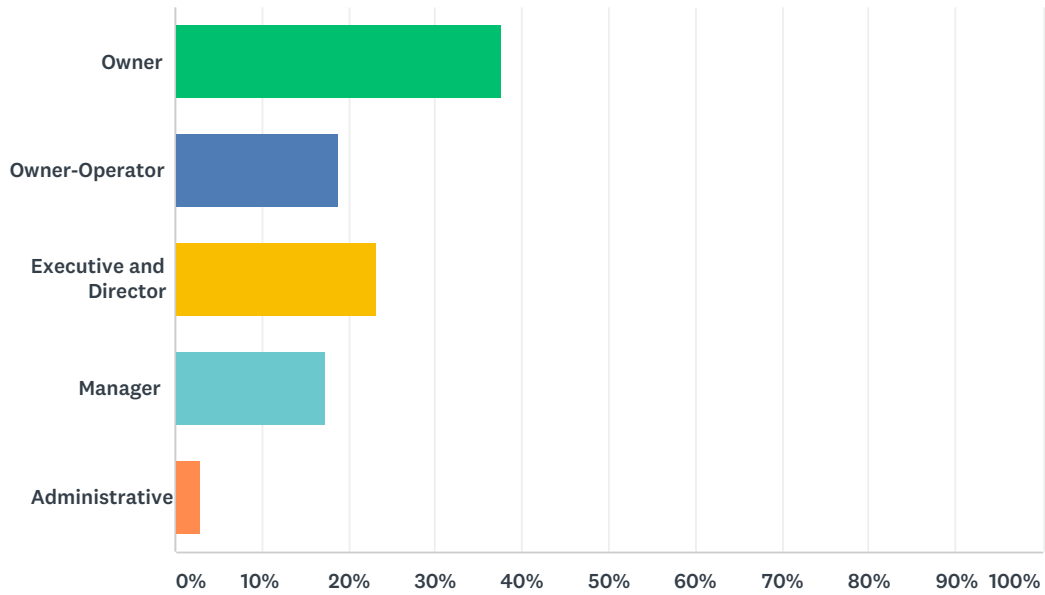


Q1 Your position in this organization:

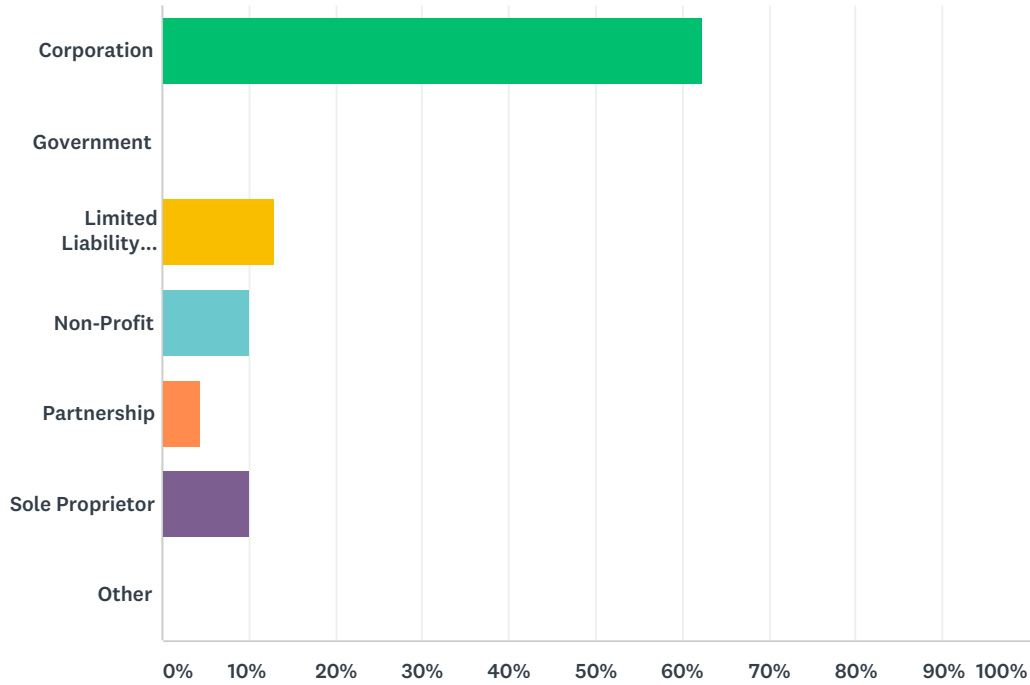
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
Owner	37.68%	26
Owner-Operator	18.84%	13
Executive and Director	23.19%	16
Manager	17.39%	12
Administrative	2.90%	2
TOTAL		69

Q2 Company ownership structure:

Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
Corporation	62.32%	43
Government	0.00%	0
Limited Liability Company	13.04%	9
Non-Profit	10.14%	7
Partnership	4.35%	3
Sole Proprietor	10.14%	7
Other	0.00%	0
TOTAL		69

#	OTHER	DATE
	There are no responses.	

Q3 Years in business:

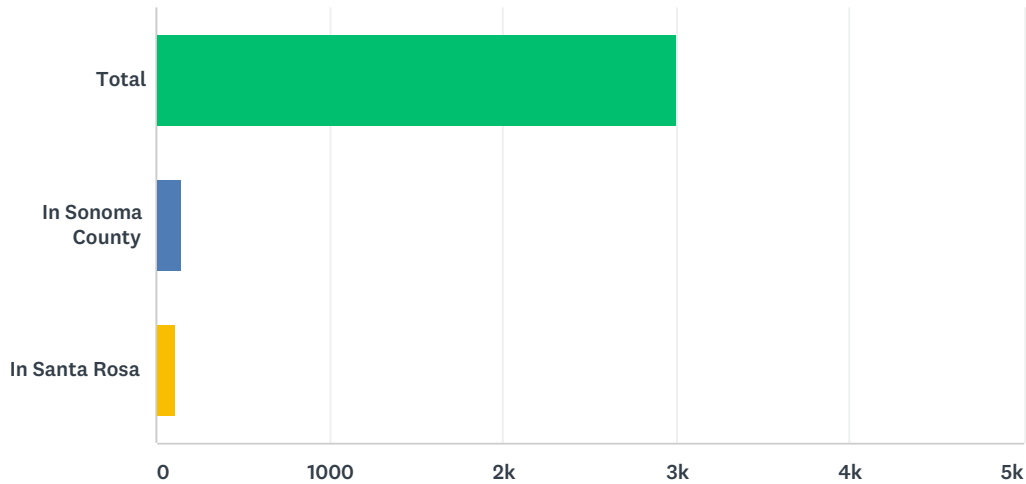
Answered: 69 Skipped: 0

#	RESPONSES	DATE
1	75	9/3/2019 3:24 AM
2	39	8/30/2019 10:06 AM
3	23	8/30/2019 1:17 AM
4	47	8/27/2019 8:29 AM
5	47	8/26/2019 3:40 PM
6	11	8/22/2019 5:07 PM
7	73	8/22/2019 9:38 AM
8	43	8/22/2019 3:24 AM
9	4	8/22/2019 2:45 AM
10	5	8/22/2019 1:57 AM
11	45	8/21/2019 11:52 PM
12	10	8/21/2019 10:55 PM
13	35	8/21/2019 1:43 PM
14	2	8/21/2019 12:45 PM
15	17	8/21/2019 11:31 AM
16	74	8/21/2019 11:21 AM
17	54	8/21/2019 10:42 AM
18	9	8/21/2019 10:40 AM
19	5	8/21/2019 9:47 AM
20	11	8/21/2019 8:54 AM
21	10	8/21/2019 8:51 AM
22	4	8/21/2019 8:39 AM
23	29	8/21/2019 7:50 AM
24	30	8/21/2019 7:43 AM
25	21	8/21/2019 7:38 AM
26	96	8/21/2019 6:32 AM
27	8	8/21/2019 6:22 AM
28	30	8/21/2019 5:52 AM
29	40	8/21/2019 5:51 AM
30	5	8/21/2019 5:48 AM
31	11	8/21/2019 5:43 AM
32	8	8/21/2019 5:23 AM
33	43	8/21/2019 5:11 AM
34	30	8/21/2019 5:02 AM
35	30	8/21/2019 4:54 AM

36	52	8/21/2019 4:53 AM
37	25	8/21/2019 4:53 AM
38	7	8/21/2019 4:50 AM
39	54	8/21/2019 4:40 AM
40	5	8/21/2019 4:39 AM
41	28	8/21/2019 4:37 AM
42	99	8/21/2019 4:37 AM
43	8	8/21/2019 4:34 AM
44	20	8/21/2019 4:34 AM
45	31	8/21/2019 4:28 AM
46	18	8/21/2019 4:23 AM
47	20	8/21/2019 4:20 AM
48	42	8/21/2019 4:20 AM
49	9	8/21/2019 4:18 AM
50	15	8/21/2019 4:13 AM
51	70	8/21/2019 4:00 AM
52	13	8/21/2019 3:56 AM
53	20	8/21/2019 3:55 AM
54	28	8/21/2019 3:52 AM
55	37	8/21/2019 3:52 AM
56	5	8/21/2019 3:49 AM
57	29	8/21/2019 3:47 AM
58	5	8/21/2019 3:47 AM
59	34	8/21/2019 3:45 AM
60	30	8/21/2019 3:42 AM
61	50	8/21/2019 3:40 AM
62	5	8/21/2019 3:40 AM
63	30	8/21/2019 3:39 AM
64	10	8/21/2019 3:37 AM
65	12	8/21/2019 3:36 AM
66	6	8/21/2019 3:35 AM
67	32	8/21/2019 3:33 AM
68	65	8/21/2019 3:29 AM
69	65	8/21/2019 3:15 AM

Q4 Number of employees:

Answered: 69 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Total	2,998	206,892	69
In Sonoma County	145	9,002	62
In Santa Rosa	120	7,548	63
Total Respondents: 69			

