increase in minnum wage might be worth a try.

440 Quite frankly, minimum wage these days, seeing the prices of commodities we're seeing, should be over \$20 hourly.

ResponseID Response

445 I have raised our wage for back of house employees 3 times recently and still struggle to find employees, even above \$15. I have had an ad out for 3.5 months and have received 8 applicants, with 7 no shows for scheduled interviews. Many factors play into the labor shortage beyond wage. Currently, our back of house employees make \$15-17 an hour, and our front of house employees make minimum wage, less the \$3 tip credit, plus tips. Increasing the minimum wage only further increases the disparity between front and back of house. The recent changes in tip laws have made it harder for the employer to try and close that gap. We had a situation the other evening where front of house was making \$50 an hour with tips, while back of house is working their tails off, but receiving no where near that. The back of house already makes above \$15 and front of house makes minimum wage, less the tip credit, plus tips. That means that in this situation, if the minimum wage was raised to \$15, the front of house would then make \$53 an hour, while the back of house would still be making their same wage. And our ability to increase the back house wages would now be decreased since those dollars had to go to front of house, even though front of house makes way more overall. The increase in minimum wage would mean I'm now paying front of house \$3 more an hour, with 8 front of house employees, when that \$24 an hour that really needs to be going to back of house. The owner, who has the most risk and is often only paid if there is an end of year profit, is still making about \$4 an hour, as margins are very thin in this industry. Do you see how in this situation, increasing the minimum wage is only increasing the wages of the people who are already making most dollars per hour? It's weird, but true! In the restaurant industry, increasing the minimum wage will not have the impact that you are hoping for unfortunately. It will only further the disparity between front and back of house. Changing the tips laws to allow the back of house to receive tips would have a greater impact.

446 If we Raise wages business will go out of business, food will be more expensive when you go out. Trickle down effect. If the wage changes to \$15 tips will go away and the employee will make less money.... Tips can pay an employee up to \$30 an hour. I have employees that work a 2 hour shift and walk with over \$125 plus their hourly. Customers don't want to pay \$20 for lunch at a quick service restaurant. To get your customers to come back more often you will find ways so they don't spend as much each trip so they can afford to patron your establishment more often. Some restaurants will take away the ability to tip an employee and that way the employee will actually make less money overall then they were making before. There needs to be lots of research and communication and talks about this because raising the minimum wage does not ensure a good economy.

467 Increasing minimum wage does not increase the productivity and only increases the costs to everyone

481 While I believe the intentions of a minimum wage are noble, I don't believe the results of them are worthwhile. (This is a POV informed by the economic philosophies of Milton Friedman - not original to me).

ResponseID Response

- 484 Historically, minimum wage increases have meant a loss of jobs, increase in costs, higher rent, higher restaurant costs, more work is absorbed by higher-skilled and higher-paid labor
- 485 I manage affordable housing. Rates are based on MAI (Median Area Income). If the min wage increases so will the rental rates charged under HUD using the AMI.
- 489 We pay well above minimum wage, but any increase would negatively impact our community and make it especially difficult for youth to find jobs.
- 491 I believe the market should dictate wages, not the government. Small business need less regulation, not more.
- 496 Those close to 15.00 are seasonal
- 503 Questions 2 &3 should have a None choice. We pay everyone a min. of \$17/hr. The City has zero business setting a minimum wage. Any education in basic economics would prevent a person from bringing up such a stupid idea, but then again we all know it is not about economics or business retention, its about pushing your liberal ideas, that have the quality of life in almost every large city in America, down the throats of your serfs.
- 504 bad idea high school summer colleges would be let go or never hired we would do with less employee's
- 505 Our starting minimum wage is now \$18 and was just raised in May because otherwise we would not even be close to competitive. When the state minimum wage increase was on the ballot I was in complete support and stand by that decision. This is different because the environment is different and even though raising the minimum to \$15 in FOCO would not impact my organization I do not support it at this time. It is hard for me to believe that employers paying minimum wage or under \$15 are finding employees since the market is resetting so quickly.
- 512 I'm tired of you trying to drive small businesses out of Fort Collins. For decades my business has paid well above minimum wage and has also offered bonuses. My 47-year-old family-owned business will have to consider moving. Stop your nonsense; you all should know better.
- 514 You can't hire anyone in Fort Collins for less than 20/hr so this change wouldn't really do anything good or bad. Consider 20/hr or nothing - anything less than 20 is a waste of your time because no one will work for that cheap
- 519 Mandating a higher minimum wage does not work. Look into what happened in Washington State when \$15/hour was mandated. Businesses left cities that mandated the wage.

