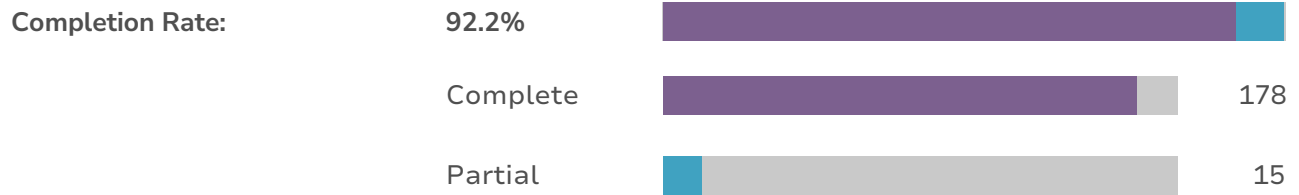


This report is filtered

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

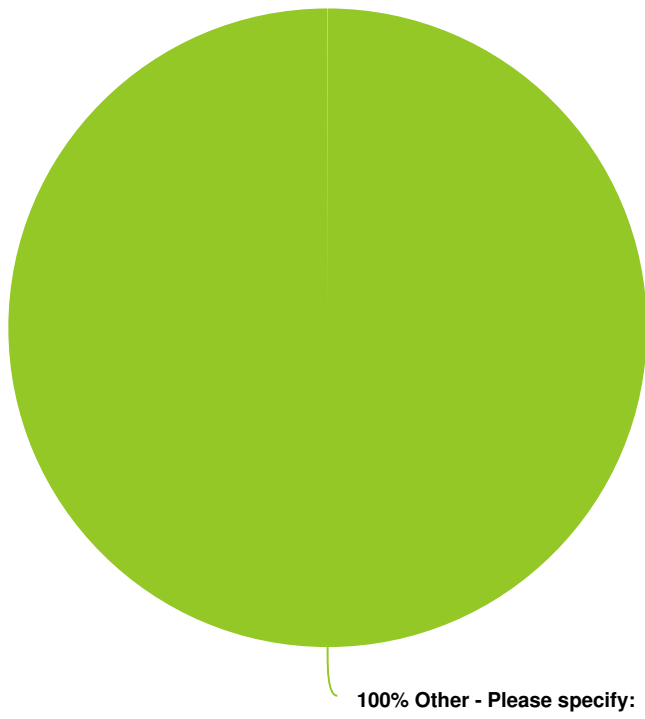
# Report for Minimum Wage Survey

## Response Counts



Totals: 193

1. Are you completing this survey as an:



Value	Percent	Responses
Other - Please specify:	100.0%	193

Totals: 193

Other - Please specify:	Count
Retired	15
retired	10
Resident	9
Student	7
Retired	6
Unemployed	6
citizen	5
Concerned citizen	4
Both	3
Totals	192

<b>Other - Please specify:</b>	<b>Count</b>
Citizen	3
Community member	3
Consumer	3
Self employed	3
Unemployed	3
consumer	3
retiree	3
Citizen	2
Resident	2
Retired employee	2
former employee	2
resident	2
Business Professor at CSU	1
Business owner	1
CSU faculty member	1
Citizen of FOCO	1
Community Member	1
Concerned citizen	1
Constituent	1
Customer	1
DoorDasher	1
Dude	1
Educator	1
Totals	192

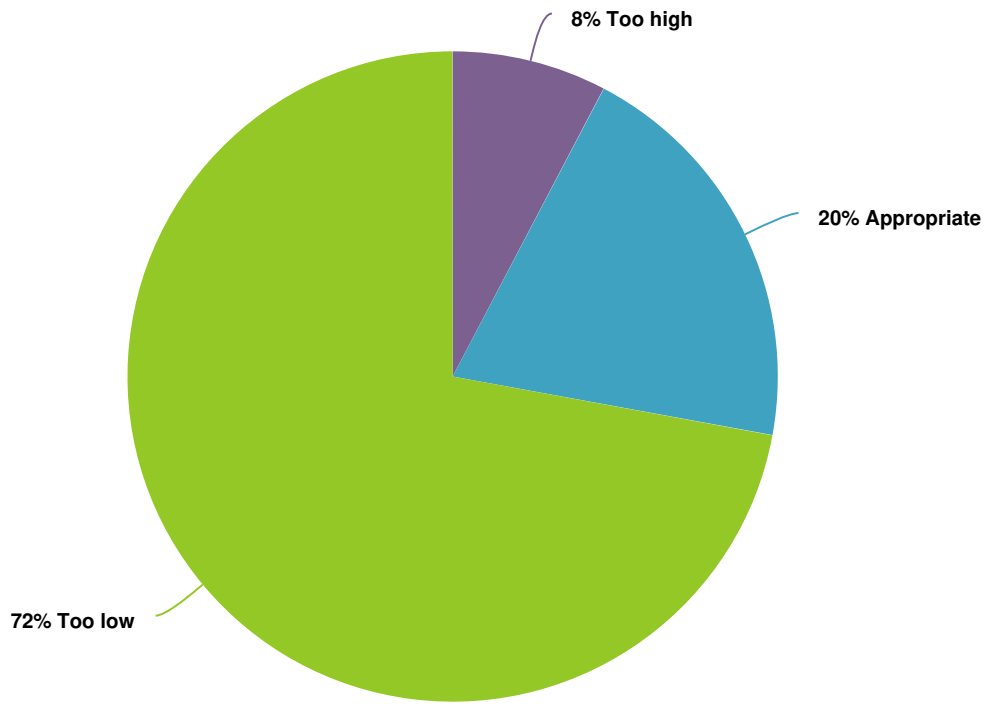
<b>Other - Please specify:</b>	<b>Count</b>
Employed in another state	1
FC resident	1
Former employee	1
Former employee	1
Fort Collins Resident	1
Fort Collins resident	1
Fort Collins resident who is employed with an out-of-state employer	1
Fort Follins resident of 42 years.	1
Frequent visitor.	1
Future employee	1
HR manager/Finance manager	1
Homemaker	1
Homemaker and mom of a minimum wage worker	1
Human	1
I don't have a job	1
I was an employee, but the landlord increased my rent and my wage would no longer sustain me in fort collins. Im moving out within 2 months of taking this survey.	1
I'm currently a one person small business ow	1
Individual	1
Job seeker	1
Job seekers	1
Labor Leader	1
Laborer	1
Totals	192