#	TOTAL	DATE
1	200000	9/3/2019 3:24 AM
2	1	8/30/2019 10:06 AM
3	60	8/30/2019 1:17 AM
4	178	8/27/2019 8:29 AM
5	170	8/26/2019 3:40 PM
6	1	8/22/2019 5:07 PM
7	609	8/22/2019 9:38 AM
8	280	8/22/2019 3:24 AM
9	2	8/22/2019 2:45 AM
10	6	8/22/2019 1:57 AM
11	38	8/21/2019 11:52 PM
12	6	8/21/2019 10:55 PM
13	17	8/21/2019 1:43 PM
14	12	8/21/2019 12:45 PM
15	35	8/21/2019 11:31 AM
16	21	8/21/2019 11:21 AM
17	30	8/21/2019 10:42 AM
18	4	8/21/2019 10:40 AM

19	74	8/21/2019 9:47 AM
20	6	8/21/2019 8:54 AM
21	13	8/21/2019 8:51 AM
22	15	8/21/2019 8:39 AM
23	4	8/21/2019 7:50 AM
24	10	8/21/2019 7:43 AM
25	4	8/21/2019 7:38 AM
26	130	8/21/2019 6:32 AM
27	95	8/21/2019 6:22 AM
28	18	8/21/2019 5:52 AM
29	9	8/21/2019 5:51 AM
30	45	8/21/2019 5:48 AM
31	66	8/21/2019 5:43 AM
32	25	8/21/2019 5:23 AM
33	9	8/21/2019 5:11 AM
34	4	8/21/2019 5:02 AM
35	65	8/21/2019 4:54 AM
36	230	8/21/2019 4:53 AM
37	5	8/21/2019 4:53 AM
38	14	8/21/2019 4:50 AM
39	34	8/21/2019 4:40 AM
40	5	8/21/2019 4:39 AM
41	146	8/21/2019 4:37 AM
42	16	8/21/2019 4:37 AM
43	20	8/21/2019 4:34 AM
44	18	8/21/2019 4:34 AM
45	2700	8/21/2019 4:28 AM
46	24	8/21/2019 4:23 AM
47	20	8/21/2019 4:20 AM
48	21	8/21/2019 4:20 AM
49	85	8/21/2019 4:18 AM
50	75	8/21/2019 4:13 AM
51	13	8/21/2019 4:00 AM
52	2	8/21/2019 3:56 AM
53	6	8/21/2019 3:55 AM
54	1	8/21/2019 3:52 AM
55	50	8/21/2019 3:52 AM
56	12	8/21/2019 3:49 AM
57	15	8/21/2019 3:47 AM
58	55	8/21/2019 3:47 AM
59	23	8/21/2019 3:45 AM

60	150	8/21/2019 3:42 AM
61	330	8/21/2019 3:40 AM
62	72	8/21/2019 3:40 AM
63	280	8/21/2019 3:39 AM
64	5	8/21/2019 3:37 AM
65	7	8/21/2019 3:36 AM
66	8	8/21/2019 3:35 AM
67	5	8/21/2019 3:33 AM
68	43	8/21/2019 3:29 AM
69	340	8/21/2019 3:15 AM
#	IN SONOMA COUNTY	DATE
1	4500	9/3/2019 3:24 AM
2	1	8/30/2019 10:06 AM
3	60	8/30/2019 1:17 AM
4	178	8/27/2019 8:29 AM
5	170	8/26/2019 3:40 PM
6	517	8/22/2019 9:38 AM
7	230	8/22/2019 3:24 AM
8	2	8/22/2019 2:45 AM
9	6	8/22/2019 1:57 AM
10	38	8/21/2019 11:52 PM
11	4	8/21/2019 10:55 PM
12	10	8/21/2019 12:45 PM
13	35	8/21/2019 11:31 AM
14	21	8/21/2019 11:21 AM
15	29	8/21/2019 10:42 AM
16	74	8/21/2019 9:47 AM
17	15	8/21/2019 8:39 AM
18	4	8/21/2019 7:50 AM
19	10	8/21/2019 7:43 AM
20	4	8/21/2019 7:38 AM
21	130	8/21/2019 6:32 AM
22	95	8/21/2019 6:22 AM
23	18	8/21/2019 5:52 AM
24	9	8/21/2019 5:51 AM
25	45	8/21/2019 5:48 AM
26	58	8/21/2019 5:43 AM
27	25	8/21/2019 5:23 AM
28	9	8/21/2019 5:11 AM
29	65	8/21/2019 4:54 AM
30	230	8/21/2019 4:53 AM

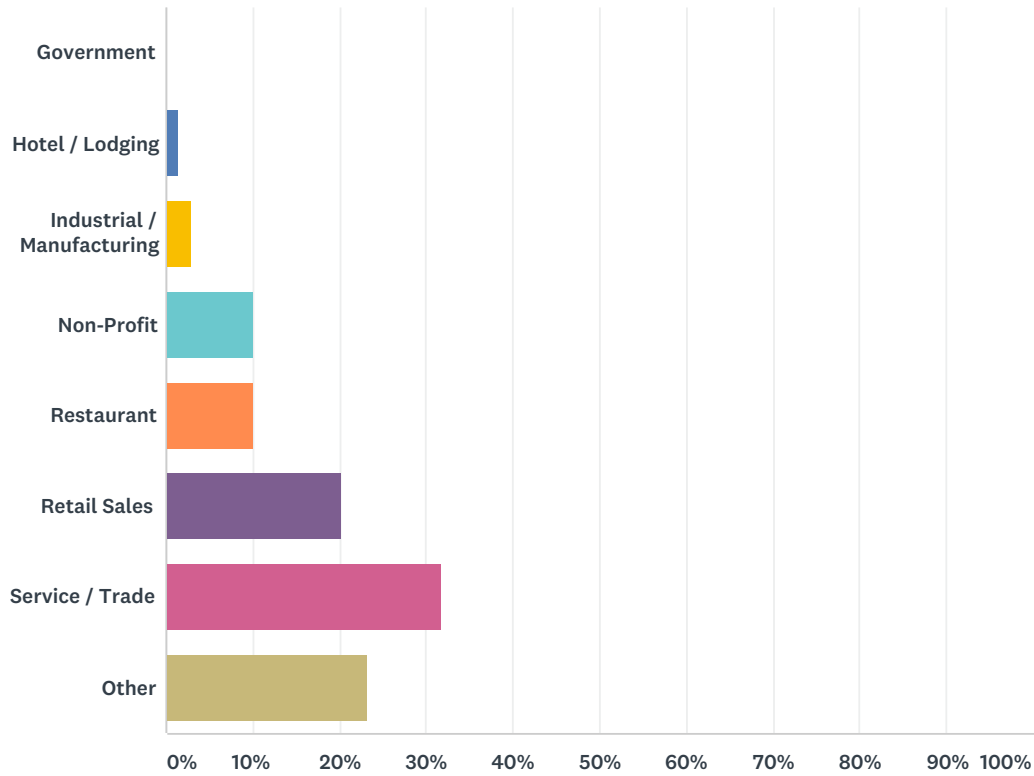
31	5	8/21/2019 4:53 AM
32	14	8/21/2019 4:50 AM
33	34	8/21/2019 4:40 AM
34	0	8/21/2019 4:39 AM
35	92	8/21/2019 4:37 AM
36	16	8/21/2019 4:37 AM
37	20	8/21/2019 4:34 AM
38	18	8/21/2019 4:34 AM
39	900	8/21/2019 4:28 AM
40	10	8/21/2019 4:23 AM
41	18	8/21/2019 4:20 AM
42	2	8/21/2019 4:20 AM
43	85	8/21/2019 4:18 AM
44	75	8/21/2019 4:13 AM
45	13	8/21/2019 4:00 AM
46	1	8/21/2019 3:56 AM
47	6	8/21/2019 3:55 AM
48	50	8/21/2019 3:52 AM
49	12	8/21/2019 3:49 AM
50	29	8/21/2019 3:47 AM
51	55	8/21/2019 3:47 AM
52	12	8/21/2019 3:45 AM
53	150	8/21/2019 3:42 AM
54	35	8/21/2019 3:40 AM
55	72	8/21/2019 3:40 AM
56	280	8/21/2019 3:39 AM
57	5	8/21/2019 3:37 AM
58	7	8/21/2019 3:36 AM
59	8	8/21/2019 3:35 AM
60	5	8/21/2019 3:33 AM
61	41	8/21/2019 3:29 AM
62	340	8/21/2019 3:15 AM
#	IN SANTA ROSA	DATE
1	4500	9/3/2019 3:24 AM
2	0	8/30/2019 10:06 AM
3	60	8/30/2019 1:17 AM
4	140	8/27/2019 8:29 AM
5	110	8/26/2019 3:40 PM
6	186	8/22/2019 9:38 AM
7	230	8/22/2019 3:24 AM
8	2	8/22/2019 2:45 AM

9	6	8/22/2019 1:57 AM
10	4	8/21/2019 10:55 PM
11	17	8/21/2019 1:43 PM
12	10	8/21/2019 12:45 PM
13	35	8/21/2019 11:31 AM
14	21	8/21/2019 11:21 AM
15	29	8/21/2019 10:42 AM
16	4	8/21/2019 10:40 AM
17	74	8/21/2019 9:47 AM
18	6	8/21/2019 8:54 AM
19	15	8/21/2019 8:39 AM
20	4	8/21/2019 7:50 AM
21	8	8/21/2019 7:43 AM
22	4	8/21/2019 7:38 AM
23	80	8/21/2019 6:32 AM
24	35	8/21/2019 6:22 AM
25	18	8/21/2019 5:52 AM
26	9	8/21/2019 5:51 AM
27	45	8/21/2019 5:48 AM
28	43	8/21/2019 5:43 AM
29	25	8/21/2019 5:23 AM
30	9	8/21/2019 5:11 AM
31	65	8/21/2019 4:54 AM
32	200	8/21/2019 4:53 AM
33	5	8/21/2019 4:53 AM
34	14	8/21/2019 4:50 AM
35	34	8/21/2019 4:40 AM
36	5	8/21/2019 4:39 AM
37	75	8/21/2019 4:37 AM
38	16	8/21/2019 4:37 AM
39	20	8/21/2019 4:34 AM
40	18	8/21/2019 4:34 AM
41	725	8/21/2019 4:28 AM
42	14	8/21/2019 4:23 AM
43	18	8/21/2019 4:20 AM
44	0	8/21/2019 4:20 AM
45	85	8/21/2019 4:18 AM
46	75	8/21/2019 4:13 AM
47	13	8/21/2019 4:00 AM
48	1	8/21/2019 3:56 AM
49	6	8/21/2019 3:55 AM