ResponseID Response

532 Raising the wage across the board raises inflation. Simple economics.

573 Young people need a true minimum wage (below what is needed later in their careers) so they are able to attain a start. It should not be a wage to raise a family on which would discourage financial/social upward progress.

579 In todays job market, I don't know why we even discuss minimum wage increases. There is so much demand for talent that funding a higher paying job should be easy. If you're over the age of 18 and still making minimum wage, you should look in the mirror. Increase your value.

592 Local governments need to let the market influence the wage. This is not the same work environment years ago. The market dictates employers to hire at a better wage/benefits for retention. Anytime government forces policies on business it WILL be passed on the consumer or it will limit hiring. Especially "small business" which hires the majority of people.

594 The labor market is so tight that the city just needs to stay out of our business. 100% of our employees earn \$15/hour or more. And new employees often arrive with no skills. They need training. Etc.

599 Increases in minimum wage pay is an inflationary action. It forces everyone to charge higher prices. The higher prices hurt people on very fixed incomes (mostly the retired population). A better alternative is to reduce the tax burden the government places on businesses. For myself, taxes are about 60% of my income.

603 It's not something that a city should be involved with. Inflation is already out of control. You are going to kill restaurants which are already going to struggle with the high costs.

605 We need entry level employees to provide essential services. They should be able to comfortably live in the community they serve.

607 NO

611 I am already forced to pay well over minimum wage to ALL of my employees who range from 15-22 years old. I am a seasonal business contracting with Homeowners Associations annually. Their budgets are already stretched with the yearly increases in minimum wage forced by the state. Increasing it to \$15 would result in them cutting services to their neighborhoods meaning fewer lifeguards and swim lesson instructor which will result in a less safe environment and fewer jobs.

ResponseID Response

- 625 Why pick on small businesses that mostly employ high school and college aged people who are more interested in experience than a wage increase that could be unsustainable to many businesses. \$15 is not a living wage. Why not pick on entry level salaries with regards to larger companies. Minimum wage businesses are a stepping stone to a livable wage.
- 641 Many businesses are already paying more than \$15/hr which makes hiring in restaurants more difficult. Psychologically, workers still see "minimum wage" as the bottom and that they should be earning more. So if min. goes up, the expectation goes up and wages will be driven further up by competition. Money would be better spent on a path OUT of min. wage jobs, such as employer contributions to a fund for education/skills training or micro loans for small business startup. Stop the min. wage insanity! It results in higher prices which eats away the gains achieved by pay increase!
- 648 Most small business are still trying to find level footing post-COVID. There is a looming recession and massive inflation occurring in plain sight. The last thing any local business needs is more government meddling. \$15 hr minimum wage is a feel good policy with near zero real world application other than causing more pain to the small business people who are trying to pay off their business loans, ride out their leases and eventually shut down their businesses without declaring bankruptcy. The timing on this policy is horrendous.
- 649 it should be market-based
- 654 Let the market drive wages, not government. I doubt anyone is paying minimum now because of the market. Higher wages actually hurts the people you are trying to help because employers will automate and do other things to be able to use LESS employees. Just look at McDonalds and many other places.
- 656 I'm supportive of raising the minimum wage but it would need to be tiered over a few years. 12.56 to 15 will have major impacts for businesses, especially in the retail and restaurant sector
- 664 if you raise the minimum wage, you also will raise the overall wage. This is good for the employee upfront but long term all prices will increase effectively negating the wage increases
- 684 It has already gone up so much in the last 5 years. Enough is enough. All the government covid/hardship/surplus checks that have been handed out have put us in this high inflation situation and driven people to quit working. Raising min wage will not fix anything but rather put even more hardship on small business.

ResponseID Response

686 I feel that the City has finite time and resources and is way too late to this issue. It is not necessary. The market has demanded higher pay for labor and is currently getting it. I still am still having difficulties hiring at \$16 to \$17 an hour. We are a downtown retail store and our lowest paid associate is \$16. We also offer profit sharing and a generous cash bonus at holiday time. Right now, with inflation so rampant and coming out of covid, business is more precarious than ever.

691 Raising minimum wage in our city is a bad idea. Unfair advantage for neighbor towns to not raise prices. Timing is very poor as small business tries to recover from pandemic.

