

Rebekah Barr

From: Cathy Capriola
Sent: Friday, May 03, 2019 8:34 AM
To: Rebekah Barr
Subject: FW: Suggested corrections for the staff report and one omission

From: Marty Bennett <mbennett@vom.com>
Sent: Friday, May 03, 2019 8:10 AM
To: Cathy Capriola <ccapriola@sonomacity.org>
Subject: Suggested corrections for the staff report and one omission

Dear Cathy Capriola:

There are several important problems with the staff report:

1) We are recommending that small employers be provided with an extra year phase-in to \$15 (by 2021). The chart on page 2 does not indicate this and suggests that for small employers the wage rate will reach/top out at \$13.32 in 2020 and then the CPI will be applied.

The chart should be corrected to reflect the language in both the summary and full draft ordinance we provided the city and council subcommittee.

2) The chart does not indicate the wage levels for 2021, 2022, and 2023 for our proposal in the columns for large and small employers after both reach \$15.00 in 2021 and then the CPI we have chosen is applied:

BLS CPI-W Urban Wage Earners and Clerical Workers - San Francisco-Oakland-San Jose
https://data.bls.gov/timeseries/CWURS49BSA0&output_view=pct_12mths

3.3 percent February-February 2018-2019

In 2023 when the council subcommittee wage phase-in tops-out at \$16.50 there will be just a few cents difference between our wage level (after application of the CPI) and the subcommittee's.

3) By federal and state law no citywide minimum wage law can cover government employees including federal, state, county, K-12, and higher education employees though a citywide minimum wage law does cover any city employees below \$15 an hour.

Hence government employees are not explicitly exempted in most citywide minimum wage laws. For instance, no where in the Alameda minimum wage ordinance (2018) nor the Fremont minimum wage ordinance (2019) does the legislation exempt government employees.

However the staff calculations about the cost of implementation in both cities does note that several hundred part-time Parks and Rec employees would be covered. We did explicitly suggest that government employees were exempted in the summary of our proposed ordinance we submitted to the city before the February 4th study session.

<https://fremont.gov/3328/Minimum-Wage>

<https://www.alamedaca.gov/Departments/Community-Development/Minimum-Wage>

The chart should reflect that government employees will be exempted by our proposed draft law.

4) Finally I would like to note an omission. It is our understanding that a group of restaurants on the plaza are recommending a tip credit? Have these restaurants submitted formal language to be inserted in a minimum wage law?

Marty Bennett
North Bay Jobs with Justice Co-Chair

City of Sonoma records, including emails, are subject to the California Public Records Act. Unless exemptions apply, this email, any attachments and any replies are subject to disclosure on request, and neither the sender nor any recipients should have any expectation of privacy regarding the contents of such communications.

Rebekah Barr

From: Rebekah Barr
Sent: Friday, May 03, 2019 11:30 AM
To: Rebekah Barr
Subject: FW: Minimum Wage Survey Results
Attachments: 2019 Minimum Wage Survey Ppt.pdf

From: Mark Bodenhamer <mark@sonomachamber.org>
Sent: Thursday, May 02, 2019 4:48 PM
To: Amy Harrington <amy.harrington@sonomacity.org>; Logan Harvey <logan.harvey@sonomacity.org>; Cathy Capriola <ccapriola@sonomacity.org>
Subject: Minimum Wage Survey Results

Mayor Harrington, Vice Mayor Harvey and City Manager Capriola –

Attached, please find a more detailed reporting on the results of our wage study. I will follow up with a listing of the “comments” that were submit by respondents shortly.

Please let me know if you have any questions.

Thank you!

Mark Bodenhamer
CEO, Sonoma Valley Chamber of Commerce
mark@sonomachamber.org / 707.996.1033
www.sonomachamber.org



City of Sonoma records, including emails, are subject to the California Public Records Act. Unless exemptions apply, this email, any attachments and any replies are subject to disclosure on request, and neither the sender nor any recipients should have any expectation of privacy regarding the contents of such communications.



2019 Minimum Wage Survey

Sonoma Valley Chamber of Commerce

Overall Results



- Survey Open April 15-29, 2019
- 37 Total Responses
- 31 “Completed” Responses



Sonoma Minimum Wage Survey - 2019

What Industry Are You In?

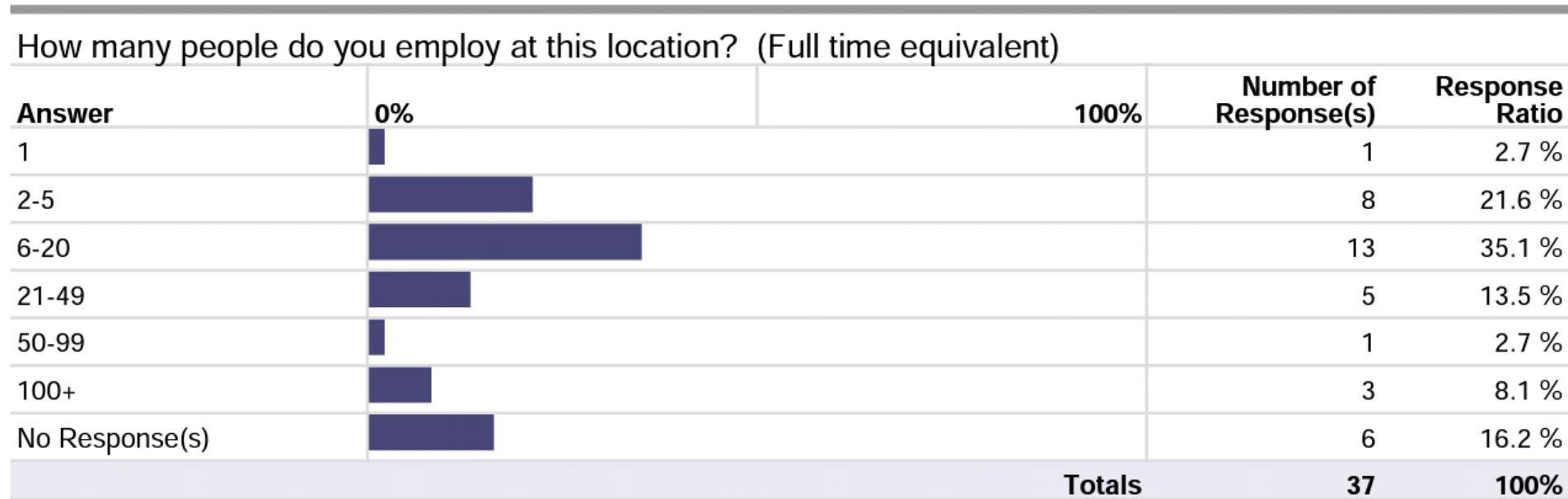
What industry are you in?			
Answer	0%	100%	
			Number of Response(s) Response Ratio
Restaurant (Full Service)			7 18.9 %
Restaurant (Limited Service / Fast / Casual)			2 5.4 %
Wine			3 8.1 %
Retail			5 13.5 %
Hotel / Lodging			2 5.4 %
Transportation Services			1 2.7 %
Construction Industry / Trades			1 2.7 %
Nonprofit			3 8.1 %
Information (Legal, Financial, Insurance, Real Estate, Professional Services, etc.)			2 5.4 %
Education			0 0.0 %
Healthcare			2 5.4 %
Residential Care / Social Assistance			0 0.0 %
Wholesale / Manufacturing			0 0.0 %
Business Consulting			1 2.7 %
Government			0 0.0 %
Other			3 8.1 %
No Response(s)			5 13.5 %
Totals			37 100%

How long has your company been in business?

How long has your company been in business in Sonoma Valley?