50	1	8/21/2019 3:52 AM
51	50	8/21/2019 3:52 AM
52	12	8/21/2019 3:49 AM
53	3	8/21/2019 3:47 AM
54	55	8/21/2019 3:47 AM
55	12	8/21/2019 3:45 AM
56	0	8/21/2019 3:42 AM
57	2	8/21/2019 3:40 AM
58	0	8/21/2019 3:39 AM
59	5	8/21/2019 3:37 AM
60	7	8/21/2019 3:36 AM
61	8	8/21/2019 3:35 AM
62	25	8/21/2019 3:29 AM
63	250	8/21/2019 3:15 AM

Q5 Type of Organization:

Answered: 69 Skipped: 0



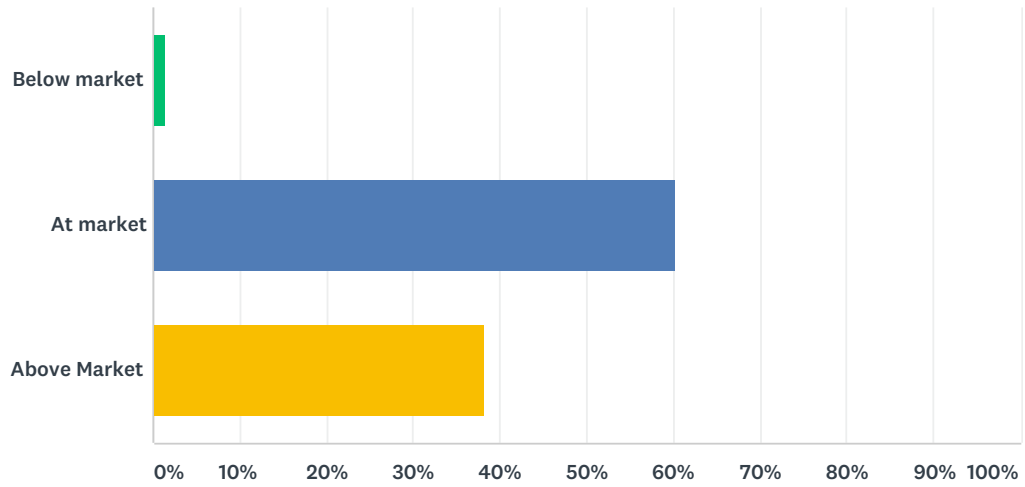
ANSWER CHOICES	RESPONSES
Government	0.00% 0
Hotel / Lodging	1.45% 1
Industrial / Manufacturing	2.90% 2
Non-Profit	10.14% 7
Restaurant	10.14% 7
Retail Sales	20.29% 14
Service / Trade	31.88% 22
Other	23.19% 16
TOTAL	69

#	OTHER	DATE
1	Hospital/Health Plan	9/3/2019 3:24 AM
2	Holding company	8/30/2019 10:06 AM
3	Professional Services	8/21/2019 12:45 PM
4	independently owned and operated Pharmacy	8/21/2019 11:21 AM
5	Design	8/21/2019 10:42 AM
6	Financial	8/21/2019 7:38 AM

7	Hospitality (retail) and Manufacturing	8/21/2019 6:32 AM
8	Marketing	8/21/2019 5:23 AM
9	Professional	8/21/2019 5:11 AM
10	Food Service	8/21/2019 4:23 AM
11	B2B distributor	8/21/2019 4:20 AM
12	Senior Living (Independent Living, Assisted Living, Memory Care)	8/21/2019 3:47 AM
13	Trucking	8/21/2019 3:45 AM
14	healthcare	8/21/2019 3:40 AM
15	Catering	8/21/2019 3:39 AM
16	Engineering	8/21/2019 3:29 AM

Q6 What is your compensation target for employees?

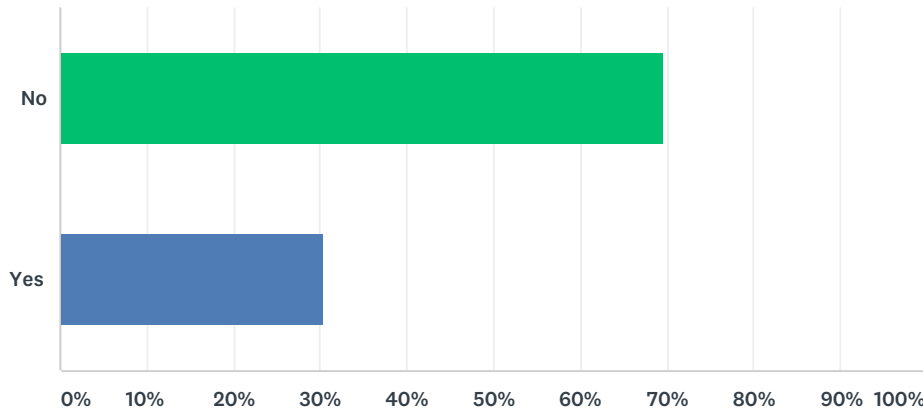
Answered: 68 Skipped: 1



ANSWER CHOICES	RESPONSES
Below market	1.47% 1
At market	60.29% 41
Above Market	38.24% 26
TOTAL	68

Q7 Do you currently have any employees earning minimum wage?

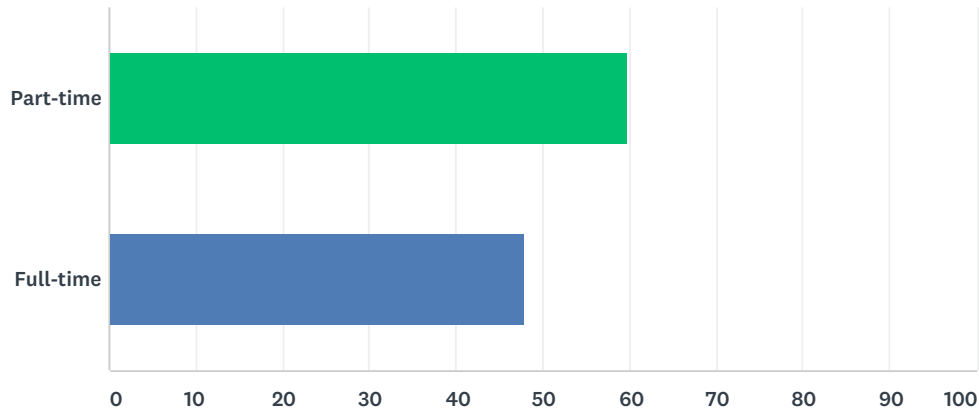
Answered: 69 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	69.57%	48
Yes	30.43%	21
TOTAL		69

Q8 What percentage of minimum wage employees are:

Answered: 38 Skipped: 31



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
Part-time	60	2,217	37
Full-time	48	1,583	33
Total Respondents: 38			

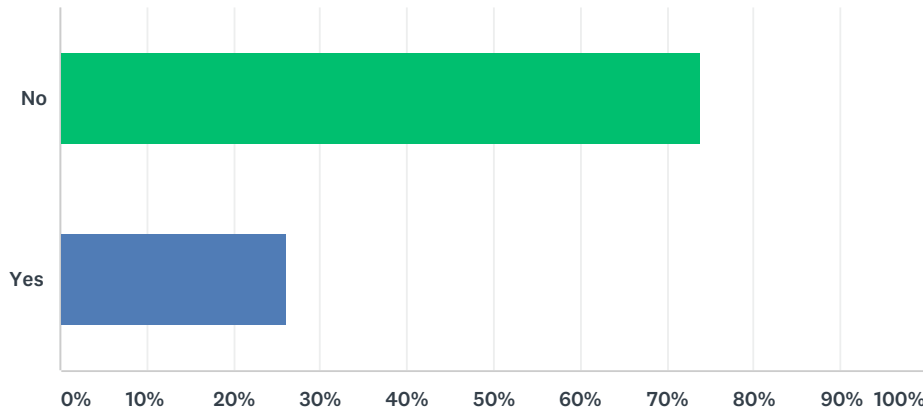
#	PART-TIME	DATE
1	50	8/30/2019 1:17 AM
2	100	8/27/2019 8:29 AM
3	100	8/26/2019 3:40 PM
4	0	8/22/2019 5:07 PM
5	5	8/22/2019 3:24 AM
6	0	8/22/2019 2:45 AM
7	100	8/21/2019 11:52 PM
8	0	8/21/2019 10:55 PM
9	80	8/21/2019 1:43 PM
10	100	8/21/2019 12:45 PM
11	100	8/21/2019 10:40 AM
12	80	8/21/2019 8:54 AM
13	100	8/21/2019 8:51 AM
14	100	8/21/2019 8:39 AM
15	100	8/21/2019 6:32 AM
16	50	8/21/2019 6:22 AM
17	0	8/21/2019 5:52 AM
18	35	8/21/2019 5:48 AM
19	15	8/21/2019 5:43 AM
20	50	8/21/2019 5:23 AM

21	100	8/21/2019 5:02 AM
22	0	8/21/2019 4:50 AM
23	100	8/21/2019 4:39 AM
24	60	8/21/2019 4:37 AM
25	2	8/21/2019 4:28 AM
26	20	8/21/2019 4:23 AM
27	50	8/21/2019 4:18 AM
28	50	8/21/2019 4:13 AM
29	100	8/21/2019 4:00 AM
30	50	8/21/2019 3:56 AM
31	98	8/21/2019 3:52 AM
32	75	8/21/2019 3:49 AM
33	50	8/21/2019 3:42 AM
34	80	8/21/2019 3:40 AM
35	29	8/21/2019 3:36 AM
36	100	8/21/2019 3:35 AM
37	88	8/21/2019 3:15 AM
#	FULL-TIME	DATE
1	50	8/30/2019 1:17 AM
2	0	8/27/2019 8:29 AM
3	100	8/22/2019 5:07 PM
4	95	8/22/2019 3:24 AM
5	100	8/22/2019 2:45 AM
6	0	8/21/2019 11:52 PM
7	100	8/21/2019 10:55 PM
8	20	8/21/2019 1:43 PM
9	0	8/21/2019 12:45 PM
10	20	8/21/2019 8:54 AM
11	0	8/21/2019 8:51 AM
12	50	8/21/2019 6:22 AM
13	100	8/21/2019 5:52 AM
14	65	8/21/2019 5:48 AM
15	85	8/21/2019 5:43 AM
16	50	8/21/2019 5:23 AM
17	0	8/21/2019 5:02 AM
18	100	8/21/2019 4:50 AM
19	0	8/21/2019 4:39 AM
20	40	8/21/2019 4:37 AM
21	98	8/21/2019 4:28 AM
22	80	8/21/2019 4:23 AM
23	50	8/21/2019 4:18 AM

24	50	8/21/2019 4:13 AM
25	0	8/21/2019 4:00 AM
26	50	8/21/2019 3:56 AM
27	100	8/21/2019 3:55 AM
28	2	8/21/2019 3:52 AM
29	25	8/21/2019 3:49 AM
30	50	8/21/2019 3:42 AM
31	20	8/21/2019 3:40 AM
32	71	8/21/2019 3:36 AM
33	12	8/21/2019 3:15 AM

Q9 Do you currently employ anyone under age 18?