<b>Other - Please specify:</b>	<b>Count</b>
Live in Fort Collins	1
Lived in Fort Collins and looked for a job there	1
Local business owner and community member	1
Not employed	1
Out of state employer	1
Owner of a salon with independent contractors	1
Parent	1
Payroll consultant	1
Property Owner	1
Prospective employee -work for National Park Service in Estes Park because pay and benefits significantly better and city wages for parks is not livable	1
Publicly held tech company	1
Resident of Fort Collins	1
Resident, Self-Employed	1
Retired consumer	1
Retired employee	1
Retired person	1
Retired resident	1
Retired resident	1
Retired teacher	1
Retired worker	1
Retiree	1
Retiree	1
Totals	192

<b>Other - Please specify:</b>	<b>Count</b>
SELF EMPLOYED	1
Sef-employed	1
Self Employed	1
Self employed	1
Self-Employed	1
Self-employed	1
Small business owner/contractor	1
Sole Proprietor	1
Sole proprietor hoping to grow and hire	1
Solidarity	1
Stay at home mom	1
Student that is looking for a job	1
Subcontractor	1
Supervisor/Manager	1
Timnath resident	1
Union Representative	1
Work in fort collins	1
Worker, retired	1
citizen of Fort Collins	1
consumer/economic unit	1
contemplating returning to the work force	1
currently unemployed	1
engaged resident	1
<b>Totals</b>	<b>192</b>

<b>Other - Please specify:</b>	<b>Count</b>
looking	1
looking	1
non profit	1
retired and a tax payer	1
retired employee	1
retired long term citizen	1
retireee	1
seeking employment	1
seeking employment	1
self employed	1
self-employed resident	1
small business owner	1
student employee	1
test	1
unemployed but looking for work	1
voluntarily unemployed - on strike	1
volunteer	1
voting citizen	1
<b>Totals</b>	<b>192</b>

2. Is the current minimum wage (\$12.56/hour):



Value	Percent	Responses
Too high	7.7%	14
Appropriate	20.2%	37
Too low	72.1%	132

Totals: 183



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

ResponseID	Response
119	The cost of living cannot be maintained with minimum wage
189	It's too low for how demanding the jobs are
205	As of late rising costs have drastically increased the overall cost of living, not just here but also nationwide. A minimum wage of \$15 an hour would not necessarily fix this issue, however it would absolutely improve the conditions people currently find themselves in. Times are incredibly difficult, and people need an increase in money now more than ever.
219	Maybe I want a not terrible apartment and school
267	This wage is too low to afford rent, especially if you aren't working fulltime (such as in the case of students).
294	If min. wage had kept up with inflation it would be at least \$25 per hour. That's the max pay at one job I had.
303	Should be higher to adjust to COL (including housing costs)
316	The minimum wage for too long has been set to a point where middle class and poorer individuals and citizens can't make enough to literally survive. To solve the issue 3 steps must be taken to ensure the basic necessities of all are met. First, raise the minimum wage to equate with inflation and the cost of goods. Second, place a rent cap on all renters apartments and places of employment of which employ 50 or less people. Third, invest in affordable housing projects to meet demand and force real competition. And for bonus, make all colleges free. If you want real equity then start by helping the people. As a citizen who has a degree your nepotism and pet projects have hurt us. I live in poverty here despite being college educated, it honestly isn't cool. Finally. Invest in real water conservation. Like come on guys.
338	No
370	Should be higher so that it is a living wage.
425	Fort Collins is way too expensive of a place to live to have a minimum wage under at least \$20
456	Increasing minimum wage only increases inflation and offers little net gain.
469	Given the increase in the costs of living, as well as the recent national spikes in inflation, even a 5% wage increase is actually a pay cut. Minimum wage workers make up a critical part of the city, and to pay them wages so low that they cannot afford to actually live in the city is nonsensical.

## ResponseID Response

472 If the minimum wage keeps rising, the consumers are affected as well. It puts a huge burden on smaller businesses to survive with the increased costs, which then get passed on to the consumer--who cannot afford a drive-thru burger anymore. Our recession (inflation) prices are going through the roof now as it is. Everyone is barely surviving and having to make huge self- and family sacrifices as is. Enough!

474 Employees should be compensated based on their productivity rather than some arbitrary government standard.

476 Do not raise the rate. Let local economics drive the wage -- competition always provides better results than government interference. Raise it? That would be a great way to kill some of our restaurants as prices would go up and citizen participation would go down.

483 Stay in your lane. If businesses want to increase the wages they want to pay, that's their prerogative. It's not yours to increase their expenses.

488 Prices on everything will go higher as the minimum wage goes up. Inflation is already making things too expensive without any extra costs. I don't go out to eat as often because of this, higher minimum wage will make me go out to eat even less often.

497 The cost of living is too high to have a minimum wage this low. \$15 as the minimum is laughable. Fort Collins likes to pride itself on being forward thinking and ahead of the curve. Do it here, make the minimum wage \$20 an hour.

508 I'm more than willing to pay more for goods and services if it goes into the pockets of the employees and local businesses.

520 \$15 in 2023 doesn't even keep up with current inflation. I have worked in a few companies and different industries and the story is always the same. Small raises in good times that barely keep up with COLA. In bad times, cut hours, stagnant wages, and increased work loads. \$15 an hour will put a burden on small businesses which can be offset with tax credits geared towards small, local, sustainable businesses in order to foster growth. Too many big corps are extracting wealth from communities, not paying their taxes, and not paying their employees a livable wage so that they are reduced to stealing toilet paper from the employee bathroom in order to offset low wages. It's not a healthy society to live in and \$15 per hour in today's economy is only a small step in the right direction.