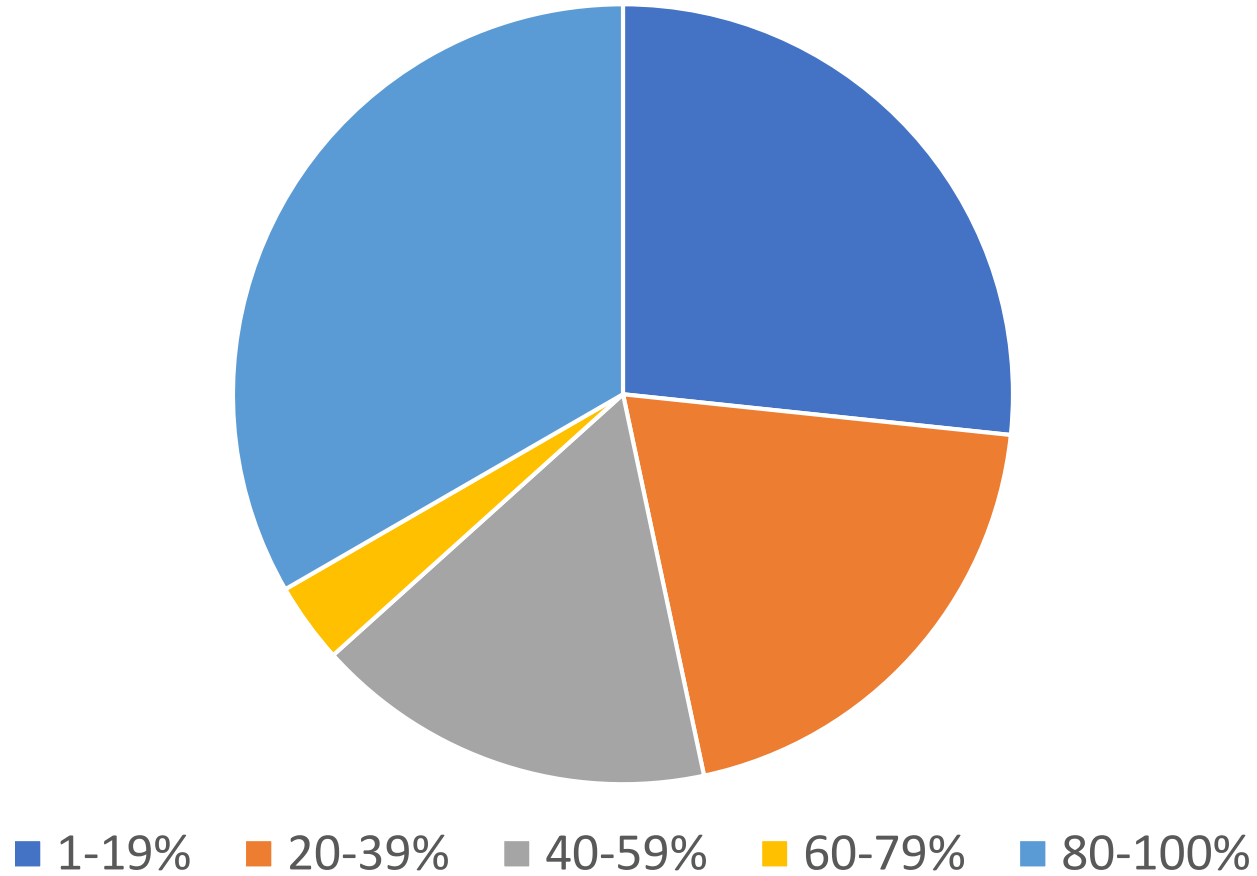
Answer	0%	100%	Number of Response(s)	Response Ratio
0-3 years			2	5.4 %
4-9 years			6	16.2 %
10-19 years			6	16.2 %
20+ years			18	48.6 %
No Response(s)			5	13.5 %
Totals			37	100%

How many people do you employ at this location (FTE)?



What percentage of your staff works FULL TIME (37.5+ hours per week)?

% of Staff That is Full Time



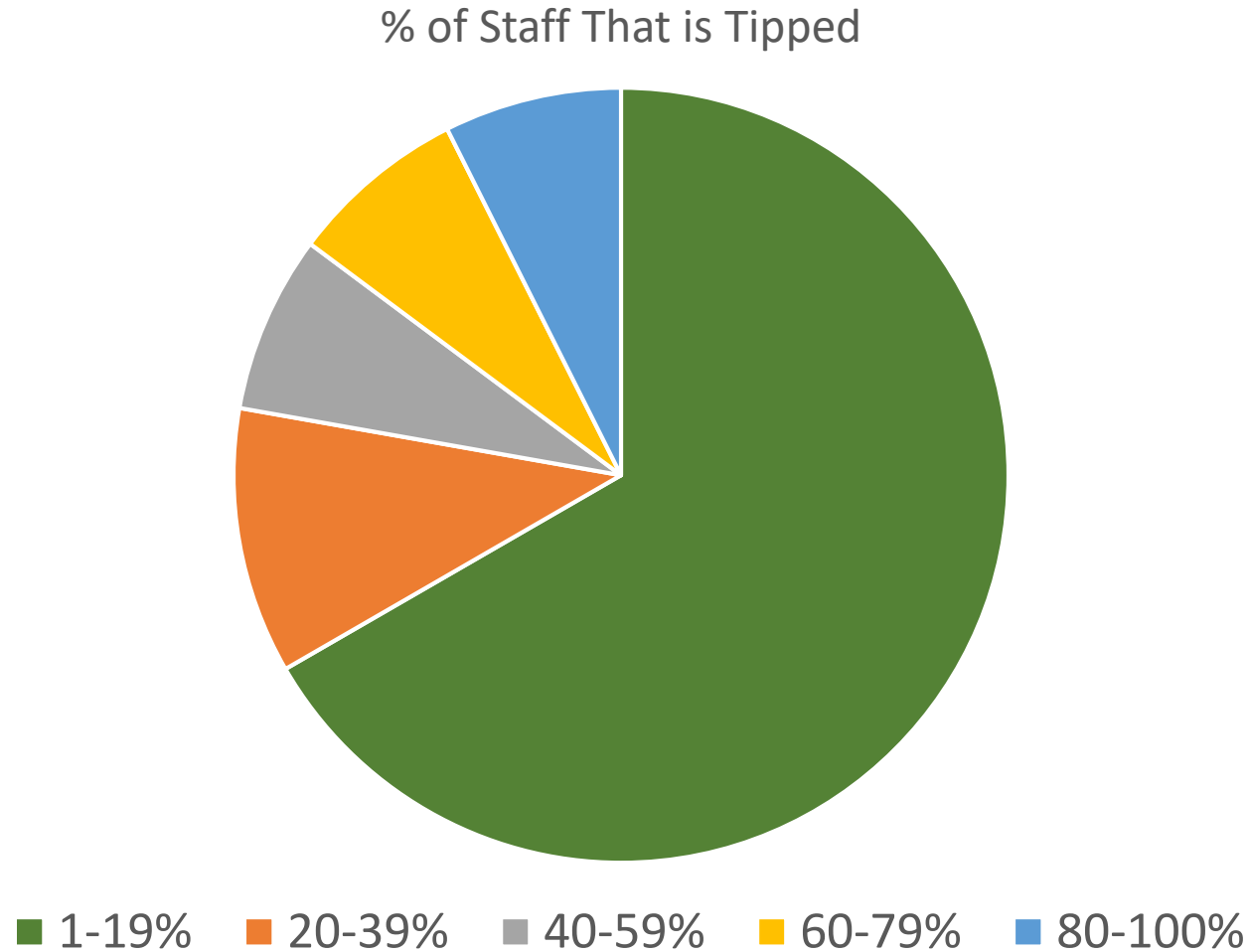
Sonoma Minimum Wage Survey - 2019

During Slower Seasons (if applicable) how much do you reduce your overall staff/hours by?

During slower seasons (if applicable) how much do you reduce your overall staff/hours by?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 10%			18	48.6 %
10-25%			7	18.9 %
25-50%			4	10.8 %
More than 50%			0	0.0 %
No Response(s)			8	21.6 %
Totals			37	100%

What percentage of your staff earns TIPS/Gratuities as a substantial portion of their income (>25%)