698 \$15/hr is already a minimum wage reality in the city. No one will work for less. This change would not effect a single employee of my two hotels.

703 It's a pain but good for businesses in the long run.

732 I assume my employee making more money would be offset by raising prices charged by local retailers. This is basically inflation and not an increase in buying power.

740 Inflation and the state minimum wage increases have already caused us to raise wages and prices to the highest level we feel we can.

743 This would just add to the inflation problem we are currently seeing. Bad idea.

756 While I would love to be able to pay my employees a higher wage, this would greatly affect our business. Prices are already ridiculous and this would just increase everything. Between gas, housing prices, and the cost of any kind of service (grocery stores, restaurants, etc), it's impossible for the average person to save any money. So this would benefit those making a lower wage but everyone would end up paying for it in the long run with higher costs.

759 It's impossible to live in Fort Collins on \$12.56 an hour. However, I believe it should be up to the business owner to decide an appropriate wage, not the state or city as every business is different.

760 The current hiring situation already dictates higher wages. Additionally we take pride in paying more than minimum wage. If you push up the bottom of the wage scale, we be faced with either paying the new minimum wage or pushing people up the pay scale to remain a few dollars over minimum and we can't afford that. Please stay out of this issue. Small businesses have taken enough hits in the past few years and we are all struggling.

ResponseID Response

761 Raising the minimum wage will make no difference to the majority of workers in FC who already make \$15 per hour or more. What's more: NOBODY can live in FC on \$15 an hour. Just do the math. Thus, raising the minimum wage locally, would only benefit the city council that wants to feel good about itself.

762 Offer a program to small retail businesses where funds are appropriated to cover the difference between state and city minimum wage increase.

763 This will further drive up prices in Fort Collins and drive small business out of Fort Collins and to nearby municipalities.

786 It is not necessary to increase the minimum wage. With the shortage of workers, demand for employees has addressed the issue. Raising the minimum wage would be a waste of time and resources of the City and would be a political move to let Council pat themselves on the back without benefit to employees.

789 It is not ever the place for government to control wages. Wages are an agreement between an employee and employer. The market determines what must be offered in terms of wages and benefits. Employers are smart enough to figure that out any intervention.

792 Bad bad idea. All consumer cost go up every time minimum wage goes up. Will not solve any issue except make small businesses go out

796 \$15 is too much to pay entry level employees especially the 18-30 age group as they seem to be very unreliable even when you try to interview to find honest, reliable personnel

811 Raise the minimum wage and prices will only increase. It won't help anyone in the long run.

813 All employees are paid over \$15/hour except for high school students. We are for paying a living wage but also want to be able to hire the high school students who need work experience.

821 A higher minimum wage would limit the ability to pay the people you need for the long term to progress.

828 These questions are terrible. I don't pay anyone in my company minimum wage. Everyone on my staff makes \$15 and hour or more.

840 After already 5 years of \$1 an hour raises for 5 years than 3 years of cpi raises than throw in a pandemic, this would be the final nail in the coffin for our business that employ's 100 people.

ResponseID Response

847 Please don't raise the minimum wage. Small businesses are being crushed by staffing issues and this will only make it worse. Let the labor market dictate wages. Period.

858 The minimum wage in the restaurant business is a direct cause and effect - raise wages, raise prices. Margins are slim as it is.

859 Raising tipped minimum wage is the real head scratcher... We have tipped employees making \$30-\$35hr and yet the tipped minimum keeps going up.

860 Just want to comment on what a tough subject this is. I want to pay employees a wage high enough for them to live in Fort Collins, but I also have to consider whether I can pass those increased costs on to my customers or find other ways to cut back expenses to increase wages.

861 As a small software development business, we are paying our employees \$45/hr and not even competing with larger corporations. We've seen people leave in order to work elsewhere and get paid more just so that they can do things like starting a family or buying a home. If \$45/hr barely cuts it as far as a livable wage in Fort Collins / Larimer County, then I'd argue that the minimum wage DEFINITELY needs to be increased.

864 I think that with current food and gas prices constantly going up, it really is a bad time to pass another cost on to the public. When wages are forced to go up, it ultimately is always passed onto the consumer. Wait on this and let the economy recover before putting another burden onto the consumers.

876 Please please do not raise the minimum wage for tipped employees unless you plan on helping the industry get rid of tipping all together. My employees make \$40/hr after tips as do many employees in the beverage/bar/brewery industry.