547 National minimum wage should have been well over \$25 several years ago based on productivity, inflation, and cost of living expenses. At this point it should be at least 25, if not closer to 30 or 40 and it's criminal that all of the compensation for people's labor is stolen and we are made to feel greedy for not wanting to be paid 20 year old wages when rent alone costs fucking 24k per year.

**ResponseID    Response**

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559            The local and current market should determine local wages. Wages should be based on a merit system. Work hard more pay, work shoddy you stay at the base rate. Government should recuse itself from the free market system. We have too much government oversight in this country. We don't want a nanny state.

561            Let the market dictate wages. Employers only have so much money available for wages. Raise the minimum wage and they reduce the number of employees and/or raise prices.

564            Ft Collins has become an expensive place to live. Wages have not kept up with cost of living. \$15 still won't be enough, but it's a start.

566            Radically increasing the minimum wage will reduce opportunities for entry level workers.

576            We should have started the process as soon as the state legislature enacted the ridiculously restrictive rules "enabling" (barely) local minimum wage increases. Even now the maximum minimum wage that can be implemented is far below a living wage.

578            Don't stick your nose where it doesn't belong. All you're doing is screwing up small business.

583            Raising min wage is only going to make it more expensive for the citizens to live here. I thought city council wanted to make FC more affordable for everyone, not just the rich.

589            This is not a livable wage for our area

593            How does this country expect people to live on such low salaries. We are in the midst of an inflationary period. Of course the minimum wage should be raised to at least \$15/hour

596            Y'all are out pricing yourselves and us consumers are the ones paying for it and I cant afford living in Calirado anymore. I was born and raised here as my adult children too. My son moved out of state last December and my daughter has a goal to get the heck out of Calirado within 2 years because she cant afford to live here. Many of my friends have recently moved out of Calirado. My husband has one more year to work then retiring and we are outta here! Cant hardly wait! I loathe Fort Collins- it's full of rich ass people and trust fund brats that don't want to work!

597            Market should set wages and the city should not be involved in mandating any business, (both small and large) in setting wages.

600            The minimum wage should be at least \$22/hour to reasonably provide a living wage to workers. Even \$15/hour is ridiculously low.

## ResponseID Response

606	Fort Collins is an expensive town to live in. Minimum wage needs to reflect that and should be increased
610	No Co has become a very expensive place to live, even a \$/hr wage is too low, but any increase is good.
612	I do not think that Fort Collins should consider a wage higher than the State minimum. Being retired from the Restaurant Industry I can tell that all wage increases get passed through to the consumer in price increases. You can already see this now play out across the country as wages have pushed to \$15. It's all part of the inflation increases we're seeing.
614	I think the government shouldn't be regulating wages, rather supply and demand should.
624	The Fort Collins City Council has no business inserting itself between employers and their workers. Imposing higher wages and other employment regulations put small locally owned businesses at a huge disadvantage vis-à-vis the large corporations they compete against.
626	Please support the most vulnerable members of our community by raising the minimum wage. Help make Fort Collins a place where all people can feel the dignity of making a living wage. Thank you!
630	The cost of living in Fort Collins requires a higher minimum wage to become a livable wage.
634	It needs to be \$15 an hour at least because the cost of living here is high.
644	Inflation is all time high and Fort Collins is an expensive place to live
647	Minimum wage is a starting wage.
651	With the cost of housing in Fort Collins so high, the minimum wage is overdue for a raise. We don't want to be like Aspen where workers have to be bussed in.
653	Increasing the minimum wage will exacerbate inflation and harm small businesses that are already struggling. Let the free market set the wage, not government.
657	Can not raise it unless you get off your high horse about global warming. Money to the people first.
658	Cost of living is exorbitant here, minimum wage should scale to compensate for it

**ResponseID    Response**

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663            Leave in to the market and state government. The best way to raise wages is to improve skills and restrict the labor supply, which recently has increased workers' negotiating power. To the contrary, the city's recent support of unlimited immigration has undercut low wage workers by increasing the labor supply and decreasing its skill level. Please make the logical corrections!

667            If minimum wage kept up with inflation it would be over \$20/hr now. People deserve a living wage, especially as this town gets increasingly unaffordable. Also frankly it's insulting to have the option for people to judge \$12/hr as "too high"

670            The cost of living and housing in the FTC is unlivable at the current minimum wage. Please raise it to at least \$15

673            A living wage in Fort Collins is at least \$15/hr and probably more around \$20/hr. I would like to see a better wage, raise prices of goods/services and stop with the relentless tip jars everywhere except restaurants that have actual servers.

674            Cost of living is so high. 2nd income families could better survive apartment living in Fort Collins if one of the family members could work full or part time with \$15/hr minimum wage.

687            How can anyone live on this stringent/stingy amount? What an impossibility!

688            The cost of living is so high that the minimum wage, even if it is \$15 an hour, is too low!

694            Most minimum wage workers are entry level employees with no training or experience. Paying \$15/hour penalizes the employer & more importantly adds to inflation. If you raise the cost of Labor the business has to raise prices to stay in business which contributes to INFLATION. I just moved here from CA & they have very high Minimum Wage Levels & accordingly it has created a very expensive atmosphere for the all the citizens & as a result the employee's higher wage doesn't give them any more buying power because everything costs more. And most importantly right now would be the worst time to add costs to businesses in this very overly inflated economy.

696            All full-time workers should earn a living wage. Fort Collins cost of living precludes a person, let alone a family, to live here without assistance.

697            The minimum wage is \$0, which is what people get when they are fired because their work cannot justify the artificial wage level. Raising the minimum wage does nothing except raise all other prices in an endless round of inflation.