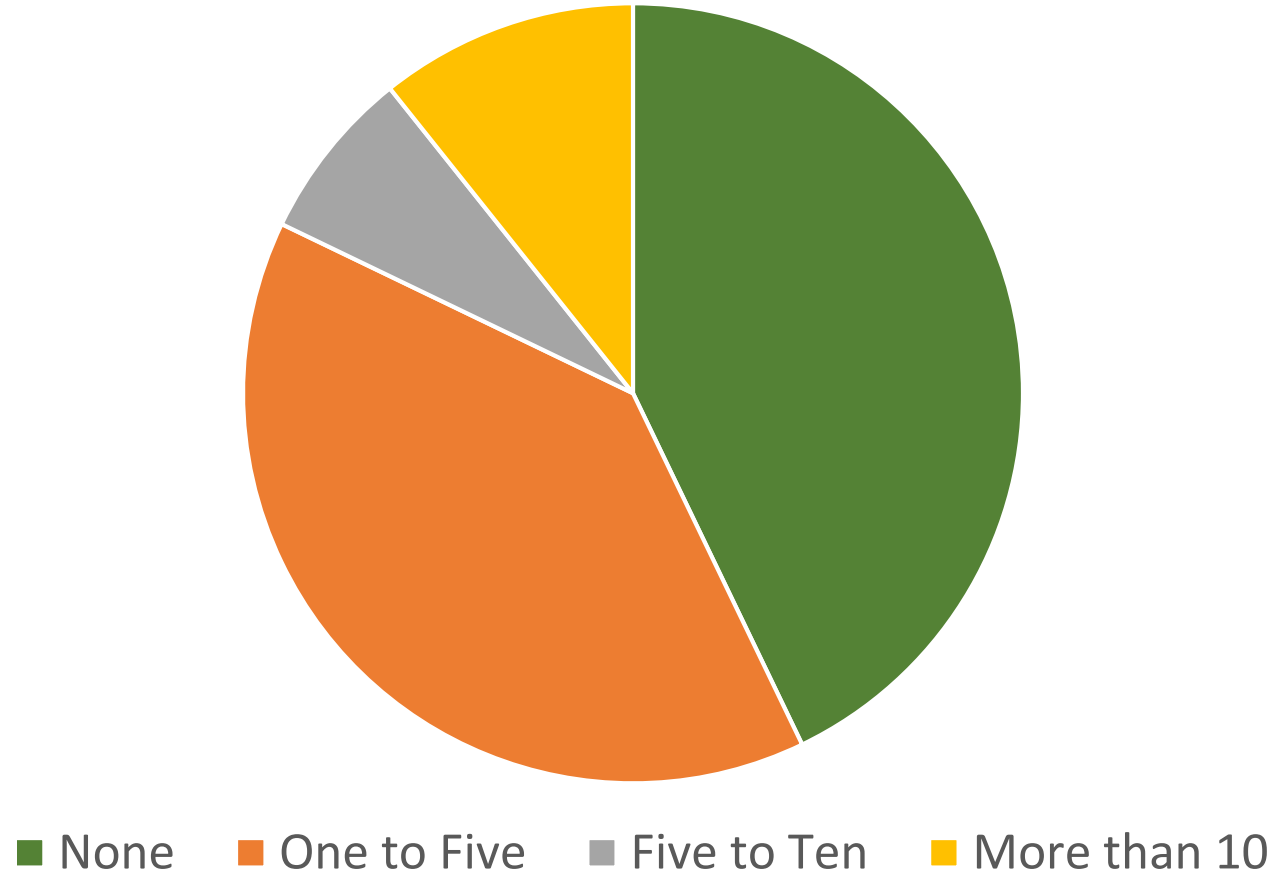
Sonoma Minimum Wage Survey - 2019

On average, how many hours per week do your tipped staff members work?



On average, how many 1st time employees (no previous work experience) do you hire per year?

New Hires Per Year



Sonoma Minimum Wage Survey - 2019

How long does it take to fully train a new hire?


On average, how long does it take to fully train a new hire?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than two weeks			5	13.5 %
2-4 weeks			7	18.9 %
4-8 weeks			10	27.0 %
More than 8 weeks			10	27.0 %
No Response(s)			5	13.5 %
Totals			37	100%

What percentage of your employees have second (or more) jobs?




To your knowledge, what percentage of your employees have second (or more) jobs?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			22	59.4 %
20-40%			8	21.6 %
40-60%			2	5.4 %
60-80%			0	0.0 %
More than 80%			0	0.0 %
No Response(s)			5	13.5 %
Totals			37	100%

What percentage of your NON-TIPPED employees earns less than \$15/hr?



What percentage of your NON-TIPPED employees currently earns less than \$15 / hour?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			27	72.9 %
20-40%			2	5.4 %
40-60%			1	2.7 %
60-80%			0	0.0 %
More than 80%			0	0.0 %
No Response(s)			7	18.9 %
Totals			37	100%

What percentage of your NON-TIPPED employees earns \$15-25 per hr?



What percentage of your NON-TIPPED employees currently earns \$15-25 / hour?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			6	16.2 %
20-40%			2	5.4 %
40-60%			4	10.8 %
60-80%			1	2.7 %
More than 80%			17	45.9 %
No Response(s)			7	18.9 %
Totals			37	100%

What percentage of your NON-TIPPED employees earns more than \$25 per hr?

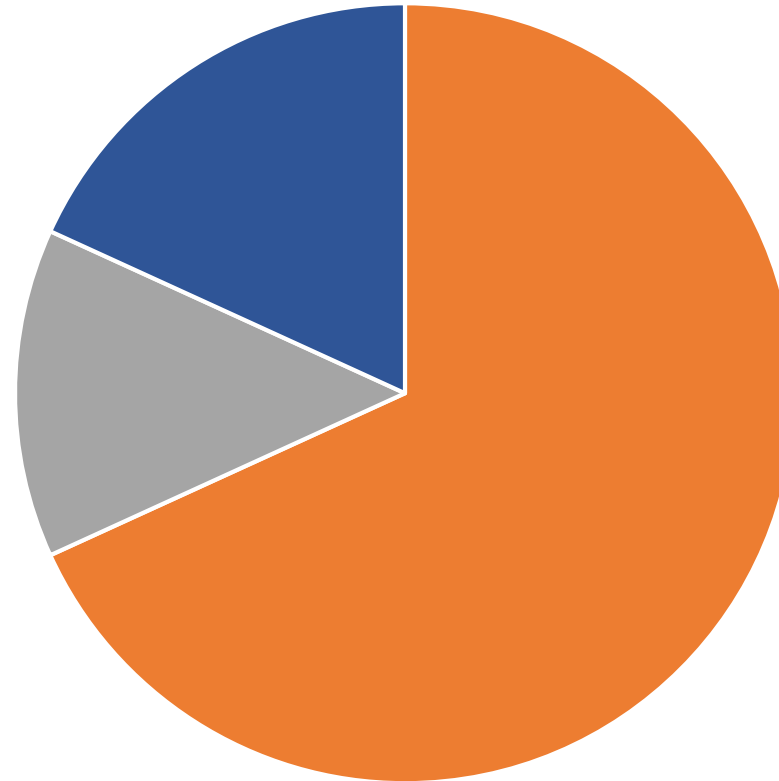


What percentage of you NON-TIPPED employees currently earns more than \$25 / hour?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			22	59.4 %
20-40%			3	8.1 %
40-60%			0	0.0 %
60-80%			0	0.0 %
More than 80%			4	10.8 %
No Response(s)			8	21.6 %
Totals			37	100%

What is the Average Hourly Pay for NON-TIPPED employees?

Average Pay (Non Tipped)



■ < \$15 (0 responses) ■ \$15-20 ■ \$20-25 ■ > \$25 ■

Sonoma Minimum Wage Survey - 2019

What percentage of your TIPPED employees earns less than \$15/hr?



What percentage of your TIPPED employees currently earns less than \$15 / hour BEFORE TIPS?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			8	21.6 %
20-40%			0	0.0 %
40-60%			0	0.0 %
60-80%			1	2.7 %
More than 80%			8	21.6 %
No Response(s)			20	54.0 %
Totals			37	100%

What percentage of your TIPPED employees earns \$15-25 per hr?



What percentage of your TIPPED employees currently earns \$15 - 25 / hour BEFORE TIPS?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			11	29.7 %
20-40%			1	2.7 %
40-60%			0	0.0 %
60-80%			0	0.0 %
More than 80%			4	10.8 %
No Response(s)			21	56.7 %
Totals			37	100%

What percentage of your TIPPED employees earns more than \$25 per hr?