903 I don't have any employees trying to make a living at my business. Higher minimum wage crushes the small business.

912 While I do not support a city increase in minimum wage, I highly am opposed to an increase in minimum wage increase for tipped employees. If you run numbers for tipped employees, in our establishments they are averaging \$18-\$23/hr. Increasing the tipped minimum wage will result in an even more insane disparity between Tipped (FOH) and non tipped (BOH) employees and add to the frustration between the two departments and make BOH hiring (which is already incredibly difficult) even more challenging.

922 by raising the minimum wage, you are encouraging people to be mediocre. They get comfortable and loose interest in growing and creating more value of themselves

ResponseID Response

940 Increasing min wage would favor big business over small business at a time when small businesses are already struggling to make a profit. Let employers and employees negotiate the pay the can afford and that they need

944 We should do away with Minimum wage and let the market dictate what people make

962 Leave it to business owners and let the workforce marketplace drive labor prices. When minimum wages go up, ALL HOUR PAY RATES GO UP. The pay scale shifts equally.

968 As an employer of 10 I look forward to an increase. Minimum wage isn't the problem. Lack of affordable housing is the problem

970 The inflation cannot be resolved by putting the burden on employers, especially small businesses! That's counter product and more people will be hurt

976 Increase it! No one can live here on the current salaries Thank you

977 We pay all of our employees regular minimum wage to start, and give raises based on performance and promotion. Each of them earn tips in addition to standard minimum wage, as high as \$8.50 additional hourly. Thus, each of my employees already makes roughly \$20/hr. If minimum wage increases to \$15/hour, with tips their wages increase to \$23.50 per hour. As a new business owner in Fort Collins, the increase in wages will be difficult to shoulder especially given current inflation and increased prices we are already incurring. I would request that the increase is graduated over time, with no increase increase in excess of 75 cents.

987 I love the idea of a higher minimum wage, but we would have to raise the lowest paid employee to \$15 and the rest of the employees we would have to raise around \$2/hour to be fair...this will definitely impact our bottom line and will make us raise our prices, but that is great for our employees. Fort Collins is ahead of the curve!

1002 If a business cannot afford to pay a living wage, they need to reevaluate their business model.

1018 Cost of living is expensive here. The benefit to pay a little more would help retain good workers and recruit better employees

1020 Your survey did not take into consideration businesses with NO employees paid under minimum wage.

1044 The wage increase dose not assist the employee, due to basic macro economics factors

ResponseID Response

1068 Please speak with business owners in the sector partnership about this issue

1116 Server minimum wage should be A LOT less

1130 Some people are not worth even \$10 per hour. The minimum wage is a STARTING wage to teach people HOW to act, how to be responsible for themselves and other employees. If I have to spend \$15 to TRAIN employees how to "work" (instead of staring at the phones), I'd rather move my business to another city and do business there.

1134 I think it's ridiculous that the city would want to raise minimum wage when we are on the brink of a major recession. The potential promise of raise in minimum wage would be detrimental to their own lives. Every thing else in their lives would also rise... Groceries, rent, taxes. Small businesses will be forced to close as well.

1146 Increasing minimum wage at the local level only escalates the problems of affordable housing, increased costs for small business, and inflated wages low skilled teenage workers. Let the private sector determine the competitive wage to hire workers without government interference.

1182 Raising minimum wage doesn't help anything. As minimum wage goes up so does the price of everything. If anything the minimum wage employees could be losing some of the benefits they are currently receiving and at the very least they will be paying more taxes as there checks go up and the price of the goods they purchase

1388 I already pay my employees well over the minimum wage

1404 Fort Collins is expensive. Please make it easier for entry-level employees and service workers to enjoy living here. I lived a comfortable life as a service worker in the late 90's, today's employees deserve the same.

1447 I would simply pass the increased costs on to the people of the community ultimately making Fort Collins more expensive and unobtainable for more people. Basically driving out people who make low wages and replacing them with higher income earners perpetuating the cycle of constantly increasing low wages, increasing pricing, and driving out lower earners. These bills are solely brought forth and passed to get people re-elected not to truly help and it is transparent to the people in the community that these bills are nothing more than political virtue signaling

ResponseID Response

1455 Raising the minimum wage raises all boats, not just the 25% not earning \$15/hr currently. Someone making \$12.56/hr is benefitted by the raise, but someone making \$15 or \$18/hr will expect/demand the same increase and benefit. This measure absolutely increases payroll, and by extension community cost across the board, despite Councilman Ohlson's misguided opinions. There is absolutely no reason for a government imposed minimum wage that is higher than the State of Colorado. Let the employers of our community, and the labor market in general dictate wages, costs and prices. This is one more way to make Fort Collins a less competitive business environment, and is an inappropriate overreach by the City government. Unless the City wants to participate in the payment of business' wages please refrain from dictating wages that are higher than our neighbors and the State mandate. Or, watch local businesses move to Wellington, Timnath, Windsor and Loveland where costs are less onerous.