## ResponseID Response

709	Must balance wages with small business owner's ability to sustain job openings. Higher wages can drive job cuts and/or closing of some business particularly those with low profit margin. Be careful with this! Can be unintended consequences. Also many minimum wage jobs are not intended to be held by sole family earner. More for part time, teens, etc.
712	There should be no minimum wage for many obvious reasons from Austrian economics. It created distortions that affect my cost of living on fixed income. Quit trying to be Boulder.
716	If it goes higher, businesses will have to charge more and, with inflation, the average family will never be able to go out to dinner, buy groceries, buy from these small businesses and even larger ones. Simple economics. In the long run, it will make it harder for everyone, even the people who make the upped minimum wage will have to pay more for everything.
731	No
737	Only have 1 minimum wage for Colorado, it's extremely difficult to ensure you have the correct minimum wage in CA where each jurisdiction can set a minimum wage.
764	FTC aid such an expensive place to live. We need the services that people, usually on minimum wage provide. Let's help out a bit by raising the wage.
768	This is a crazy costly town to live in if you want a roof over your head. Minimum wage needs to be raised for this purpose and to give a fair wage opportunity for all.
777	Minimum wage MUST support minimum cost of housing, at rent for one bedroom
781	\$15.00
782	Allow employers to decide. Minimum wage is for an entry-level job, not a career. If you raise the minimum wage, employers will cut jobs, prices will increase to cover the cost, and it's overreach. This community is losing its common sense and becoming just like any other overcrowded place.
794	It should be \$15.00 per hour and attached to the Cost of Living increase.
799	Wages should be based on economic production. I support unions and negotiating on the merits of individual situations. I do not support the artificial External imposition of A minimum wage.
810	Needs to be increased to keep up with soaring cost of living

## ResponseID Response

817 Let the market determine the rate. I lived in Seattle when they forced a large increase and businesses fled the city

829 The cost of living has become so high in Fort Collins, we have to find a way to make sure low-wage workers have a decent chance. I'm imagining two parents working at the current minimum wage trying to raise a family--how is this even possible?

837 If it's a tipping job

838 It should be raised to \$14/hour immediately and to \$15/hour within another 18 months. These should be considered minimums. The city's failure to adequately address housing costs makes this a critical step.

844 \$12.56 results in about \$25000 per year, for a full-time job. This is clearly not enough to live on in Fort Collins, even if only part of a household's income (roommate/spouse).

850 It is expensive enough living here - a raise in min wage at this time would make it impossible for a great part of the community to be able to live here any longer. All the wage raises has raised my rent above my total social security and I can no longer afford to eat out. So I and many will have no where to live. What are you going to do with thousands of elderly on the streets?

852 We have been having this conversation for so long that \$15/h doesn't support the idea that we're aiming for. Back when \$15/h was a "appropriate" minimum wage, gasoline, as a single example, was \$2 /- . I was working at Walmart prior to my DoorDash. It was a better idea to work long enough at Walmart to get myself a car so I could DoorDash and make an actual living. \$25-30 I made 19.50/h and decided it wasn't enough to even get me out of my parents house.

855 People who work in the city can't afford to live here. Pay them!!

871 It is ridiculous to think people can live on these type of wages. Every employer should follow Dan Price's (CEO Gravity Payments) example of paying their employees a livable wage. In FTC I believe that would be in the neighborhood of \$30/hour. I believe at \$13.00 you would qualify for food stamps..... what does that tell you.

892 Prices at restaurants especially have gone up tremendously since the last pay hike. We can't afford any other increases.

## ResponseID Response

904 As the demand for workers has increased this spring and summer, the wage offered by employers has, as expected, risen. From what I have seen with my kids and other families is if a person is willing to start at minimum wage demonstrate that they will persist and are willing to learn the skills to perform the job, in 2 - 3 months they receive a wage increase. Larger employers, such as Target or WalMart, could weather an increase. I would be concerned that smaller employers would struggle to compete if required to pay a higher wage. I am concerned that the city would insert itself at this economic level. And also concerned that a forced increase in wages will contribute to the current inflation situation. Thanks for taking the time to solicit feedback from the community.

906 Let the market dictate. As a Fort Collins high school graduate I've had the opportunity to enjoy all that makes Fort Collins great, old town, the beautiful flowers, the green parks. I have also had the opportunity to live in West Coast cities including Seattle and San Fransisco. Every time the minimum wage is increased higher than the market you will have distortions. In San Francisco and Seattle you can't get a sandwich for less than \$15. Employers let go of expensive labor and look to replace them with computers and technology. By increasing the minimum wage to \$15 you were only going to hurt those at the bottom rung of the labor ladder that most need to learn the basic skills of customer service and time management. Raising it to \$15 will ensure that there are less jobs available to those that can most benefit from the teachings of earning one's own wage. Please don't make the mistakes of the west coast cities, they do not have the answers.

908 Minimum wages need to reflect a standard of living where we respect line-level employees and their ability to afford food, clothing and shelter.

919 employers pay more than the minimum wage most often due to labor demands. But need to have the flexibility to pay the state minimum wage for some jobs.

921 It should be market driven not mandated.

935 no adult working 40 hours a week should live in poverty -- the minimum wage is \$500 a week. Seems low to me.

937 Personally believe city should not modify minimum wage except where required by Federal law. I think market will pay more than minimum wage if economic conditions indicate labor shortage.

947 None

952 Given the ever increasing cost of housing, the minimum wage should be increased to the maximum allowed by state law.

955 Cost of living is rising, nobody can afford to live here if they just make the current minimum wage.



## ResponseID Response

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958 Cost of living here is so expensive that a small income is not enough for people to live. Low income people pay taxes too, so a \$40,000 per year salary (approx \$20 per hour) ends up as \$30,200. Renting a single bedroom for \$1300 per month is \$15,600 of that amount. That does not even include utilities (\$50-\$100 per month) and essentials like food. Clothing needs to include winter gear here too (parka coat, snow boots, etc.). Transportation (bus, bike, car) is also needed for workers and the buses here for most of the city are not at all often (both places I've lived have once-an-hour buses--and they stop at 6pm; when I was working I sometimes worked until 9pm or later). The minimum wage (\$25k) minus taxes leaves the worker with approximately \$20,450. Leaves less than \$5,000 for utilities, food, clothing, etc. It cannot realistically be done. Plus, a lot of minimum wage people do not work full time (boss schedules, you take what you get), so they might not even end up with \$25,000 in the first place. Workers with children who need child care simply cannot get by.