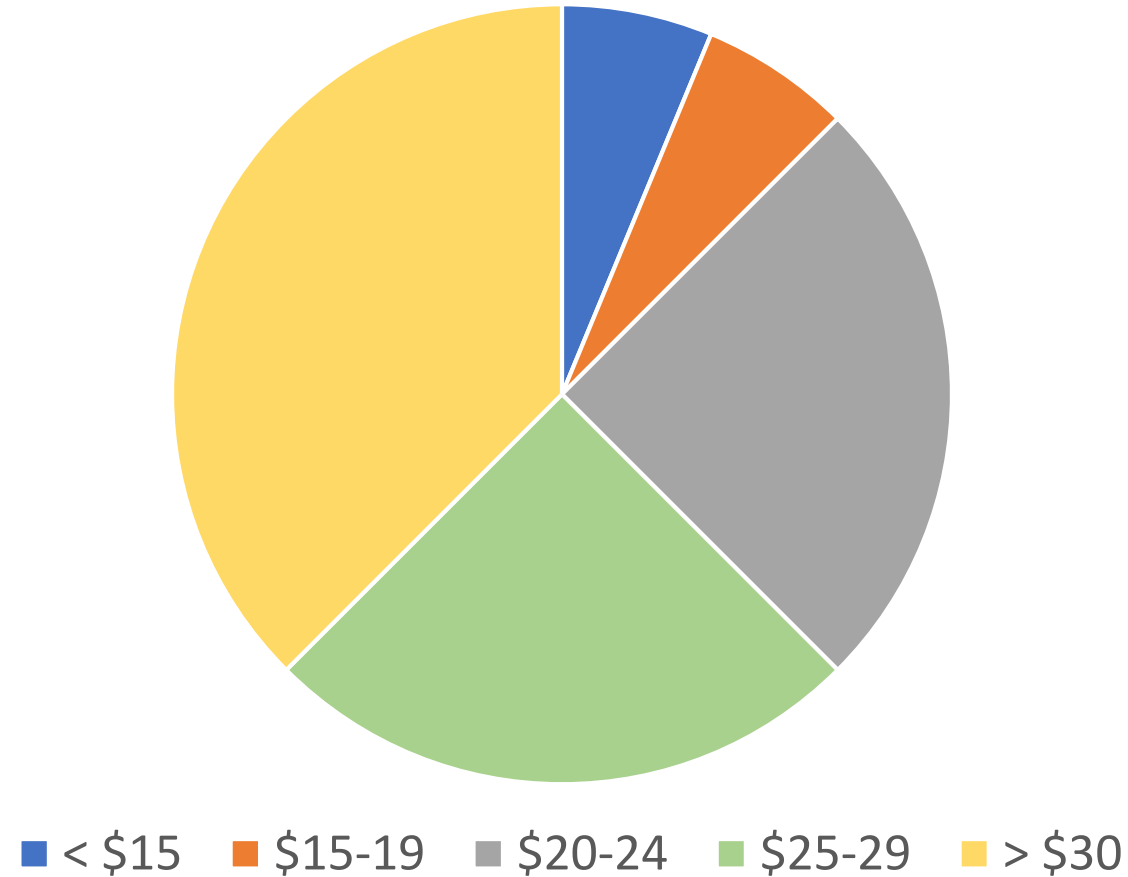


What percentage of your TIPPED employees currently earns more than \$25 / hour BEFORE TIPS?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			13	35.1 %
20-40%			0	0.0 %
40-60%			1	2.7 %
60-80%			1	2.7 %
More than 80%			1	2.7 %
No Response(s)			21	56.7 %
Totals			37	100%

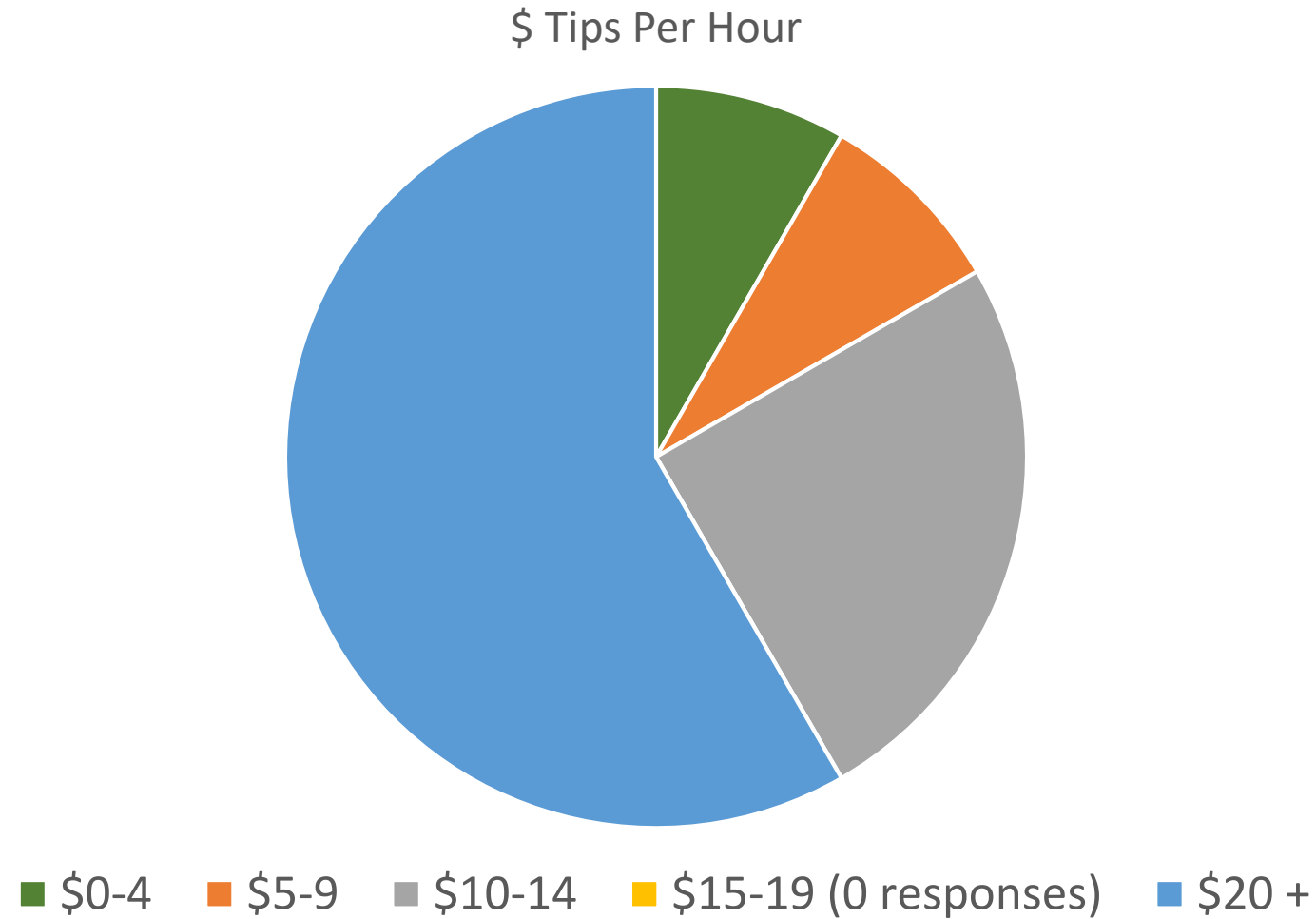
What is the Average Hourly Pay for TIPPED employees INCLUDING tips?

Average Pay (Tipped Employees)



Sonoma Minimum Wage Survey - 2019

What is the average amount of TIP INCOME per hour for tipped employees?



Sonoma Minimum Wage Survey - 2019

What percentage of your employees that earn less than \$15 / hour live in the CITY of Sonoma?



What percentage of your employees who earn LESS THAN \$15 / hour live in the CITY of Sonoma?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			12	32.4 %
20-40%			1	2.7 %
40-60%			1	2.7 %
60-80%			0	0.0 %
More than 80%			9	24.3 %
No Response(s)			14	37.8 %
Totals			37	100%


What percentage of your employees that earn less than \$15 / hour live outside the CITY of Sonoma but in Sonoma VALLEY?

What percentage of your employees who earn LESS THAN \$15 / hour live outside of the CITY of Sonoma but within Sonoma VALLEY?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			15	40.5 %
20-40%			3	8.1 %
40-60%			1	2.7 %
60-80%			1	2.7 %
More than 80%			3	8.1 %
No Response(s)			14	37.8 %
Totals			37	100%

What percentage of your employees that earn less than \$15 / hour live outside of Sonoma VALLEY but in Sonoma or Napa County?

What percentage of your employees who earn LESS THAN \$15 / hour live outside of Sonoma Valley but within Sonoma & Napa COUNTIES?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			20	54.0 %
20-40%			0	0.0 %
40-60%			1	2.7 %
60-80%			0	0.0 %
More than 80%			0	0.0 %
No Response(s)			16	43.2 %
Totals			37	100%

What percentage of your employees that earn less than \$15 / hour live outside of Sonoma or Napa County?

What percentage of your employees who earn under \$15 / hour live outside of Sonoma & Napa COUNTIES?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			20	54.0 %
20-40%			0	0.0 %
40-60%			0	0.0 %
60-80%			0	0.0 %
More than 80%			0	0.0 %
No Response(s)			17	45.9 %
Totals			37	100%

What percentage of your employees that earn MORE than \$15 / hour live in the CITY of Sonoma?