1477 A higher minimum wage is nothing but a positive. We must pay LIVING wages if we expect to have a community that is just and equitable. Economic justice means paying people commensurate to the rapidly rising cost of living in Fort Collins. The lowest-paid employee at my business makes \$23/hour, and we prioritize fair pay and benefits in our annual budget and employee contracts. A business should not exist if its only means of staying in business is paying less than a fair living wage.

1501 Minimum wage needs to be lower. As a business we can not pay a person that is in training \$15 an hour. That would impact how our more experienced staff are paid and unfortunately the business can not afford that. Would most likely have staff work fewer hours. And the upshot for us is then we wouldn't have to pay benefits.

1507 Keep in mind that more skilled labor will need a pay raise once the entry level jobs are paid more. I'm not opposed to that necessarily, but I feel cautious.

1508 Not the city council's job to mandate wages for private businesses. Let the market decide.

1512 We pay hire than minimum wage (we start at \$19 /hour), but with a min wage increase, we'd need to increase our min wage to get quality employees. That would lead to us charging higher prices.

1515 I am 100% in favor of increasing the minimum wage. The cost of living in Fort Collins has been skyrocketing, and wages are not keeping pace. I make it a priority to create a budget each year that centers livable wages for all employees (well above even \$15/hour), and have seen nothing but positive results because of it. We can't keep paying people starvation wages and then wonder why nobody can afford to live in our city!

ResponseID Response

1517 Minimum wage should also take into consideration job skill necessary, average age of worker. It does not make sense to pay a high school student or young college student the same amount.

1518 The market forces (employee skill level, availability of candidates, ability to charge for employees, material costs, etc) dictate what employees get paid. There is no way we could obtain or retain employees at minimum wage; we have to pay higher. I don't think this is an issue in our town and especially not one that the city should be prioritizing.

1524 If you want to continue to escalate the cost of EVERYTHING around here, by all means, move forward with this. All this does is continue to hammer employers during one of the most difficult economic periods we have seen.

1526 Bad Idea. Many lower paying jobs are for kids during the summer and after school. They should not be earning a "living" wage.

1527 Increasing the minimum wage in Fort Collins specifically would make me house employees in other cities.

1528 There should be reimbursement provided to businesses providing services to Medicaid recipients. The city of Denver and the HCPF did this in the Denver area

1536 If the minimum wage is raised too high we would probably be forced to hire and employ people out side of Ft. Collins.

1538 Govt needs to stay out wages.

1562 The Equity Indicator Report is a valuable resource to understand the depth and breadth of systemic and institutional disparities that people of color face in Fort Collins. Increasing the minimum wage assists in mitigating these disparities. However, much more needs to be done to correct the massive disparities that exist for people of color in Fort Collins. The City Council, City Manager, and City staff need to be much more aggressive in communicating this report to the public. Although things like two Community Forums (limited outreach impact) have been/will be held, there is NO Equity Plan. To FIX something, you must OWN it. The City has not Owned the issue of racial disparities. The City needs to create greater Community Awareness of the findings in report, and support it with the next level of intensive "Root Cause Analysis" of the top priorities. Only then can Mitigating Actions be taken to make an impact. Finally, Accountability for Results can ONLY be achieved by measuring the ACTIONS against the desired Priorities and expected outcomes. As of now, the Community is completely UNINFORMED! The Equity Indicator Project's original intent and goals have been essentially completely abandoned. Thus, people of color and other marginalized community members suffer from disparate treatment and disparate impact. The City Council, City Manager, and City Staff need to restore their commitment to the original intent and goals of the EI Project!

ResponseID **Response**

1566 An increase is needed but as a child care center it will mean higher costs to families. Something has to change so a livable wage for teachers isn't directly correlated to higher tuition prices for families.

1575 The minimum wage should reflect the rapidly growing cost of living in Fort Collins. By instituting a higher minimum wage in line with these COL increases, employers may be better able to retain employees and allow residents of Fort Collins to remain here. When left up to individual businesses, many will opt to only stick to the minimum wage set by the city, which is currently too low for minimum wage workers to afford the city.