964 Terrible apartment is \$1100 a month.

985 Increasing wages will increase the price of nearly everything. We are already paying too much for everything.

988 It's hard to even afford housing here without at least \$20hr, and even then it's really hard

991 Cost of living in this community requires a minimum above the current state level of \$12.56.

1021 The rapid rise in housing costs is far outstripping peoples' ability to live here.

1035 The minimum wage should reflect the cost of goods, services, home prices, and other commodities. 12.56 is far below what we need (especially marginalized groups like millennials) . Raise it to a realistic level. To live in the county you need to be making at least 18/hr-25/hr to survive. Also loosen the hiring requirements, you boomers took everything from us.

1036 It doesn't meet the current cost of living.

1047 It's time to increase it.

1052 A number of my friends work minimum wage jobs and they can't afford to pay rent by themselves on this income. Even if we raised the minimum to \$15/hour, they'd be hard pressed to afford the current average rent.

## ResponseID Response

1056	It's expensive to live here so either the minimum wage needs to increase or affordable housing solutions need to be found. A city full of people living near the poverty line isn't a nice place to live for anyone. I am a homeowner and I vote in every election. Thanks for being thoughtful about this important topic.
1070	I can't say what it should be, but I cannot imagine trying to carve out a good life with all its necessities here at just \$12.65 an hour. I appreciate the Council for taking this up. It's so important to our quality of life!
1074	The current minimum wage is too low. This is poverty. The wage is not rising at the same rate as inflation. This is just enough money for people to scrape by month to month and go nowhere except out of the city. Low wages contribute to urban sprawl and damage to surrounded ecosystems. It's amazing how a community thrives when it's members are treated well.
1083	We live in an amazing city that can afford to pay more than the bare minimum that they set for us.
1084	As you know, you can't rent an apartment for \$12.56 an hour.
1091	The current minimum wage is too low while rent increases placing even government employees to depend on food assistance and / or Medicaid. Increasing the effects of overall mental health and placing children at a disadvantage in school and setting them up for failure. It takes a village we must invest in our community.
1092	Needs to be at least 15 and hour to even remotely keep up with the rise of the cost of housing or put a cap on rent
1098	You are literally hiring someone to guard someone's life and you are paying them minimum wage to do this. Lives are valuable. Those who guard them should get paid more
1099	The cost of living in Ft. Collins is too expensive for \$12.56 an hour.
1106	A one bedroom apartment in Fort Collins is around \$1,000 a month. That's half of someone's monthly earnings before taxes. It is not sustainable and and unfair to our young people.

## ResponseID Response

- 1133 Well, unfortunately to me minimum wage considers different things. Minimum wage when you are under 18 can be lower as generally speaking you are living at home and have assistance with support and other living expenses, often (but not always) you are not contributing financially to the family expenses. However, if you are over 18 and work a full time job I believe you should earn enough to live modestly in your city and not have to commute an hour from some rural community where its less expensive to live. I think absolute baseline 5 years ago was \$20/hr with a 40 hour a week job to afford rent, food, utilities on a studio or 1 bedroom apartment. So I believe minimum wage must be reflective of the cost to live in the community you work.
- 1142 Housing and food, gas, its all going up too fast. Without wage increases more will slip into poverty. Homelessness is only going to explode without wage increases.
- 1152 The minimum wage should be at least 15/hour
- 1155 Employees need to be paid a LIVING wage, not just what is defined as minimum for federal/state.
- 1160 No one can afford anything on \$12.56/hour.
- 1171 Minimum wage needs to be raised to match the insane costs of living and other expenses. Minimum wage should be \$15/hr or more!
- 1194 It is really hard to live in the city of Fort Collins for 12\$ an hour.
- 1222 The cost of living is high, minimum wage should be higher. Many minimum wage jobs are staffed by college students trying to cover the increasingly expensive rent in Fort Collins.
- 1228 It's been determined by a study I learned about from New Belgium that \$26/hour is a sustainable wage in Fort Collins. Raising the minimum wage is the least we can do for folks facing skyrocketing housing costs, inflation, high gas prices, costs of health care, internet/utilities, and other rising survival costs.
- 1273 Fort Collins housing pricing is increasing so the minimum wage should be too
- 1289 Raise it to at least \$15 an hour
- 1306 I dislike the culture of forcing an employee to juggle three jobs since even if one pays enough they wont provide sufficient hours.
- 1309 minimum wage does not match inflation making it impossible to live on your own and also afford food, car, insurance etc.

## ResponseID Response

1310 minimum wage does not match inflation making it impossible to live on your own, afford a car, groceries, insurance etc.

1322 No

1359 Rent is too high and expecting people to work multiple jobs just to keep a roof over their heads is evil and violent

1367 Raising the minimum wage doesn't help in work ethic and diminishes people who have worked hard to get their wage even a little past this. I like to think you get what you pay for, but at the same time everyone thinks they should be making 85k a year without putting in the work. I disagree with raising minimum wage, it will only increase inflation as employers will have to raise prices on consumables or products they sell in order to account for wage increase.

1372 I suggest a \$21/hr minimum wage.

1374 Cost of living has increased approximately 8%. There is no rent control in this city, just to name a couple of things people are challenged with living in Fort Collins.

1379 The cost of rent and simply living in Fort Collins has risen dramatically. We want the people who work here to be able to live here, and so we should raise the minimum wage to make sure that's possible for all Fort Collins workers.

1382 15 dollars would have been great 10 years ago. With rising cost of living, our people aren't making it. 22 Dollars would be a living wage here in focus and the community will expect no less

1390 Minimum wage should be at least \$20 per hour.

1393 The cost of living in FC — housing alone — makes it necessary that ppl earn a truly livable wage. It's impossible to live here right now. Do you want to solve the problem of unhoused people being visible in this cute little tourist-trap town? PROVIDE AFFORDABLE HOUSING and PAY THE WORKERS. WE ARE NOT SLAVES.