What percentage of your employees who earn MORE THAN \$15 / hour live in the CITY of Sonoma?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			11	29.7 %
20-40%			7	18.9 %
40-60%			6	16.2 %
60-80%			3	8.1 %
More than 80%			4	10.8 %
No Response(s)			6	16.2 %
Totals			37	100%

What percentage of your employees that earn MORE than \$15/ hour live outside the CITY of Sonoma but in Sonoma VALLEY?

What percentage of your employees who earn MORE THAN \$15 / hour live outside of the CITY of Sonoma but within Sonoma VALLEY?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			11	29.7 %
20-40%			7	18.9 %
40-60%			7	18.9 %
60-80%			1	2.7 %
More than 80%			6	16.2 %
No Response(s)			5	13.5 %
Totals			37	100%

What percentage of your employees that earn MORE than \$15 / hour live outside of Sonoma VALLEY but in Sonoma or Napa County?



What percentage of your employees who earn MORE THAN \$15 / hour live outside of Sonoma Valley but within Sonoma & Napa COUNTIES?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			19	51.3 %
20-40%			2	5.4 %
40-60%			4	10.8 %
60-80%			0	0.0 %
More than 80%			5	13.5 %
No Response(s)			7	18.9 %
Totals			37	100%

What percentage of your employees that earn MORE than \$15 / hour live outside of Sonoma or Napa County?

What percentage of your employees who earn MORE THAN \$15 / hour live outside of Sonoma & Napa COUNTIES?

Answer	0%	100%	Number of Response(s)	Response Ratio
Less than 20%			23	62.1 %
20-40%			1	2.7 %
40-60%			3	8.1 %
60-80%			0	0.0 %
More than 80%			1	2.7 %
No Response(s)			9	24.3 %
Totals			37	100%

How easy or difficult is it to find and retain employees in each of these wage ranges?

How easy or difficult is it to find and retain employees in each of these wage ranges?

1 = Extremely Difficult, 2 = Somewhat Difficult, 3 = About Average, 4 = Somewhat Easy, 5 = Very Easy

Answer	1	2	3	4	5	Number of Response(s)	Rating Score*
Less than \$15/hour (with tips, if applicable)						28	2.1
\$15-25/hour (with tips, if applicable)						29	2.8
\$25+/hour (with tips, if applicable)						24	3.2

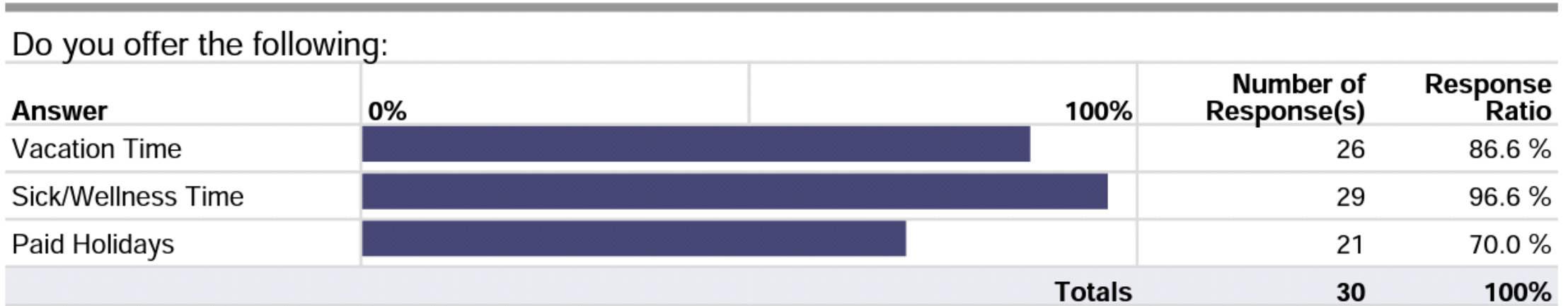
*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

What benefits do you provide to employees?

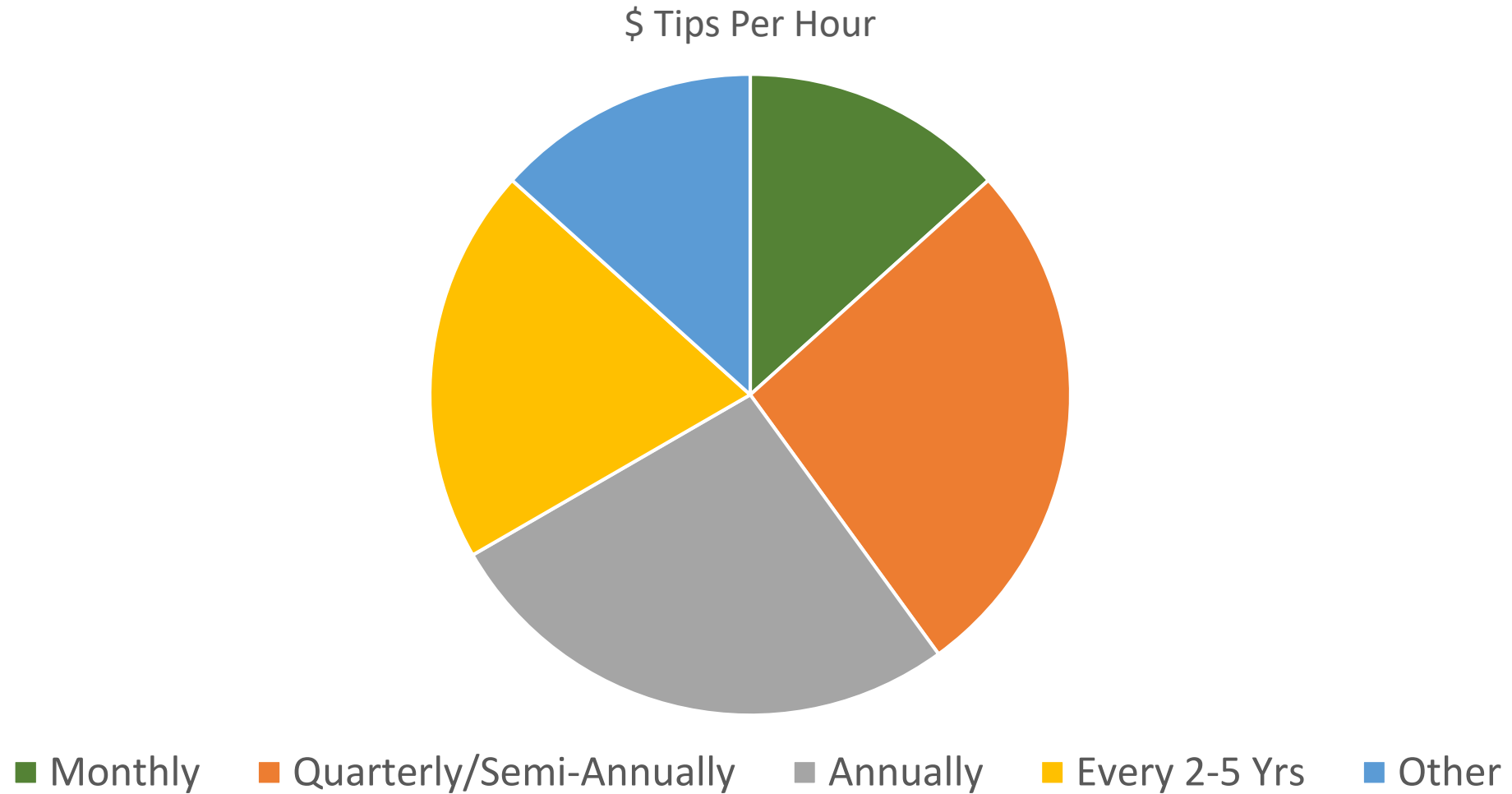
Aside from hourly wages or salaries, what other benefits do you provide?