Answered: 69 Skipped: 0

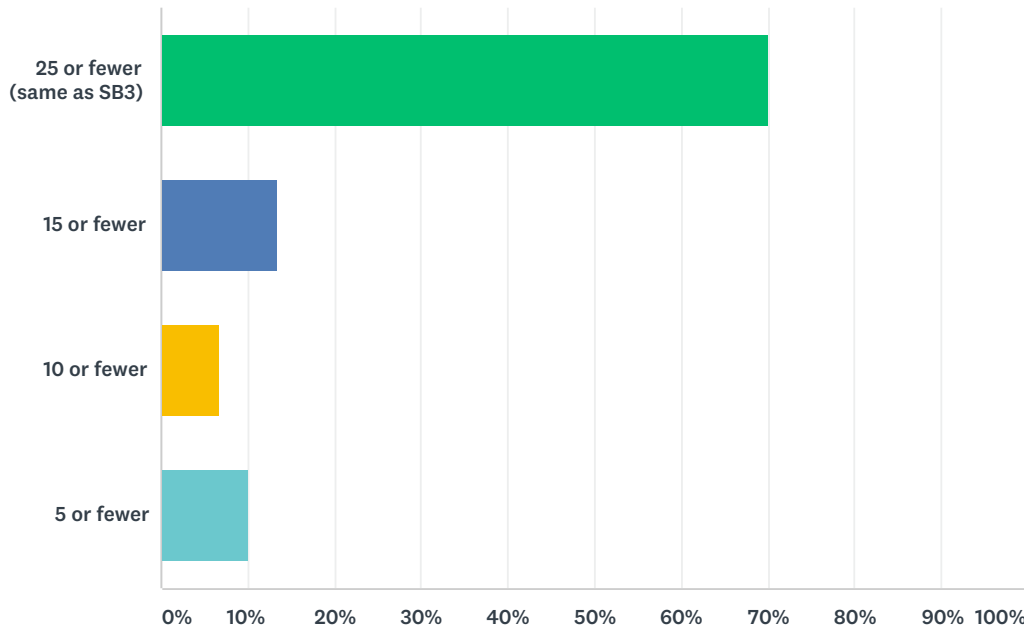


ANSWER CHOICES	RESPONSES	
No	73.91%	51
Yes	26.09%	18
TOTAL		69

#	IF YES, HOW MANY?	DATE
1	20 per year...Summer high school students and developing disabled students	9/3/2019 3:24 AM
2	20	8/22/2019 9:38 AM
3	3	8/21/2019 11:52 PM
4	2	8/21/2019 8:51 AM
5	6	8/21/2019 6:32 AM
6	2	8/21/2019 5:48 AM
7	2	8/21/2019 5:43 AM
8	2	8/21/2019 4:54 AM
9	4	8/21/2019 4:37 AM
10	less than 10	8/21/2019 4:28 AM
11	1	8/21/2019 4:23 AM
12	1	8/21/2019 4:18 AM
13	2	8/21/2019 4:13 AM
14	2	8/21/2019 3:52 AM
15	8	8/21/2019 3:49 AM
16	25	8/21/2019 3:39 AM
17	20	8/21/2019 3:15 AM

Q10 California Senate Bill 3 identifies small employers as those with 25 or fewer employees. By number of employees, how would you define a small employer in Santa Rosa:

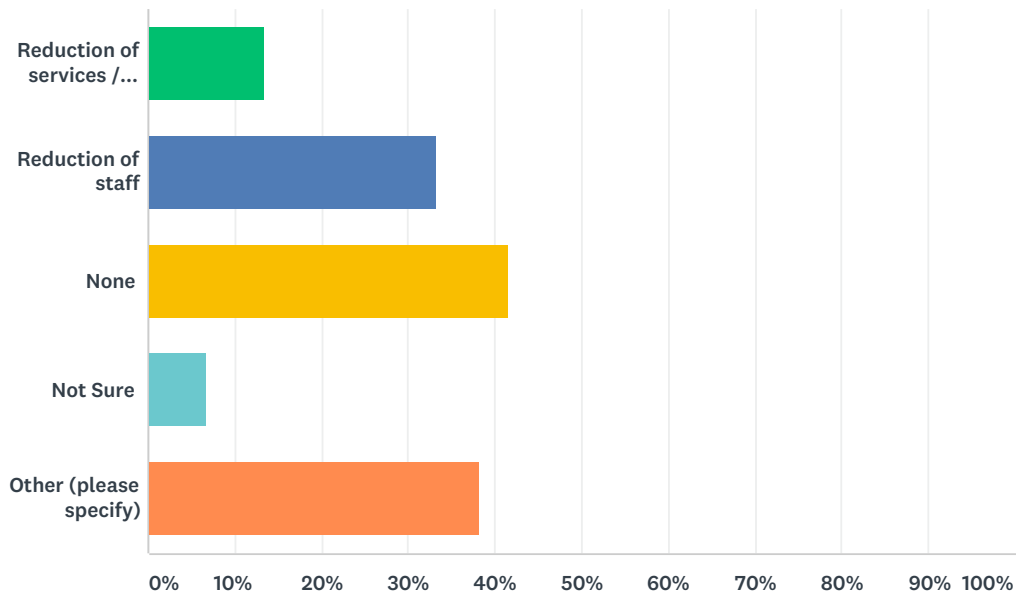
Answered: 60 Skipped: 9



ANSWER CHOICES	RESPONSES	
25 or fewer (same as SB3)	70.00%	42
15 or fewer	13.33%	8
10 or fewer	6.67%	4
5 or fewer	10.00%	6
TOTAL		60

Q11 If minimum wage increased to \$15/hour, what immediate impact would it have on service(s) provided?

Answered: 60 Skipped: 9



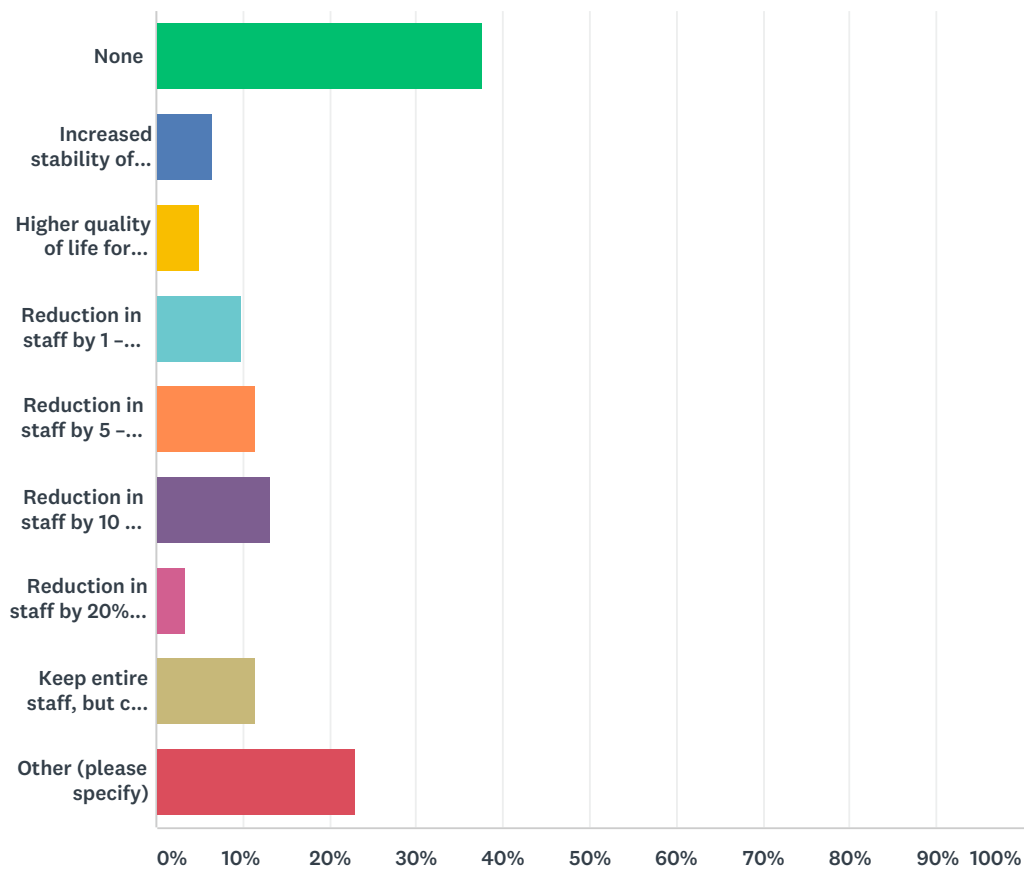
ANSWER CHOICES	RESPONSES
Reduction of services / hours	13.33% 8
Reduction of staff	33.33% 20
None	41.67% 25
Not Sure	6.67% 4
Other (please specify)	38.33% 23
Total Respondents: 60	