1394 In order to live comfortably in this town and not just scrape by while barely surviving, we'd need to all be making at least 30\$ an hour. Also there needs to be a hard cap on rent in this city because landlords and property management companies have shown time and time again that they do \*not\* care about us and will absolutely continually hike rent well beyond what the current minimum wage can handle and will inevitably do the same for any minimum wage increase.

## ResponseID Response

1403 The cost of living is very high in this city. The cost of housing is especially high. Folks who work here are unable to live here.

1406 it's far too low for what the cost of living is

1430 I am a seasonal employee for the National Park Service. I commute to Estes Park from SW Fort Collins. I work in maintenance (trails and roads) where workers start at \$20/hr up to \$32/hr and have access to full medical benefits at an affordable premium (\$63/biweekly). I also earn 6hrs of annual leave biweekly and 4hrs of sick leave biweekly. I have searched jobs for the City of Fort Collins as well as Larimer County, and have found that the level of experience and job duties match those of the positions I've worked in the park service, yet pay significantly lower with little to no additional benefit even as the entity only employs the individual for part of the year- still seeking experienced people to do the job. \$12/hr barely adds up to \$2000 per month gross... and a 400-600 sq ft studio or small 1bedroom apartment starts at \$1100. Fort Collins boasts its parks, outdoor amenities, gardens and trails, yet does not compensate employees who make that happen appropriately so the actual stewards can afford to live here, not just survive.

1449 The minimum wage is no longer a minimum livable wage. It is the minimum about an employer can get away with paying their employees. Inflation is at 9%. Let's help our community members survive.

1458 Why the 20 questions on my demographics? If you don't have enough lifeguards, is the problem the pay or not enough people/kids with the right swimming abilities. It could be both.

1461 No

1462 Stay out of this, it's not city business. Just run the city.

1468 The cost of everything is very high in Fort Collins. The minimum wage needs to be increased to help people afford to live here.

1469 Please raise it so young adults can eat, fill their gas tanks and won't live in risky situations. This is real life.

1472 I have two children who have just graduated from high school. They cannot live on the minimum wage and will probably have to move to another town because the cost of housing in Fort Collins is too high. We fully support a LIVING wage, which in this case should start at \$15/hour.

1488 min wage will never be enough you need to improve yourself and make yourself more valuable. Read and learn a skill and get good at it.

## ResponseID Response

1497 My name is Kevin Caffrey President of the Northern Colorado Labor Council we represent workers in the northern seven counties of Colorado. We are surprised by the city's plan for outreach regarding increasing the minimum wage. HB 19-1210 explicitly states that the city is required to engage with stakeholders in LABOR UNIONS ( in addition to other workers and community groups). As the largest Labor organization in Northern Colorado, we expected to be contacted and part of this discussion (similarly to how you are working with the Chamber and Latino Chambers of Commerce).

1520 Minimum wage needs to be higher so people can afford to live here, with landlords already gouging them, and so that people can afford the services my business provides.

1529 With the economy in it's current state we need to let the market set pay levels. Very few jobs pay less than \$15 as it is. Putting more pressure on small business could be the final straw for many. Fort Collins government has many more pertinent issues to address.

1533 Minimum wage has not increased in far too long. The cost of living all across the country is increasing with massive inflation and an out of control housing and rental market. Americans' basic needs are ever farther out of reach. Our federal government seems content to do nothing about this, despite the current president making campaign promises to raise the minimum wage. This is bad all over. It's to people's physical and mental wellbeing to be constantly overworked. It's bad for the economy when more and more people cannot afford water, shelter, or food. We all know that it's a rare company that would ever pay more for labor without being forced to. Fort Collins should raise the minimum wage to at least \$20/hour (which still puts the wage beneath where it should be, if we consider the productive output of these employees and the wealth they generate for their companies' executive teams) and be an example to the rest of our state and nation that a rising tide lifts all boats.

1534 At \$14 dollars an hour, I was barely able to pay for rent, food, gas, insurance, auto loan, utilities, etc. If wasn't for my VA healthcare and disability check, I don't know how I could afford living here.

1540 The current minimum wage results in an annual pay of \$26k, or \$2,177/month. Average rent in Fort Collins is \$1,755, which is a whopping 80% of a minimum wage earner's wages. This city has a lot of service industry folks earning minimum wage and they are being pushed out between high rent and a tight housing market -- expecting people to commute into Fort Collins from lower cost-of-living areas that are getting farther away from FC every year is absurd. Local service industry businesses are already understaffed because they refuse to pay a living wage. How long do you think people will put up with not having anywhere to eat once they can afford to live here?

1560 Minimum wage should reflect the cost of living in this city. It is impossible to live off that little.

**ResponseID    Response**

1561            Certain positions need/deserve more than minimum wage (school para, day care workers) but until they are able to get more, FC needs to raise min wage to keep quality people in our over priced community.

1563            If one is working full-time, one should be able to afford a roof over one's head.

1587            I think this is a complicated issue. Hard for small businesses to raise wages which raises prices which risks keeping customers. Also nearly impossible to afford housing in particular at that rate.