Answer	0%	100%	Number of Response(s)	Response Ratio
Medical Insurance			18	60.0 %
Additional Health Benefits (dental, vision, etc.)			13	43.3 %
Retirement contributions			17	56.6 %
Tuition/Education assistance			7	23.3 %
Paid time off (vacation, sick, other)			24	80.0 %
Food (or other product/service) provided to complementary to staff			16	53.3 %
Other			10	33.3 %
Totals			30	100%

Do you offer the following:



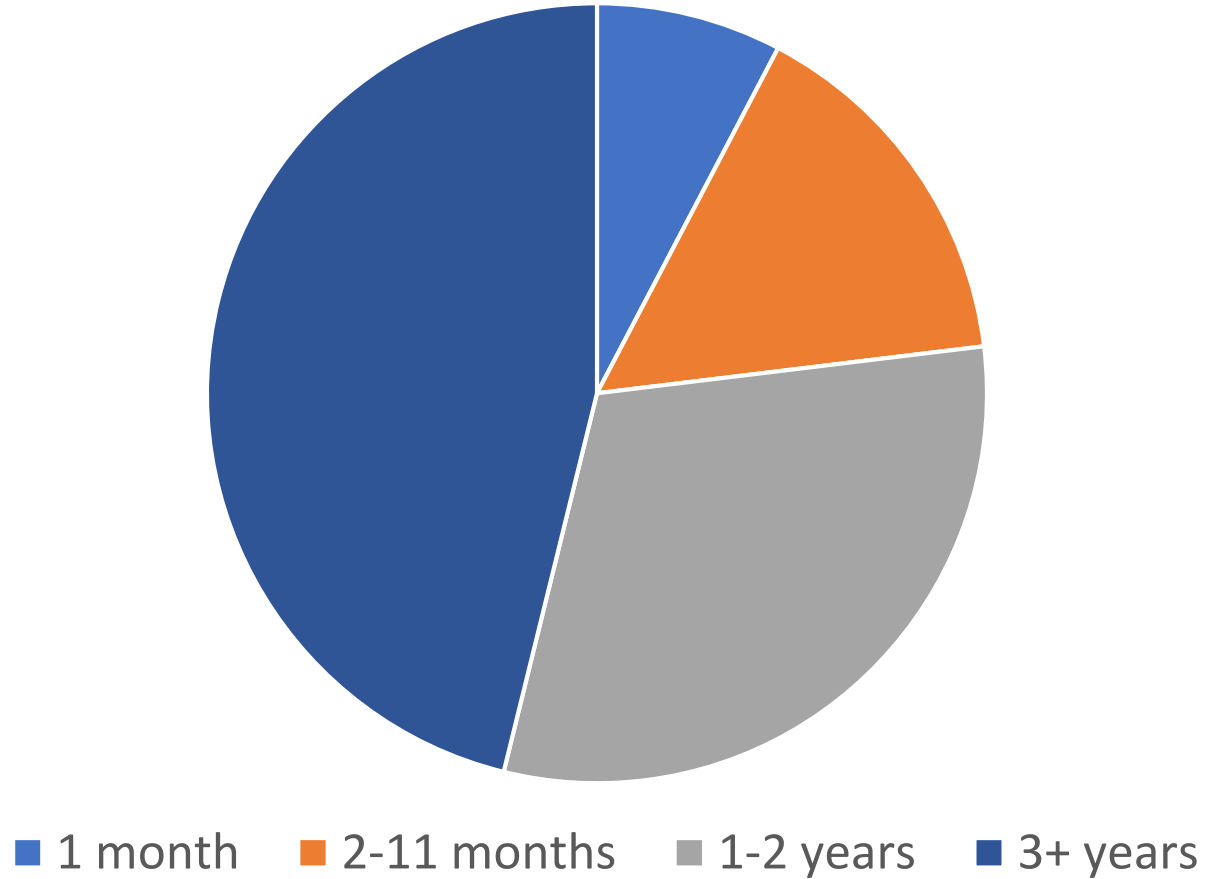
How often do you make and/or update your overall Business Plan?



Sonoma Minimum Wage Survey - 2019

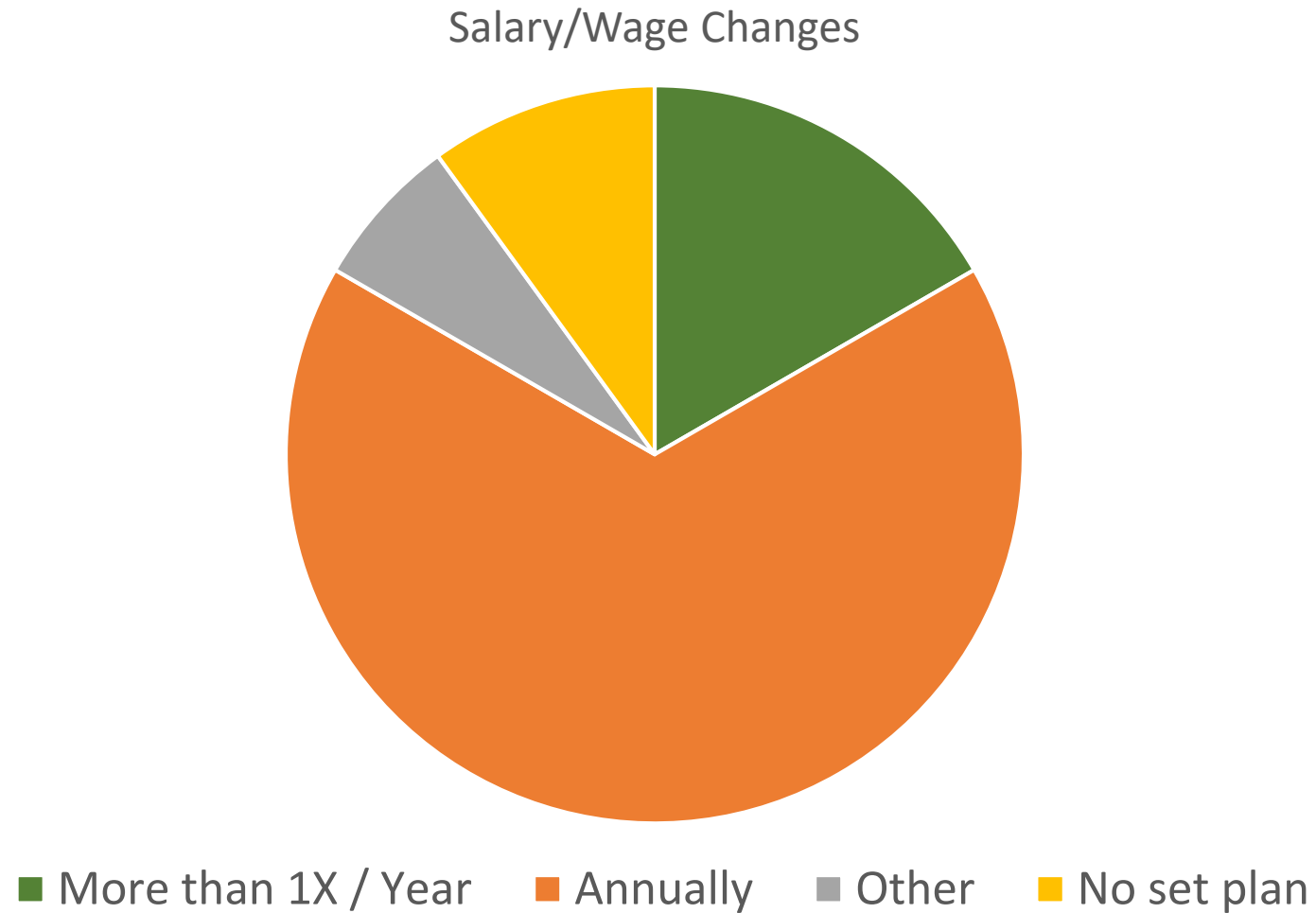
How far out do your normal financial plans project?

Average Pay (Non Tipped)



Sonoma Minimum Wage Survey - 2019


On average how often do you evaluate and/or increase your employees' wages/salaries?



Sonoma Minimum Wage Survey - 2019

Do you have automatic annual pay increases?

Do you have automatic annual pay increases? (If so, please describe/quantify in comments)






Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			2	5.4 %
No			26	70.2 %
Other			4	10.8 %
No Response(s)			5	13.5 %
Totals			37	100%

How does the # of people you employ compare to last year?

How does the number of people you employ compare to last year?