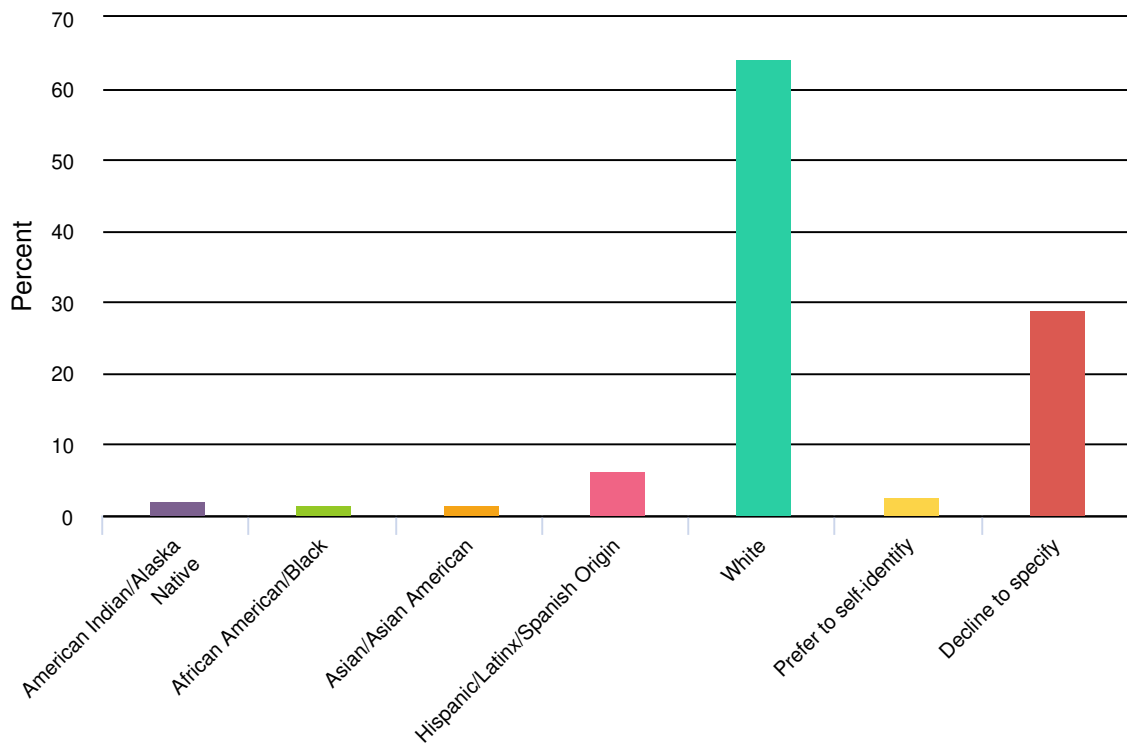
1586 It should be at least \$15. That's still not even a living wage.








1626 This should be a State of Colorado decided issue, not a local municipality one. Businesses care about their employees and this type of unnecessary intervention results is not needed.