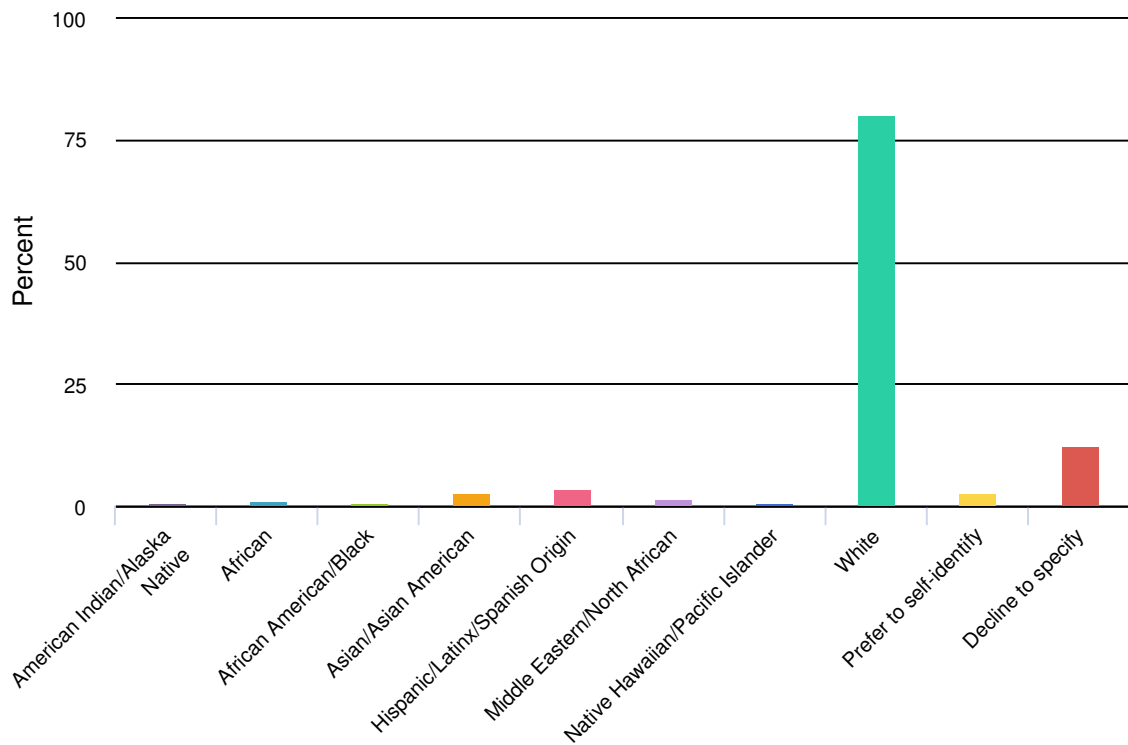
1625            \$12.56 per hour will not cover the basic expenses in Fort Collins of housing, food and transportation.

#### 4. What is your ZIP code?

Count	Response
49	80525
41	80526
29	80521
24	80524
8	80528
3	80537
2	80523
2	80535
2	80538
2	80547
1	60525
1	80113
1	80513
1	80521-3340
1	80527
1	80528-3118
1	80572
1	80634
1	80920
1	92131