#	OTHER (PLEASE SPECIFY)	DATE
1	Raise in customer pricing	8/30/2019 1:21 AM
2	We would need to increase the rate of pay for our part-time substitute teachers and as a nonprofit it would have a fairly large impact on our budget.	8/27/2019 8:40 AM
3	May have to raise prices to cover the additional expense.	8/22/2019 9:41 AM
4	Implementation of a \$15/hour would have put us out of business had we not already been retired!	8/21/2019 1:53 PM
5	Would push up our hourly rate for full and part time caregivers, even though they are paid well above minimum wage, but they look at that as an indicator. Also, it would impact our live-in rate structures which are paid at minimum wage, due to the fact that sleep hours are also paid.	8/21/2019 9:49 AM
6	We would remove our all year part time help for seasonal help.	8/21/2019 8:55 AM
7	Increased prices for food that we sell in order to offset the profits we are losing from high labor.	8/21/2019 8:43 AM
8	This is very complicated. Tip earning people are the ONLY people in our company at min wage. Their all in wage is upward for \$20-40 per hour. Thats the problem with these ideas. No one is talking seriously about tip type credits. CA law is highly restrictive on what an ER can and cannot do regarding tips.	8/21/2019 6:46 AM

9	Dramatic increase in prices	8/21/2019 6:24 AM
10	In ability to give raises due to increased wage bill	8/21/2019 5:57 AM
11	would require a ripple effect that would require raises for all of our employee even though they are not minimum wage.	8/21/2019 5:15 AM
12	Reduction of employee hours worked, Reduction in pay to pay only minimum wage and no more, immediate increase in labor cost to the consumer for repair work, Reduction in benefits to eliminate or reduce company contribution to 401K program, Oil changes and low skill level jobs will immediately increase.	8/21/2019 4:59 AM
13	Pricing would drastically increase, What is the biggest issue we have is already new hires want \$15 per hour with no experience. This makes it hard to keep current employees that make \$13 and \$14. So the hiring pool is very bare.	8/21/2019 4:34 AM
14	In order to run our business, it requires a significant amount of support staff. Porters, car washers, drivers, receptionists, etc. If we have to increase pay for 10-12 employees it then creates an issue for tenured employees who have worked with us for a period of time and earned increases in pay up from 12-13-14-15/hour. We would be forced to cut employees and other expenses causing the customer experience to suffer and also, in turn, raise our labor rates to account for the additional cost in order to cover the additional expenses. Would also force us to look at putting more employees on part time to avoid the additional full-time employee costs.	8/21/2019 4:26 AM
15	We rely on our suppliers to set pricing, and I don't know how they are compensating/if they would be affected, thereby affecting our prices.	8/21/2019 4:24 AM
16	Our margins are already super small. Payroll is a major cost for us. The increase will force us to reduce the amount of staff we have on each shift thus resulting in layoffs. We would also have to raise our prices to help cover the increased costs.	8/21/2019 4:21 AM
17	Raising prices for our services	8/21/2019 4:01 AM
18	Increase in sales and profits as more people can now afford our services	8/21/2019 3:58 AM
19	Loss in profit. Increased expense with no corresponding raise in revenue.	8/21/2019 3:51 AM
20	increase cost to consumer	8/21/2019 3:44 AM
21	We already put everyone up to \$15/hour	8/21/2019 3:36 AM
22	due to inflation caused by minimum wage increase.	8/21/2019 3:36 AM
23	Increased fees for childcare	8/21/2019 3:19 AM

Q12 If minimum wage increased to \$15/hour, what immediate impact would it have on staff?

Answered: 61 Skipped: 8



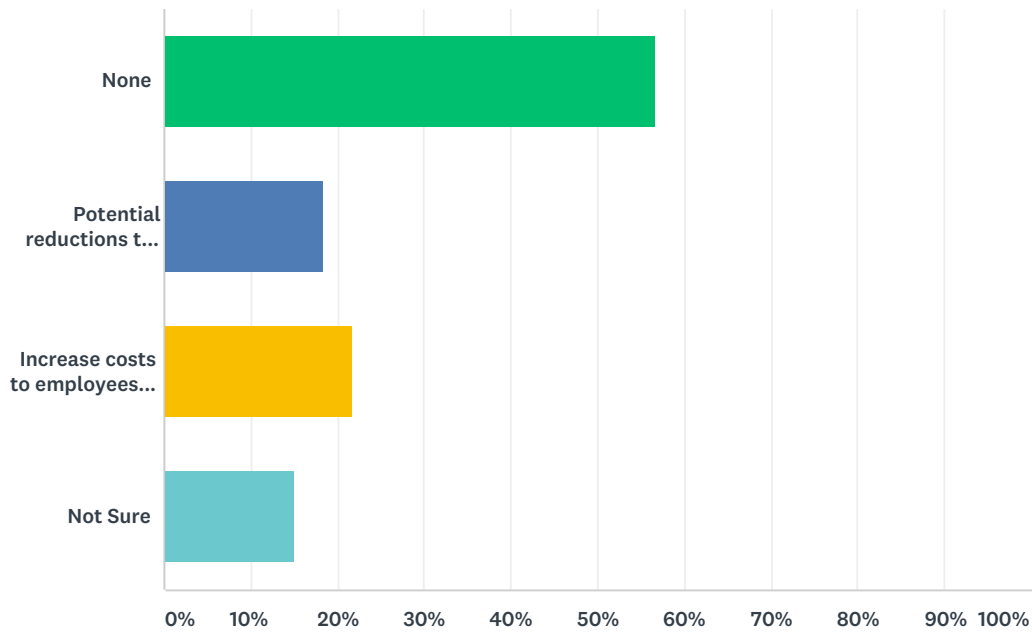
ANSWER CHOICES	RESPONSES	
None	37.70%	23
Increased stability of staff	6.56%	4
Higher quality of life for staff	4.92%	3
Reduction in staff by 1 – 4.9%	9.84%	6
Reduction in staff by 5 – 9.9%	11.48%	7
Reduction in staff by 10 – 19.9%	13.11%	8
Reduction in staff by 20% or more	3.28%	2
Keep entire staff, but cut hours for hourly employees	11.48%	7
Other (please specify)	22.95%	14
Total Respondents: 61		

#	OTHER (PLEASE SPECIFY)	DATE
1	Staff who are not minimum wage employees may not achieve market rate pay because more of our budget would need to be directed to meet minimum wage for part-time substitutes.	8/27/2019 8:40 AM

2	It would impact the ability of clients to pay for in home care services.	8/21/2019 9:49 AM
3	Non-skilled employees (part time sales) would be cut.	8/21/2019 8:55 AM
4	Instead of keeping 6-7 people on each shift for this restaurant then we will reduce hours and employ 5-6 people per shift.	8/21/2019 8:43 AM
5	They'd get a raise. The bigger issue is the people earning more than \$15 now. With annually automatic law increases, other employees then demand an increase - they want to know "where's my \$1 more per hour". Massive economic impact to our company. Costs get passed on to consumer.	8/21/2019 6:46 AM
6	Higher expectation of the employee that the employee then does not feel that they should have to complete. Decrease in employee morale due to less chance of raises and slower advancement	8/21/2019 5:59 AM
7	Other staff would demand a higher wage since they would like to maintain a higher wage than the minimum wage offered. Example , a person who is earning \$15 an hour currently (\$3 over the minimum wage) would now want \$18 an hour.	8/21/2019 5:57 AM
8	increased price for our services to clients	8/21/2019 5:15 AM
9	we currently start apprentices at \$15/hr so it would impact us being able to remain competitive	8/21/2019 4:51 AM
10	I feel at this time I would close my second store	8/21/2019 4:34 AM
11	hire more staff to handle addition work	8/21/2019 3:58 AM
12	Less likely to hire high school / college age kids as summer temp help.	8/21/2019 3:49 AM
13	it would increase cost to consumer therefore cutting business and reduction in staff	8/21/2019 3:44 AM
14	due to inflation caused by minimum wage increase.	8/21/2019 3:36 AM

Q13 If minimum wage increased to \$15/hour, what impact would it have on staff benefits (medical, 401k, etc.)?

Answered: 60 Skipped: 9



ANSWER CHOICES	RESPONSES	
None	56.67%	34
Potential reductions to employee benefit programs	18.33%	11
Increase costs to employees for benefit programs	21.67%	13
Not Sure	15.00%	9
Total Respondents: 60		

Q14 If a minimum wage of \$15/hour were in effect in 2019, with your current staff, what percentage increase would your annual operating costs be for this year?

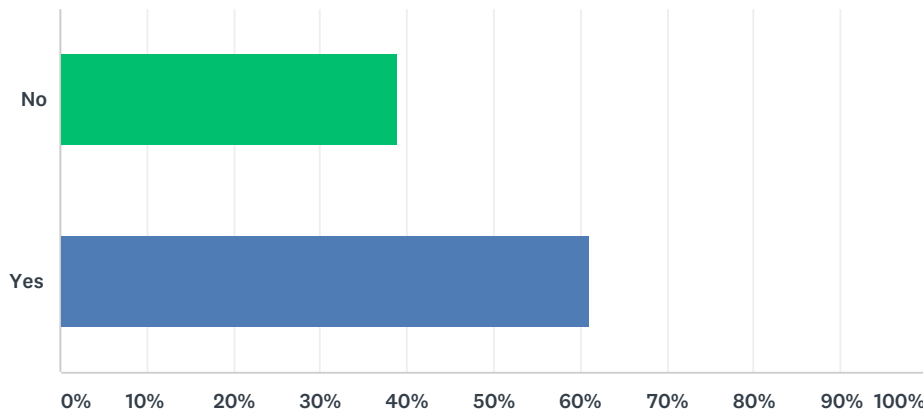
Answered: 58 Skipped: 11

#	RESPONSES	DATE
1	0	8/30/2019 10:06 AM
2	15%	8/30/2019 1:21 AM
3	26% to payroll costs	8/27/2019 8:40 AM
4	65	8/22/2019 5:08 PM
5	1	8/22/2019 9:41 AM
6	0	8/22/2019 2:46 AM
7	25	8/22/2019 1:59 AM
8	10	8/21/2019 11:54 PM
9	10	8/21/2019 10:56 PM
10	2	8/21/2019 12:46 PM
11	10~15%	8/21/2019 11:35 AM
12	approx 10	8/21/2019 11:24 AM
13	n/a	8/21/2019 10:43 AM
14	minimal	8/21/2019 10:42 AM
15	15%	8/21/2019 9:49 AM
16	0	8/21/2019 8:55 AM
17	Nominal, because we would have less employees.	8/21/2019 8:55 AM
18	10%	8/21/2019 8:43 AM
19	0	8/21/2019 7:51 AM
20	minimal	8/21/2019 7:47 AM
21	0	8/21/2019 7:40 AM
22	Again, its the carryover to the balance of the employees.	8/21/2019 6:46 AM
23	8 percent	8/21/2019 6:24 AM
24	Giving a percentage for this would not an accurate gauge. The increase would see an addition of around \$200,000 in payroll costs.	8/21/2019 5:59 AM
25	15-20	8/21/2019 5:57 AM
26	0%	8/21/2019 5:53 AM
27	8	8/21/2019 5:46 AM
28	3%	8/21/2019 5:26 AM
29	3-5%	8/21/2019 5:15 AM
30	too much	8/21/2019 5:03 AM
31	20%	8/21/2019 4:59 AM
32	6400	8/21/2019 4:55 AM