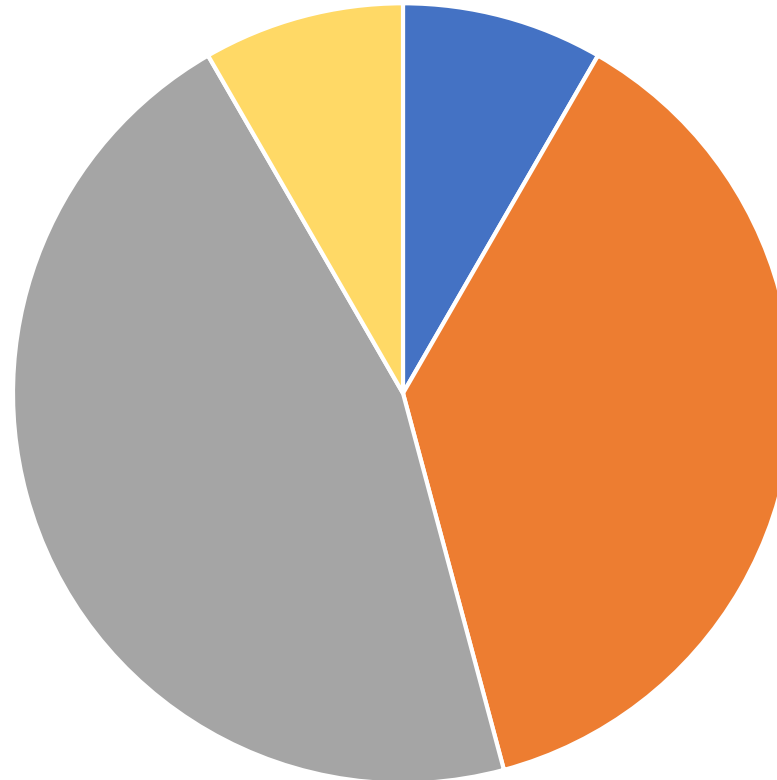
Answer	0%	100%	Number of Response(s)	Response Ratio
A lot more than last year			0	0.0 %
A few more than last year			3	8.1 %
About the same as last year			23	62.1 %
A few less than last year			4	10.8 %
A lot less than last year			1	2.7 %
No Response(s)			6	16.2 %
Totals			37	100%

Looking ahead, do you anticipate having more or fewer employees this time NEXT year?

Looking ahead, do you anticipate having more or fewer employees this time NEXT year?				
Answer	0%	100%	Number of Response(s)	Response Ratio
A lot more than now			3	8.1 %
A few more than now			6	16.2 %
About the same as now			16	43.2 %
A few less than now			7	18.9 %
A lot less than now			0	0.0 %
No Response(s)			5	13.5 %
Totals			37	100%

What % of your business expenses to go staff?

% of Budget to Salary/Wages


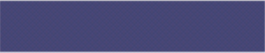


■ 0-19% ■ 20-39% ■ 40-59% ■ 60-79%

Sonoma Minimum Wage Survey - 2019

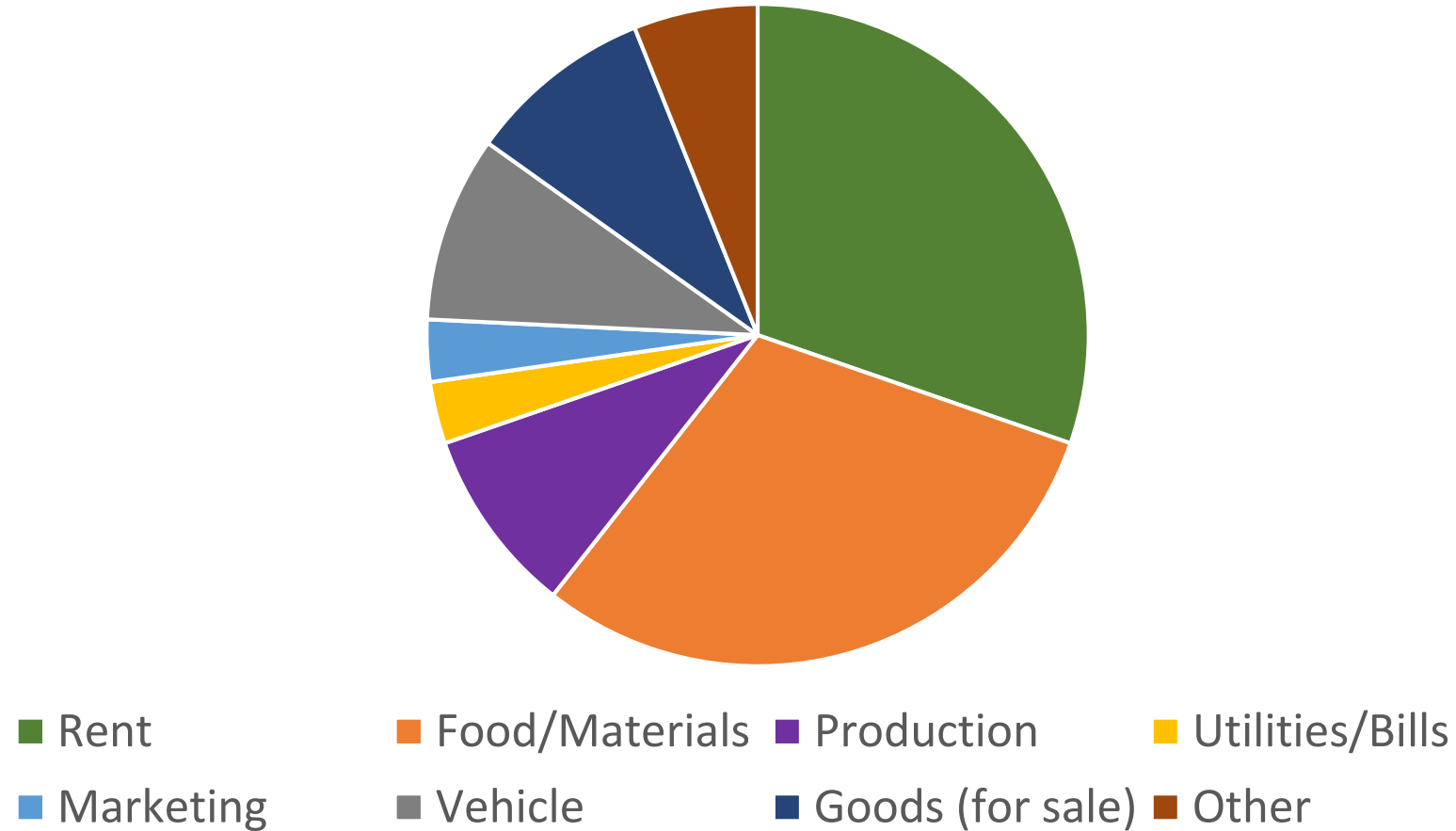
Please quantify the average annual increase/decrease in the cost of labor over the past few years:

Please quantify the AVERAGE ANNUAL increase or decrease of the cost of LABOR over the past few years:

Answer	0%	100%	Number of Response(s)	Response Ratio
Decreased by 10% or more			0	0.0 %
Decreased by 5-10%			0	0.0 %
Decreased by 0-5%			1	2.7 %
About the same			7	18.9 %
Increase by 0-5%			9	24.3 %
Increased by 5-10% or more			4	10.8 %
Increase by more than 10%			9	24.3 %
No Response(s)			7	18.9 %
Totals			37	100%







Aside from Labor, what is your business' largest ongoing expense?

Largest Non-Labor Expense








How much has your largest NON-LABOR expense increased/decreased over the past few years?

Please quantify the AVERAGE ANNUAL increase or decrease of that one cost over the past few years?

Answer	0%	100%	Number of Response(s)	Response Ratio
Decreased by 10% or more			0	0.0 %
Decreased by 5-10%			0	0.0 %
Decreased by 0-5%			2	5.4 %
About the same			4	10.8 %
Increase by 0-5%			10	27.0 %
Increased by 5-10% or more			10	27.0 %
Increase by more than 10%			5	13.5 %
No Response(s)			6	16.2 %
Totals			37	100%

How much has your NEXT largest NON-LABOR expense increased/decreased over the past few years?

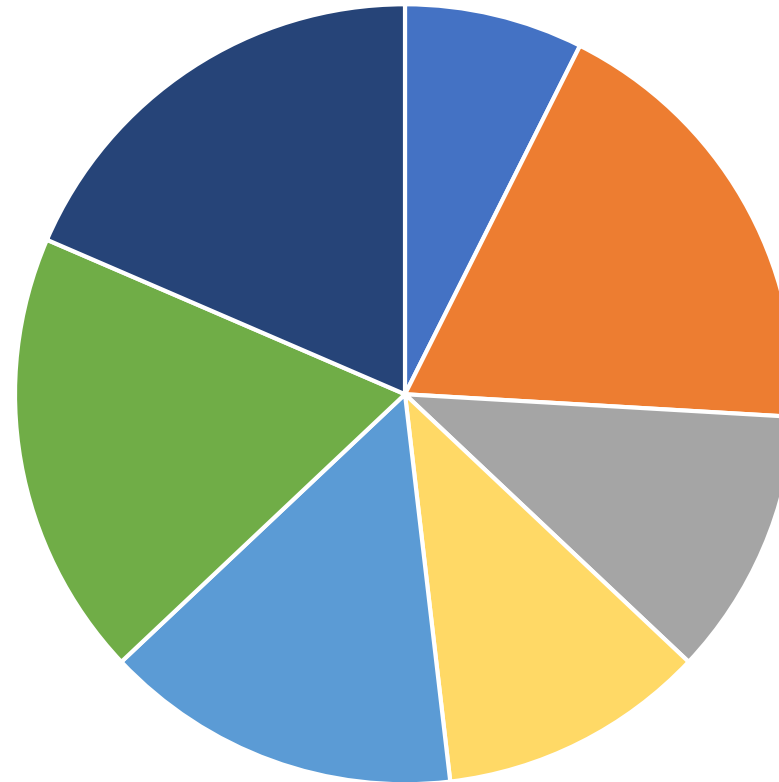
Please quantify the AVERAGE ANNUAL increase or decrease of that one cost over the past few years?