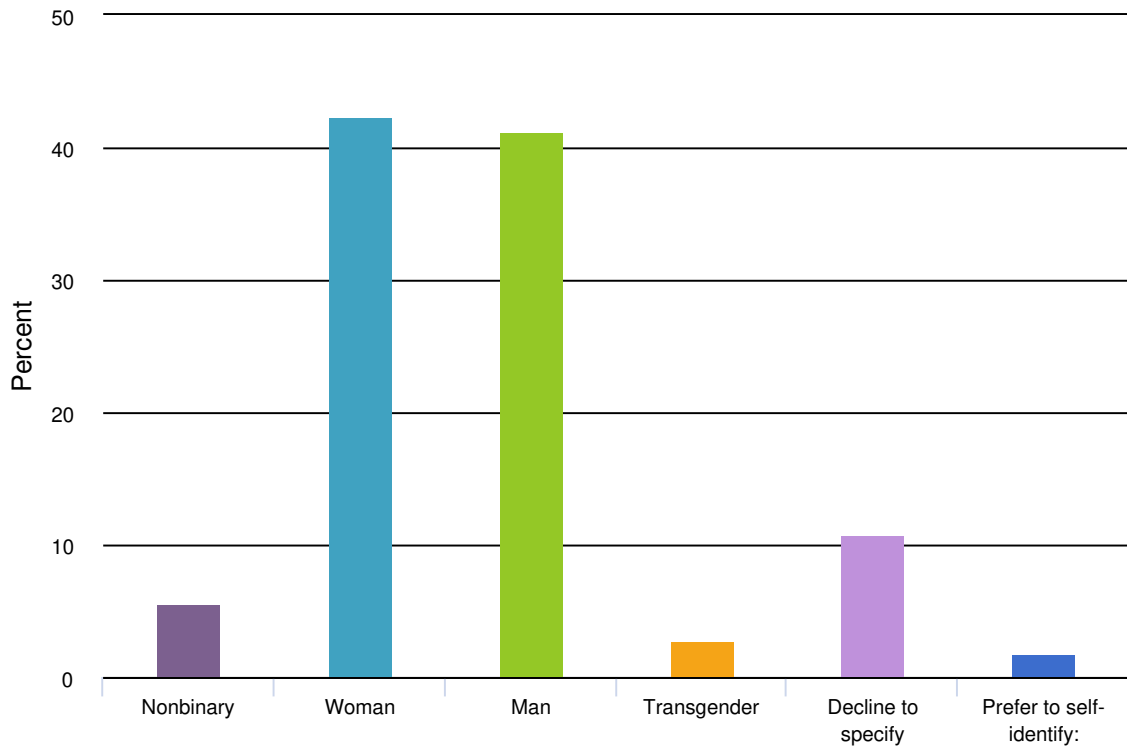


## 5. Race or Ethnicity:



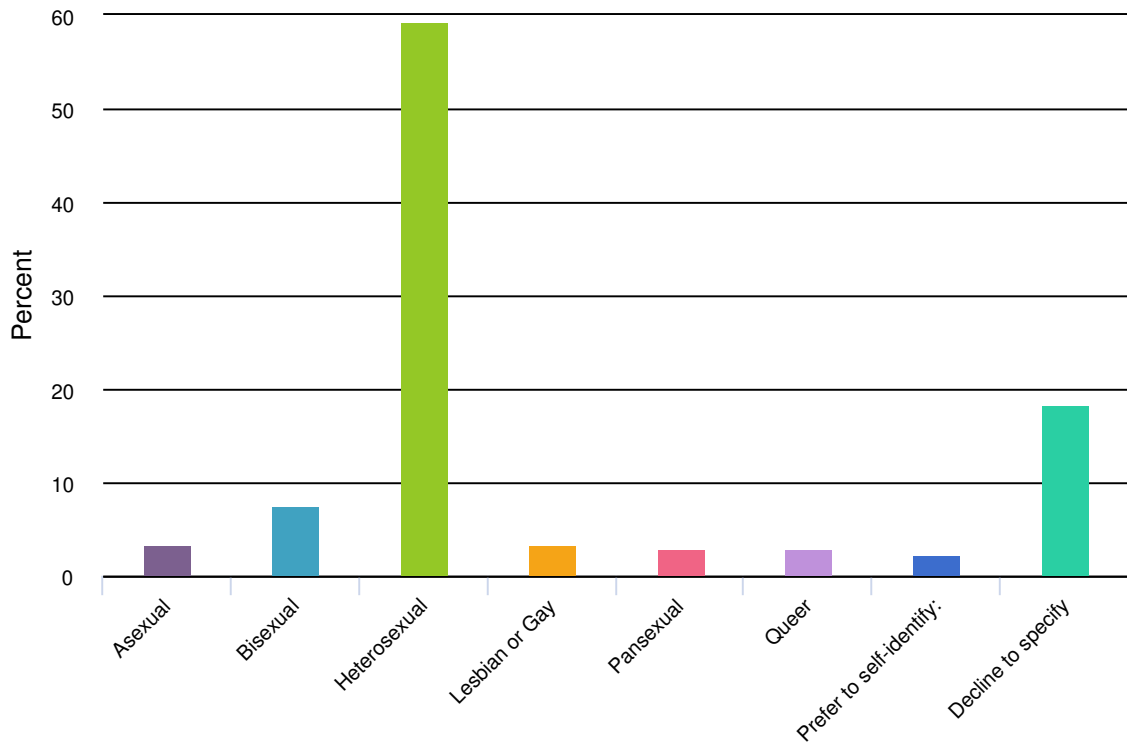
Value	Percent	Responses
American Indian/Alaska Native	0.6%	1
African	1.1%	2
African American/Black	0.6%	1
Asian/Asian American	2.8%	5
Hispanic/Latinx/Spanish Origin	3.4%	6
Middle Eastern/North African	1.7%	3
Native Hawaiian/Pacific Islander	0.6%	1
White	80.1%	141
Prefer to self-identify	2.8%	5
Decline to specify	12.5%	22

## 6. Gender:



Value	Percent	Responses
Nonbinary	5.6%	10
Woman	42.4%	75
Man	41.2%	73
Transgender	2.8%	5
Decline to specify	10.7%	19
Prefer to self-identify:	1.7%	3

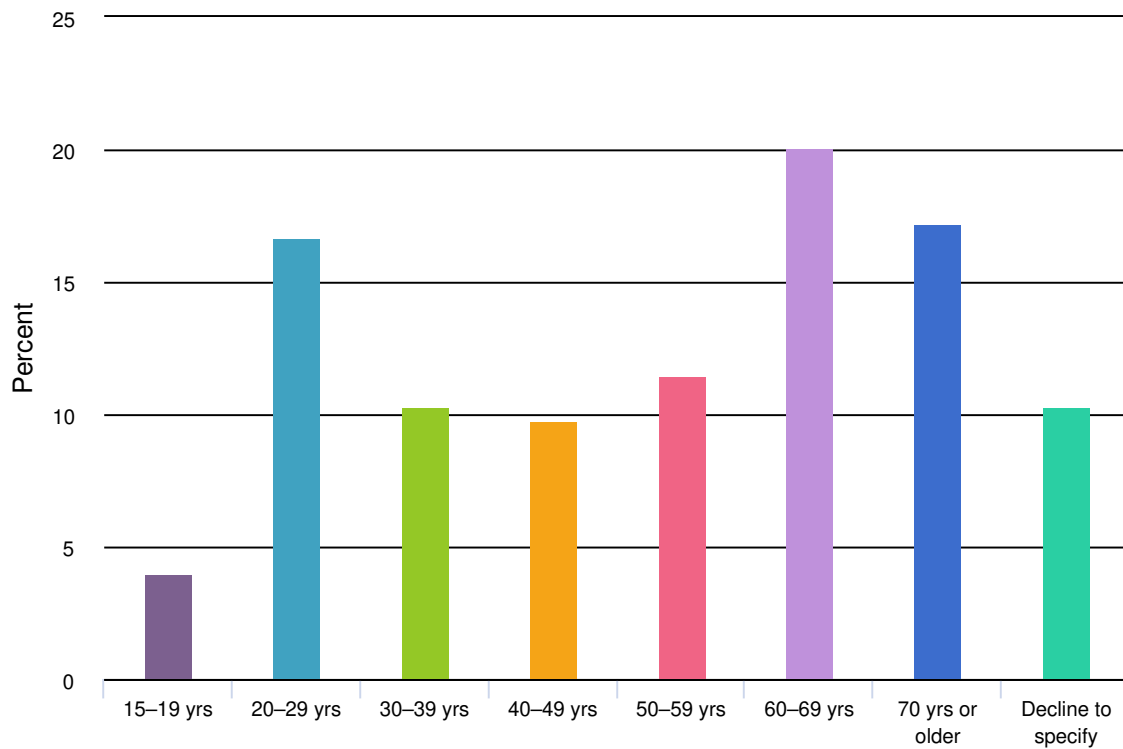
## 7. Sexual Orientation:



Value	Percent	Responses
Asexual	3.4%	6
Bisexual	7.4%	13
Heterosexual	59.4%	104
Lesbian or Gay	3.4%	6
Pansexual	2.9%	5
Queer	2.9%	5
Prefer to self-identify:	2.3%	4
Decline to specify	18.3%	32

Totals: 175

## 8. Age Range:



Value	Percent	Responses
15-19 yrs	4.0%	7
20-29 yrs	16.7%	29
30-39 yrs	10.3%	18
40-49 yrs	9.8%	17
50-59 yrs	11.5%	20
60-69 yrs	20.1%	35
70 yrs or older	17.2%	30
Decline to specify	10.3%	18

Totals: 174