33	we currently start our apprentices at \$15	8/21/2019 4:51 AM
34	20-25	8/21/2019 4:46 AM
35	0	8/21/2019 4:41 AM
36	0	8/21/2019 4:40 AM
37	0	8/21/2019 4:39 AM
38	1%	8/21/2019 4:39 AM
39	0	8/21/2019 4:35 AM
40	this would in crease my payroll by 70k a years.	8/21/2019 4:34 AM
41	10-20%. It doesn't only affect the \$15/hour employee it will affect every employee at or near \$15/hour currently.	8/21/2019 4:26 AM
42	0	8/21/2019 4:24 AM
43	0	8/21/2019 4:22 AM
44	10%	8/21/2019 4:21 AM
45	23	8/21/2019 4:01 AM
46	0	8/21/2019 3:58 AM
47	0	8/21/2019 3:57 AM
48	0	8/21/2019 3:54 AM
49	0	8/21/2019 3:52 AM
50	10-12%	8/21/2019 3:51 AM
51	7%	8/21/2019 3:49 AM
52	15%	8/21/2019 3:44 AM
53	12%	8/21/2019 3:39 AM
54	0%	8/21/2019 3:38 AM
55	0	8/21/2019 3:36 AM
56	0	8/21/2019 3:36 AM
57	0	8/21/2019 3:30 AM
58	5%	8/21/2019 3:19 AM

Q15 With a \$15 minimum wage, would you anticipate increased costs from your vendors?

Answered: 59 Skipped: 10



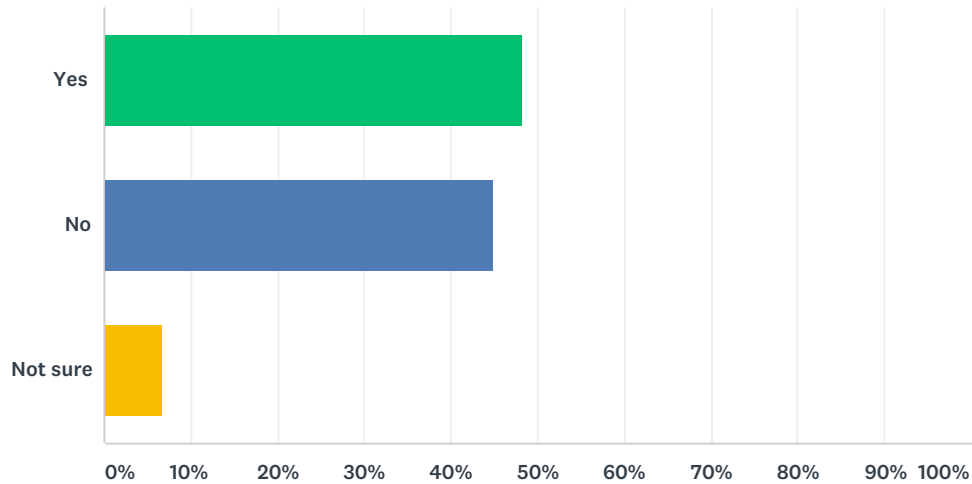
ANSWER CHOICES	RESPONSES	
No	38.98%	23
Yes	61.02%	36
TOTAL		59

#	IF YES, WHY?	DATE
1	We try to purchase local whenever possible so it could increase costs from local vendors	8/27/2019 8:40 AM
2	Many of my vendors employ minimum wage employees	8/22/2019 1:59 AM
3	Vendors will pass on increased costs	8/21/2019 11:54 PM
4	Everything from restaurants to shipping companies to service companies (printing, hotels, etc.) would need to raise their rates to cover the additional expenses.	8/21/2019 10:56 PM
5	most vendor we use would need to pass along some of the cost to comply with this socialist engineering law; isn't that obvious?	8/21/2019 11:35 AM
6	I would raise costs for labor related products, so I would assume my local vendors would do the same.	8/21/2019 8:55 AM
7	Vendors will have to pay more for their labor which they will charge us more for. Inflation overall from every level will be effected.	8/21/2019 8:43 AM
8	Economics 101	8/21/2019 7:47 AM
9	I have to imagine that vendors will pass the cost through to end users, though very few of my vendors have minimum wage employees.	8/21/2019 7:40 AM
10	Ripple effect of required inflationary wages	8/21/2019 6:46 AM
11	They pay more for staffing and production which would be passed on to us.	8/21/2019 6:24 AM
12	With the current increase, we have already had 3 vendors increase their fees to us for services. We have already been informed that these will increase again at the begin of this next year.	8/21/2019 5:59 AM
13	Most of our vendors are local	8/21/2019 5:57 AM
14	INCREASED COSTS FOR DRIVERS, OTHER GOODS AND SERVICES	8/21/2019 5:46 AM
15	Because the cost to do business in California keeps going up, and up, and up, and is more and more difficult to make it.	8/21/2019 5:26 AM

16	their costs going up then their products price will go up	8/21/2019 5:15 AM
17	Their cost of labor will increase and it will immediately passed on to us. We support 200 local businesses though our monthly payables and their increases will be passed on through higher billing for all goods and services.	8/21/2019 4:59 AM
18	natural cost of doing business	8/21/2019 4:55 AM
19	We buy locally made goods	8/21/2019 4:46 AM
20	Some of our vendors do pay only minimum wage and if that's the case then their costs would increase and likely that cost would be passed along to us.	8/21/2019 4:39 AM
21	Vendors who couldn't cut staff would have to either cut expenses elsewhere or pass thru the expense	8/21/2019 4:39 AM
22	How else would we cover the increase of payroll?? And all my vendors would increase my expense too. I feel if we increase minimum wage to \$15 now, we must have a age tear for students otherwise I don't places like mine hiring teenagers to help give them that work experience/ethic they need to move up.	8/21/2019 4:34 AM
23	If their unskilled labor costs them more, they will have to increase cost of their product or service to account for it. It's a trickle down/up affect.	8/21/2019 4:26 AM
24	Maybe, but minimal impact. Janitorial service, perhaps?	8/21/2019 4:22 AM
25	Because that's how economics works. If the COGS increases, prices will increase.	8/21/2019 4:21 AM
26	It's possible that it could lead to an increase in cost of goods cost, but we would be happy to pay more knowing people are being paid a fair wage.	8/21/2019 3:54 AM
27	They will raise their costs to cover their increased payroll costs.	8/21/2019 3:51 AM
28	Most vendors are not from Santa Rosa.	8/21/2019 3:49 AM
29	Everyone has to pass the cost on, just like we will.	8/21/2019 3:49 AM
30	we would expect prices to increase	8/21/2019 3:44 AM
31	Their employee costs increase therefore passing that on to their customers as well. Workers comp insurance is calculated on payroll costs therefore increasing insurance coverage costs. Taxes.	8/21/2019 3:44 AM
32	due to inflation caused by minimum wage increase.	8/21/2019 3:36 AM
33	Everyone who relies on minimum wage would pass the increased cost onto their customers	8/21/2019 3:19 AM

Q16 Do you support a minimum wage increase?

Answered: 60 Skipped: 9



ANSWER CHOICES	RESPONSES
Yes	48.33% 29
No	45.00% 27
Not sure	6.67% 4
TOTAL	60

#	COMMENT	DATE
1	Its UnAmerican... quit telling people how to run their business.. this creates blight.. businesses close..	8/22/2019 5:12 PM
2	I support the market place not government sticking it's nose into private enterprise. Politicians who pass laws like this should be forced to take a more classical course in Economics 101.	8/21/2019 11:39 AM
3	I think the all-or-nothing increase is nonsense. You are just going to force businesses to decrease their workforce.	8/21/2019 8:58 AM
4	I don't know anyone who is paying less than \$18-20 per hour for their employees right now.	8/21/2019 7:41 AM
5	The current state mandate is tough but it gives us time to prepare for it	8/21/2019 6:25 AM
6	Minimum wage was meant to be an entry level pay position and a person should earn their way to increases in pay by adding value to the business or going to school obtain work in higher positions	8/21/2019 6:05 AM
7	I support a minimum wage increase which is staggered over a period of time.....rather than a big jump in a very short period.	8/21/2019 5:59 AM
8	Absolutely NOT!! Minimum Wage is an entry wage into the working world giving people a place to start and work their way up! It will cut jobs and overall wages and contribute nothing to the greater good. I will push an already expensive area to live even higher. Rent, housing, food, fuel, utilities will all respond in kind with higher prices.	8/21/2019 5:07 AM
9	I support the one currently being implemented. by California.	8/21/2019 4:53 AM
10	The minimum wage is already scheduled to increase in a fashion that allows businesses to adjust within a reasonable time frame. Shortening that time frame even more will cause a hardship for businesses who cannot readily absorb or pass on increased costs.	8/21/2019 4:47 AM

11	It deters individuals from applying themselves in order to learn a new skill or exceed in the work place. If skilled labor makes 16-18/hour and has to pay to go to school/training to get that amount, they would forego for \$15/hour thus lowering the overall skillset of the workforce as a whole.	8/21/2019 4:30 AM
12	Under 18, kids living at home, don't need min wage. They lack experience. For 18 and over, \$15/hr is barely livable wage in Santa Rosa.	8/21/2019 4:27 AM
13	I do support minimum wage increase for most jobs. But not tipped positions. There should be a reduced minimum wage for tipped positions (like 47 of the other states do). They do this bc the tips subsidize wages and make it possible for businesses to stay afloat. Forcing a restaurant to pay it's employees \$15 when they also get tips will put A LOT of restaurants out of business	8/21/2019 4:23 AM
14	When the minimum wage increases, other costs increase. The price of a cup of coffee, cost of services, etc.	8/21/2019 4:03 AM
15	The cost of living and stagnant wages make Sonoma County a place that is not affordable to live. \$15/hr gets a little closer to the \$35/hr required to pay rent on a 2 bedroom apartment, however, its really not enough.	8/21/2019 3:56 AM
16	We are already at virtual full employment, so to attract the best workers a company needs to pay well. This is what will allow employees to make more. Having to pay more for untrained or marginal employees is not going to help things. Better to address the issues of literacy and drugs so that we have a bigger pool to recruit from.	8/21/2019 3:54 AM
17	I support overtime but a sudden will cause a lot of joblessness driving even more business out of California	8/21/2019 3:47 AM
18	When a company can't support a hire wage, they lay off staff and it hurts everyone in the company and the community.	8/21/2019 3:45 AM
19	due to inflation caused by minimum wage increase.	8/21/2019 3:37 AM
20	The state has laid out a timeline that, while challenging, is at least gradual enough to plan and help manage the increases effectively. I don't see the point in fast-tracking this.	8/21/2019 3:20 AM

Q17 What should minimum wage be?