9. In what ZIP code(s) is your business located?

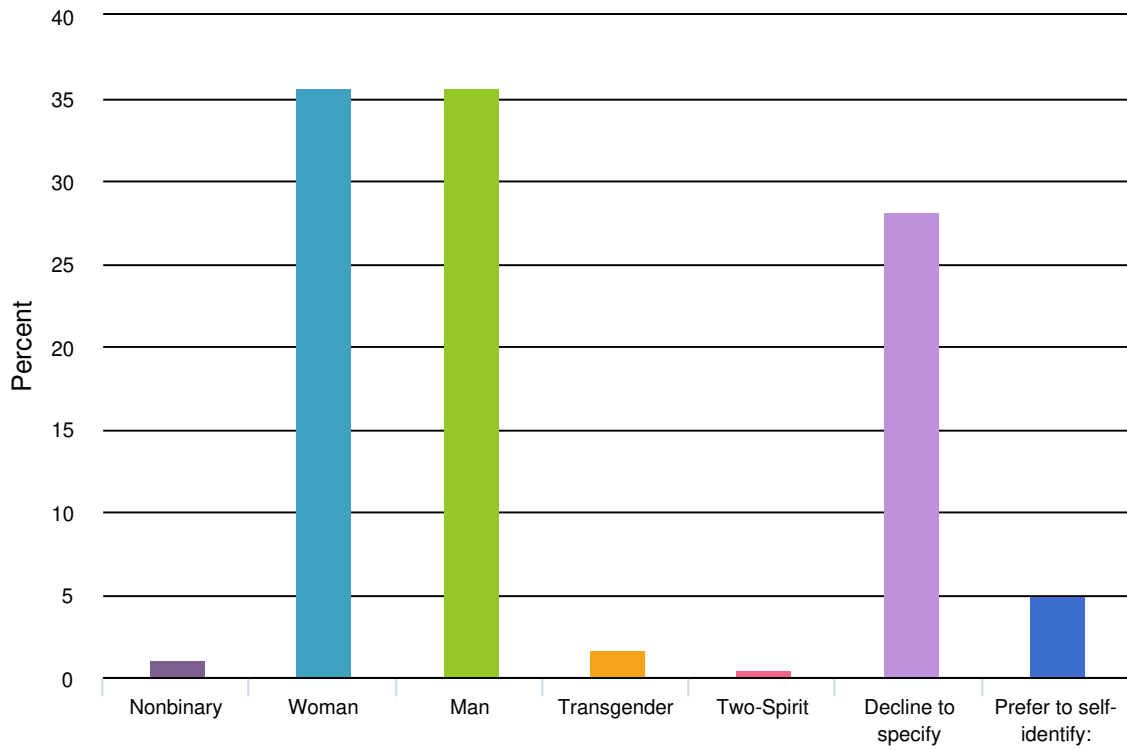
Count	Response
77	80524
56	80525
19	80526
16	80521
6	80528
5	80537
4	80538
1	80504
1	80521, 80524, and 80526
1	80524 - we are also dealing with high rent.
1	80524, 80535
1	80525 80528
1	80525, 26, 24, 21
1	80525, 80524, 80538
1	80525, 80537, 80538, 80521
1	80525,80526,80524, 80528
1	80547
1	80626, 80524, 80525, 80528

10. Race or Ethnicity:



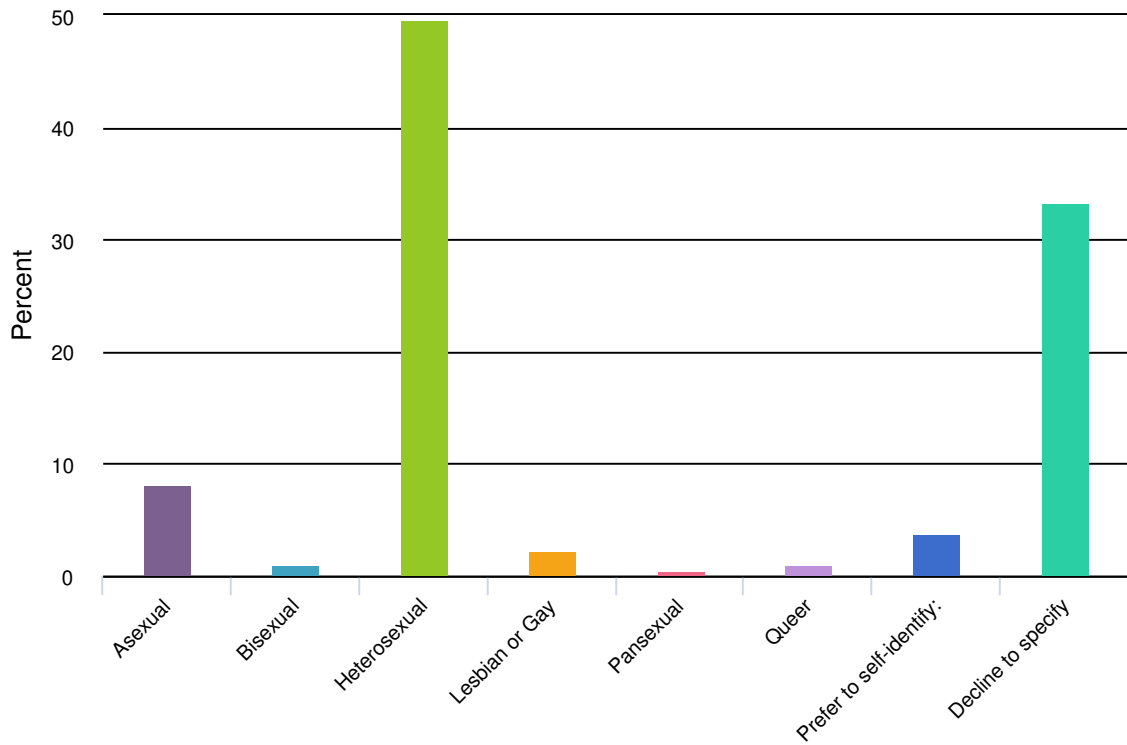
Value		Percent	Responses
American Indian/Alaska Native		2.1%	4
African American/Black		1.6%	3
Asian/Asian American		1.6%	3
Hispanic/Latinx/Spanish Origin		6.4%	12
White		64.2%	120
Prefer to self-identify		2.7%	5
Decline to specify		28.9%	54