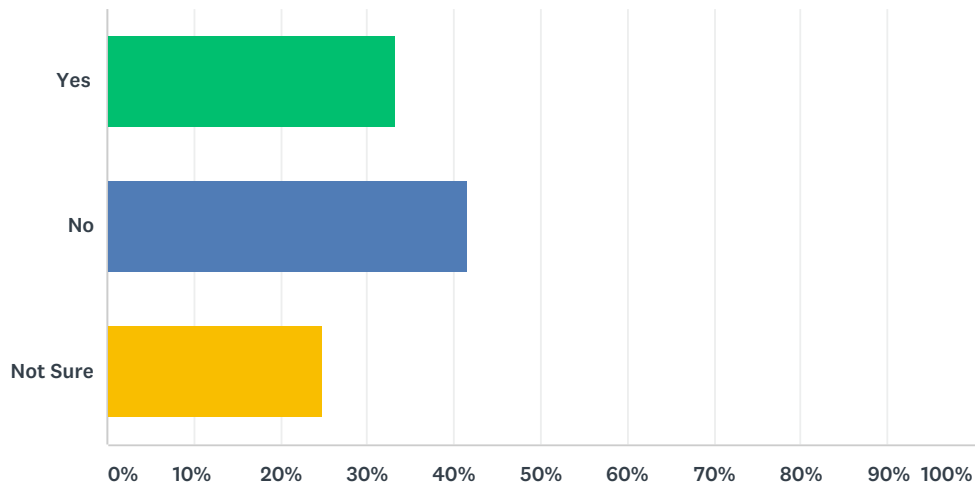
Answered: 55 Skipped: 14

#	RESPONSES	DATE
1	\$15	8/30/2019 10:07 AM
2	12	8/30/2019 1:24 AM
3	0	8/22/2019 5:12 PM
4	14	8/22/2019 9:41 AM
5	\$30	8/22/2019 2:46 AM
6	Market based	8/22/2019 2:02 AM
7	Same as the majority of other states in the nation	8/21/2019 11:55 PM
8	between \$10 and \$13	8/21/2019 10:57 PM
9	15	8/21/2019 12:47 PM
10	There should be no minimum wage. The market should determine wages.	8/21/2019 11:39 AM
11	14.00	8/21/2019 11:29 AM
12	a living wage	8/21/2019 10:43 AM
13	15	8/21/2019 10:43 AM
14	\$13.00	8/21/2019 9:50 AM
15	24 and younger = \$10.00 25 and older = \$15.00	8/21/2019 8:58 AM
16	15	8/21/2019 8:56 AM
17	\$12.00	8/21/2019 8:43 AM
18	\$15	8/21/2019 7:51 AM
19	market	8/21/2019 7:47 AM
20	12	8/21/2019 7:41 AM
21	\$10-12 max	8/21/2019 6:49 AM
22	13\$ per hour	8/21/2019 6:25 AM
23	10.00	8/21/2019 6:05 AM
24	\$12	8/21/2019 5:59 AM
25	\$15.00	8/21/2019 5:54 AM
26	13	8/21/2019 5:46 AM
27	Leave it to the employer to determine; allows for employers to be more competitive in different industries.	8/21/2019 5:30 AM
28	\$11.00	8/21/2019 5:07 AM
29	12 should be fine	8/21/2019 5:04 AM
30	\$17 an hour at least in the greater bay area.	8/21/2019 5:00 AM
31	12, currently	8/21/2019 4:53 AM
32	Ask the public how much more they are willing to give monthly in order to support a higher minimum wage.	8/21/2019 4:47 AM
33	\$15	8/21/2019 4:41 AM
34	\$15	8/21/2019 4:41 AM

35	In Santa Rosa, at least \$20.00 per hour to keep up with the housing prices.	8/21/2019 4:40 AM
36	\$15 in current environment, but should adjust with time.	8/21/2019 4:37 AM
37	I feel we have all accepted the \$1.00 per year increase	8/21/2019 4:37 AM
38	13.50	8/21/2019 4:30 AM
39	15	8/21/2019 4:24 AM
40	\$15 for non tipped positions, \$7.50 for tipped positions...and I think \$7.50 is being generous	8/21/2019 4:23 AM
41	13.50	8/21/2019 4:03 AM
42	15+	8/21/2019 3:59 AM
43	It should be a Living Wage.	8/21/2019 3:57 AM
44	average 2 bedroom rental cost multiplied by 4	8/21/2019 3:56 AM
45	\$15	8/21/2019 3:54 AM
46	Don't know.	8/21/2019 3:52 AM
47	\$15.00	8/21/2019 3:49 AM
48	\$12	8/21/2019 3:47 AM
49	?	8/21/2019 3:45 AM
50	\$11	8/21/2019 3:44 AM
51	Probably closer to 20-25 dollars in California.	8/21/2019 3:39 AM
52	\$9 an hour	8/21/2019 3:37 AM
53	\$15/hr	8/21/2019 3:36 AM
54	17.50	8/21/2019 3:33 AM
55	\$15	8/21/2019 3:20 AM

Q18 Should minimum wage be a living wage? (i.e., should a person be able to solely support themselves while earning minimum wage?)

Answered: 60 Skipped: 9



ANSWER CHOICES	RESPONSES
Yes	33.33% 20
No	41.67% 25
Not Sure	25.00% 15
TOTAL	60

#	COMMENT	DATE
1	There is no such thing as a living wage.. how does an employer know how a person lives? How they manage their money, how savvy they are with survival skills, or how educated they are. When they come to work..he pays them what he wants to pay them. The employer determines the worth of the employee. Not the government.	8/22/2019 5:12 PM
2	Minimum wage jobs should be for students and side jobs to earn extra money. People should aspire toward careers not the minimum to call yourself employed.	8/22/2019 2:02 AM
3	At a basic level of housing transportation food.	8/21/2019 12:47 PM
4	a person should use a starting wage as a starting level to improve upon and move up the opportunity ladder.	8/21/2019 11:39 AM
5	Minimum wage is for a starter job, a part time job, an un or under educated person looking for their first job. Technicallly educated or persons with a higher education should be making more money at a higher wage. I don't think Minimum wage was ever intended to support a person or a family.	8/21/2019 11:29 AM
6	Should a part time employee in their first job be able to afford to live on their own? No. Should a full time employee in their first FT job be able to afford to live on their own? No.	8/21/2019 8:58 AM
7	Sonoma Country doesn't have enough lower income housing to make a living wage sustainable for local businesses.	8/21/2019 8:56 AM
8	Minimum wage should be for high school kids / entry level jobs. No one in our company gets paid minimum wage EXCEPT for those earning tips who make all in \$25-40+ per hour working a very Part Time job. Minimum wage takes money need for BOH (back of house staff) and keeps it with FOH (front of house) who earn tips.	8/21/2019 6:49 AM
9	Minimum wage was not meant to live off of, it was meant to get a start from.	8/21/2019 6:05 AM

10	I'm a firm believer in taking care of employees; but both the cost of living and the cost of doing business in California continues to go up. Employers HAVE to be more competitive with company culture and benefits to attract quality talent. It's the "self fulfilling prophecy" of doing business.	8/21/2019 5:30 AM
11	NO!! That is why it is call MINIMUM WAGE! Work hard and get promoted or get trained to do higher level work! Why are we encouraging mediocrity and paying too much for it! Where is the incentive?	8/21/2019 5:07 AM
12	If you want to have a more positive effect, cut all rentals in 1/2 in sonoma county. Put a cap on it Then wages would not be an issue.	8/21/2019 5:04 AM
13	Why should they have to work two jobs plus have their partner work at least one job. There is a big time disconnect in our society when it comes to understanding how to improve the family unit. Parents at work does nothing to improve this very important aspect of life...in fact I would consider it the core of our society.	8/21/2019 5:00 AM
14	The current definition of a living wage is not realistic for a single person	8/21/2019 4:47 AM
15	not sure what solely supporting means. I'd think minimum wage living would require roommates and shared rent.	8/21/2019 4:37 AM
16	Minimum wage was never anticipated to be a living wage, it was meant to be a beginning wage to gain work experience.	8/21/2019 4:37 AM
17	minimum wage as it's name sake states, should only provide the minimum. It is a minimum- a starting place- something to aspire to move up and forward from. as tenure and skillsets improve then so should their level of pay.	8/21/2019 4:30 AM
18	Except for under 18 years old	8/21/2019 4:27 AM
19	100% of my part time minimum wage employees are either going to school or looking for part time work. It's not meant to be a living wage.	8/21/2019 4:03 AM
20	otherwise why have a minimum wage?	8/21/2019 3:56 AM
21	This is the wage for trainees, students, etc. And let's face it, in this area, a lot of fully employed skilled employees can't afford to live.	8/21/2019 3:54 AM
22	It is not possible in the state of California for it to be a living wage because the cost of living here is so exorbitant. Entry level positions cannot afford to pay "CA living wages". They are just as stated - entry level for people to work up and improve themselves.	8/21/2019 3:47 AM
23	In Sonoma county, because of the high cost of living caused by higher taxes from the state and county, no one can live on a minimum wage. The answer is for government to tax according to the needs of the existing community and not the political goals of the politicians.	8/21/2019 3:45 AM
24	Cost of living adjusts	8/21/2019 3:37 AM

Q19 Other comments regarding minimum wage you believe the City should consider when looking at an ordinance:

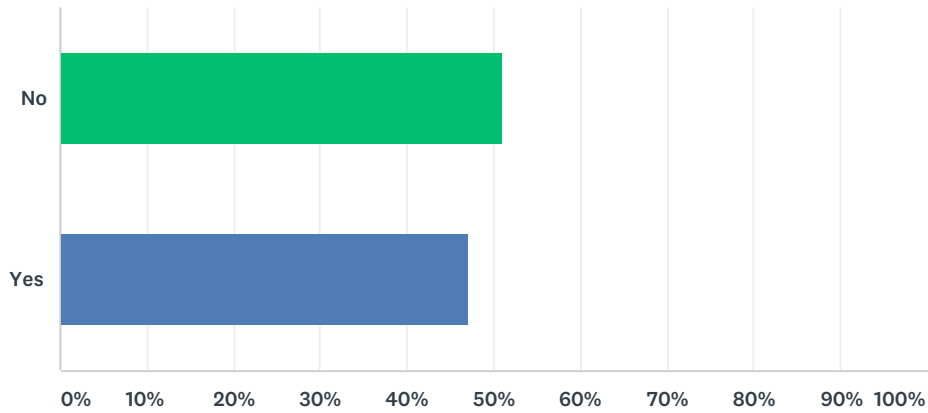
Answered: 38 Skipped: 31

#	RESPONSES	DATE
1	Government should stay out of private companies business. The employer knows what the employee is worth to him,...not visa versa. With min wage teenagers can never get first time jobs and learn good work skills... you contribute to the dense/dumb unaware millenials	8/22/2019 5:14 PM
2	The huge impact that raising it has on people who have already struggled to advance themselves above minimum wage. Why should we raise their cost of living so that a high schooler can be paid the same as what they worked for years to achieve	8/22/2019 2:48 AM
3	Minimum wage should absolutely be at least \$30 in Sonoma County.	8/22/2019 2:47 AM
4	Look at the bigger picture. If we raise our minimum wage, our companies will be at a disadvantage to other companies of same nature in other cities. If there are companies that aren't already paying \$15/hour, they have employees that are willing to work for that rate, and the business owners and employees are able to make money. By setting an "artificial" minimum, you've now set an artificial minimum on pricing for customers.	8/21/2019 10:59 PM
5	Employers that offer benefits should be able to have a lower minimum wage than those that require employees to use public benefits.	8/21/2019 12:49 PM
6	don't do it. The city should focus on public safety not forcing private businesses to meet their social engineering goals.	8/21/2019 11:46 AM
7	If larger companies must hire at 15.00 per hour, how many employees will take a job at a local small independent for 14.00. This will impact the amount of applicants we get as well as the quaulity of applicants.	8/21/2019 11:32 AM
8	It's obvious the city cares about their citizens by wanting to make their wages higher, so I would assume they are also willing to reduce sales tax to help, right?	8/21/2019 9:59 AM
9	No city ordinance, the state level is sufficient.	8/21/2019 9:50 AM
10	Increasing min wage will make it that much harder for small businesses to operate and be profitable. This will be a rapid increase in inflation with no proven data showing how increase of min wage to \$15.00 will help peoples standards of living.	8/21/2019 8:45 AM
11	While it wouldn't affect my staff's wages, I expect it will affect vendors we work with, meaning I'll have to find ways to cut expenditures. It will increase the cost of doing business and living in SR, which will affect low wage earners more negatively.	8/21/2019 7:52 AM
12	Minimum wage jobs are not intended to support a person as their sole source of income. They are supplemental, entry level, low skill jobs, not long term careers.	8/21/2019 7:43 AM
13	Stop wasting City tax dollars and staff time on this matter. Focus on getting housing built at reasonable PRICES, reduce your impact fees and get people shelter. Housing is what's needed not only in Santa Rosa, which has a GREAT opportunity to be a real economic hub, but everywhere across the US. We are killing our selves with over regulation. Sad. Sad. Sad.	8/21/2019 6:52 AM
14	A lot of our staff is younger and live at home. They are supported overall by their parents. Most servers and counter staff makes tips of about \$5 per hour.	8/21/2019 6:27 AM
15	A complaint I have heard about minimum wage is that we need to stop letting the rich get richer. This is something that I would say should be focused at large companies that hold over 100 employees. There are a large number of smaller local businesses that have more than 25 employees but less than 100 where this increase would cut into what the business actually makes and will drive small business to close and force people into business that provide for our communities	8/21/2019 6:19 AM
16	Cost of small local businesses will increase. We will have to reduce staff. The cost pressure could impact many businesses very seriously as it will reduce - profits , ability to invest, ability to repay loans, ability to expand etc.	8/21/2019 6:02 AM

17	Education, Homelessness, health care availability, Food availability, good roads, public transportation, bike lanes.	8/21/2019 5:55 AM
18	No	8/21/2019 5:30 AM
19	these raising are a circle, Unions like this because they sell it as the employee is gain when the employee's costs are all going up also. its is a game. if you need more money get a better job, increase your skills.	8/21/2019 5:18 AM
20	Horrible economic idea. This is a great way to further increase the cost of living for our residents and fun more businesses and people out of the county. Look at Berne Sanders - he couldn't afford to pay his people \$15 and our so cut all there hours.	8/21/2019 5:10 AM
21	Stop messing with small businesses and their lively-hood. Effect other changes that will benefit all. Higher wages mean higher prices, fewer hours, less likely to get a first job and counter the positives out.	8/21/2019 5:06 AM
22	Businesses are struggling to survive right now. Cities and counties should not dictate wages. While we support increasing minimum wages we need to work with the timetable laid out by California. Over 5 years our costs are going up over 50% including workers comp taxes and benefits. Our sales are flat!	8/21/2019 4:59 AM
23	Minimum wage needs to go hand in hand with housing	8/21/2019 4:52 AM
24	Instead of putting the burden on the employer, figure out how to reduce the cost of housing and do things that will make the current wage more sustainable.	8/21/2019 4:50 AM
25	I have people making \$20.00 per hour that can barely afford their rent, food etc... I can't imagine that someone making \$15.00 an hour would be able to live in the Santa Rosa area at all. My clients over the past couple of years have kept raising the wage on entry level positions to well above \$15.00 per hour due to increased costs for people who live in this area.	8/21/2019 4:44 AM
26	Consider the people this is meant to help, is it really?? or is it just collecting more tax's. As we all know the everyday items, small enjoyments like going out to lunch will increase so where is really helping??	8/21/2019 4:39 AM
27	\$12 or \$13 per hour for students under 18. \$16 per hour for everyone else.	8/21/2019 4:29 AM
28	As stated before, I do believe \$15/hour for minimum wage makes sense for a lot of jobs, but not those that also receive tips as part of their wages. Look at the model of any other state and you will see it works. All a \$15/hr minimum wage is going to do is increase prices at all restaurants if it doesn't put them out of business first.	8/21/2019 4:24 AM
29	When the minimum wage increases, so does everything else. It's an accelerated path to inflation.	8/21/2019 4:04 AM
30	People at the bottom spend money locally not internationally like those at the top. The more money being spent in our community the better!	8/21/2019 4:01 AM
31	Cost of housing should be considered into the City's ordinance.	8/21/2019 3:58 AM
32	Look at the cost of living and make it so that people can work, live and enjoy Sonoma County	8/21/2019 3:58 AM
33	None	8/21/2019 3:52 AM
34	I don't think anyone could live independently in Santa Rosa on \$15.00/hr minimum wage. The answer is to NOT raise wages and taxes, but to help Santa Rosa citizens obtain a highly needed skill that would demand a higher wage.	8/21/2019 3:50 AM
35	Fast food will go to kiosks. Small retail will shut down.	8/21/2019 3:48 AM
36	I hope they consider making it happen sooner and more than the state mandated levels.	8/21/2019 3:41 AM
37	The cost of living in Sonoma County is so high people must commute if they get minimum wage now. Do we want only the wealthy to live in our county? Diversity is important for a vital community.	8/21/2019 3:39 AM
38	The increase to \$15 has been a complicated one that includes increases for exempt staff (to \$30/hr) and dealing with compression issues for longtime staff that are now making similar wages to newer staff. Our projected impact by 2022 is \$1.5 million dollars. Fast-tracking the minimum wage will force us to lay off staff and significantly increase childcare and other fees to our community.	8/21/2019 3:24 AM

Q20 Would you be willing to share your story with public officials?

Answered: 53 Skipped: 16



ANSWER CHOICES	RESPONSES	
No	50.94%	27
Yes	47.17%	25
TOTAL		53

#	IF YES, PLEASE PROVIDE CONTACT INFO	DATE
1	[REDACTED]	8/22/2019 5:14 PM
2	[REDACTED]	8/22/2019 9:42 AM
3	[REDACTED]	8/22/2019 2:48 AM
4	[REDACTED]	8/21/2019 11:46 AM
5	[REDACTED]	8/21/2019 11:32 AM
6	[REDACTED]	8/21/2019 8:45 AM
7	[REDACTED]	8/21/2019 6:52 AM
8	[REDACTED]	8/21/2019 6:19 AM
9	[REDACTED]	8/21/2019 6:02 AM
10	[REDACTED]	8/21/2019 5:10 AM
11	[REDACTED]	8/21/2019 5:01 AM
12	[REDACTED]	8/21/2019 4:44 AM
13	[REDACTED]	8/21/2019 4:39 AM
14	[REDACTED]	8/21/2019 4:32 AM
15	[REDACTED]	8/21/2019 4:01 AM
16	[REDACTED]	8/21/2019 3:58 AM
17	[REDACTED]	8/21/2019 3:55 AM

18	[REDACTED]	8/21/2019 3:41 AM
19	[REDACTED]	8/21/2019 3:39 AM
20	[REDACTED]	8/21/2019 3:24 AM