11. Gender:



Value	Percent	Responses
Nonbinary	1.1%	2
Woman	35.7%	66
Man	35.7%	66
Transgender	1.6%	3
Two-Spirit	0.5%	1
Decline to specify	28.1%	52
Prefer to self-identify:	4.9%	9

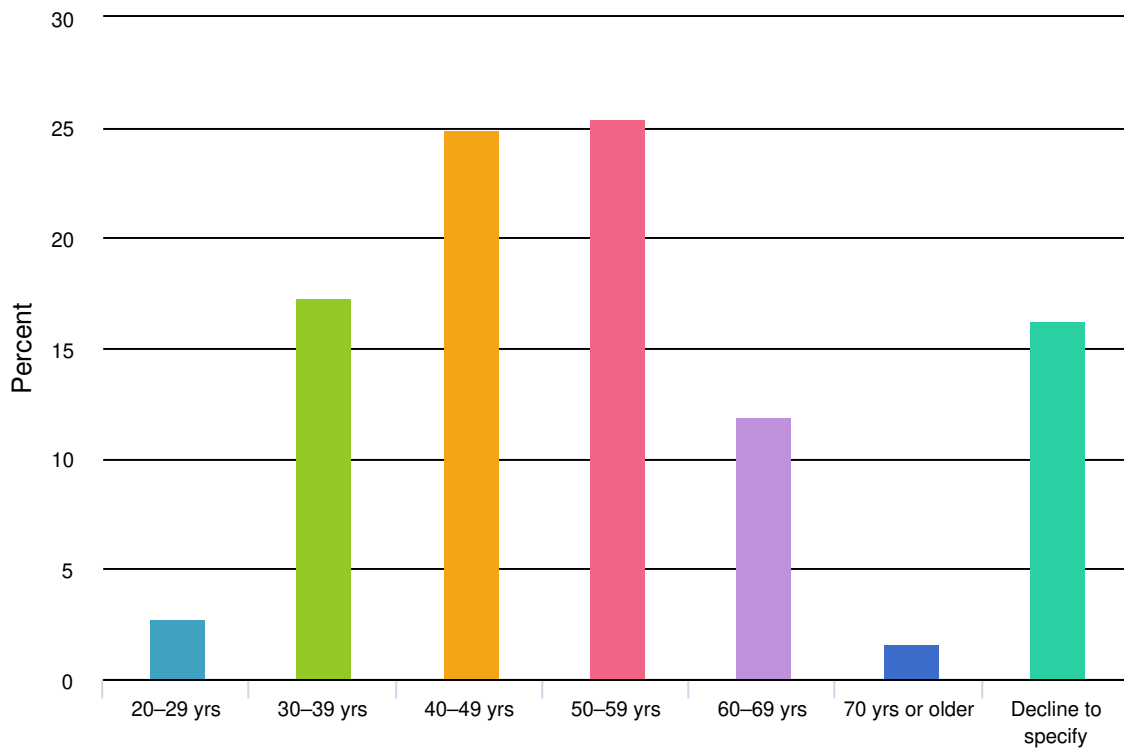
12. Sexual Orientation:



Value	Percent	Responses
Asexual	8.2%	15
Bisexual	1.1%	2
Heterosexual	49.7%	91
Lesbian or Gay	2.2%	4
Pansexual	0.5%	1
Queer	1.1%	2
Prefer to self-identify:	3.8%	7
Decline to specify	33.3%	61

Totals: 183

13. Age Range:



Value	Percent	Responses
20-29 yrs	2.7%	5
30-39 yrs	17.3%	32
40-49 yrs	24.9%	46
50-59 yrs	25.4%	47
60-69 yrs	11.9%	22
70 yrs or older	1.6%	3
Decline to specify	16.2%	30

Totals: 185