Answer	0%	100%	Number of Response(s)	Response Ratio
Decreased by 10% or more			0	0.0 %
Decreased by 5-10%			0	0.0 %
Decreased by 0-5%			0	0.0 %
About the same			7	18.9 %
Increase by 0-5%			8	21.6 %
Increased by 5-10% or more			9	24.3 %
Increase by more than 10%			4	10.8 %
No Response(s)			9	24.3 %
Totals			37	100%

Donations to Local Nonprofit Organizations (NOT including membership 'dues' for business organizations)



Donations to Local Nonprofits



■ \$0 ■ \$1-999 ■ \$1000-1999 ■ \$2000-4999 ■ \$5000-9999 ■ \$10000-24999 ■ \$25000+

Sonoma Minimum Wage Survey - 2019

Minimum Wage 2019 Survey Supplemental Results

6. During slower seasons (if applicable) how much do you reduce your overall staff/hours by?

– Comments

- When School is closed from mid June to mid August, only 3 FT are working
- Mostly front of the house
- Hours do not get reduced to any staff members during slower season
- none
- do not reduce
- none
- I believe it is essential to support my employees who support me and depend on me irrespective of the ups and downs of owning a retail business.
- none
- very little seasonality in the business
- try not to reduce hours to keep them at work and have them generate some income even business does not make money
- None. We as the business owners, have to deal with those fluctuations with are own finances, not cut employees hours. but if something was to disrupt my business permanently(like a huge increase of min wage, overnight) resulting in higher prices and a loss of customers, then I would be forced to cut hours or even employees.
- We realize how hard good staff is to come by, and that they need a fairly steady income in order to maintain living here, so we try to keep them all employed full time all year. It is sometimes difficult during the 3 to 4 slow months that we have, but we truly appreciate the work that they do for us in the busy times.

39. Please quantify the AVERAGE ANNUAL increase or decrease of the cost of LABOR over the past few years:

- Comments

- Minimum wage has gone up by 41% the last 3 years affecting 61% of our tip earning employees. Minimum wage increase has also pushed our non tip earning wages up a good percentage as well.
- Labor cost, also workers comp all going up
- We have to cut the employees hour when wage goes up and some time even let them to go.
- The recent change to tax laws helped everybody, but the cost of everything just keeps going up. Our business has many long term employees and we continue to increase there pay rather than replace them with cheaper less experienced employees. I think that one consequence with this \$15 min wage is that Nobody will be hiring unskilled employees. If this passes then I will be cutting back hours and replacing younger less crucial employees with technology.

- There are less and less employees and we have to pay much more in order to retain them
- We have a contract for those employees in the Union, so their wages are looked at once a year- so are the other employees.

45. If the minimum wage was hypothetically increased by \$1/hr today, what is the TOTAL estimated financial impact that would have on your Labor costs? (Salary, wages, other labor-related costs)

- 45,000/minimum because as the minimum wage increases for the tip earning employees, non tip earning employees expect to see the same jump in their wages
- Very Little - we only have 3-4 employees under \$25 dollars an hour.
- minimal
- Our employees already make more than minimum wage, so it would not affect us.
- We could absorb it with minimal impact
- none
- The major issue is restaurant min wage increase and tip cap for those works who support Sonoma's tourism industry. The majority of min wage workers in Sonoma are service industry relying on tips. An increase for business owners to pay more w/o a regulation on rent in sonoma Would position me 30-40% less able to sustain my biz
- approx. 7% increase
- None, because we already pay more than the proposed minimum wage per hour and then some
- Wouldn't impact us as we already pay over the minimum wage.
- No impact.
- \$0
- no effect
- 20%increase
- None
- it would represent a 5-6% increase in labor cost
- \$113,000 for May 1st, through December 31, 2019.
- "INCREASE OF UNKNOWN+ maybe unknowable magnitude. Seattle, NY, MN, all show particular sector compression - v v high end raise prices, low end automates, family businesses in the middle move to one or the other... or close.
- Min wage moves everything.
- Can see first-order change, but it moves the baseline. ?8% increase, =+/- profit margin"
- Our labor cost will goes up and to control that we have to reduce the number of employees and not hiring any new employees.
- 10%-11%
- Increase of \$15,000 per year
- Minimal
- I may have to raise prices

- N/A - we already pay above minimum wage. This may drive other wages up, but we have to go by City's wage rules for contractors.
- It would have a big impact. We prefer to do our raises ourselves and I don't believe that someone 16 years old and living at home in most cases needs 15.00 per hr. and in many cases is also tipped. I don't think that the benefits we pay for four employees is factored in. We would have to cut those back.
- 50,000

46. If the minimum wage was hypothetically increased by \$1/hr today, how much would the prices for your product or service be impacted?

- 3-5%
- Very little
- none
- See answer to #45. There would be no impact.
- Little to none.
- none
- I would be forced to raise prices with no benefit or growth for the business. I would ruin my mission statement as being affordable food / dilutes my ability to maintain good value for locals and tourists and puts pressure on my budget
- Approx. 3-5%
- none
- none
- No impact.
- \$0
- no effect
- by 20%
- None
- It would require a 2-3% increase
- \$0.00. The difference would be absorbed by the owners because prices are set outside of Sonoma. We are always working to increase profits and would need to find cost savings to offset this additional expense.
- May increase the cost for hourly cost.
- Retail is transparent. Amazon and cell phones set retail prices. No business can afford to be ""the expensive place"" to shop or dine. Locals sustain us. We're committed to giving them a fair price and a great experience. Our prices for fully 85% of goods cannot move.
- Food price goes up with labor cost to keep restaurant running.
- it would be an additional 6 - 8% over our existing business plan
- I would have to increase prices across the board. We already just barely make enough profit to allow for enough take home pay to live.
- Minimal

- We would have to raise our prices in order to cover the costs, just like everyone else, and so people would be back in the same boat.
- increase 5%

47. Overall, how will a minimum wage increase impact your BUSINESS?

- 20% increase to Operations Budget
- We have planned for the state of California's minimum wage schedule and would hope to be able to maintain our slim level of profitability. To accelerate that schedule would cause innumerable hardships and possibly lay-offs.
- Very little - most of our employees are union
- Make it harder to find qualified employees for the wage we are able to afford
- It will not impact our nonprofit.
- Little to none.
- We would not be able to hire interns. I don't know about the impact on our other minimum wage employees.
- none
- Puts pressure on my budget, ruins my price pointed rep because my prices will raise means my 12\$ plus tips at around 40% of their income to a mere 13\$ and even if it were \$15 it massively reduces these workers income and makes impossible to find workers. A slap in the face for an industry that sustains Sonoma appeal and feeds its economy
- If the proposed \$15 by 2020 goes into effect, profits will decrease by approx 2-5%
- hard to tell
- none
- A minimum wage increase will have a net positive effect on our business. Since we currently pay an actual living wage to all of our employees (>\$23/hr) we would incur no extra costs, but have added demand from more money in low-wage workers' pockets.
- it will not
- It impacts in that I believe my starting salary of \$15 has been higher than many other businesses and it is unfortunate to think that this would then become minimum wage. This proposed increase has a significant impact on business owners, especially the restaurants, and if we continue to see businesses being forced to close, no one benefits!
- wont be able to hire high school kids on a first job
- Positively, more people might be able to pay for our services
- It will increase cost to our clients, some likely would reduce the amount of spend , others would go away completely
- Wage increases will go to those who are tipped and paid minimum wage as opposed to those who are not tipped and whose take home is less. We would try to find cost savings to offset the increase.
- Again, it will most likely affect the cost, which at this time business is not doing as well as overall hotel costs and winery tasting fees have also increased/
- "How can we know? Locals sustain us. We're committed to giving them a fair price and a great experience. Our prices for fully 85% of goods cannot move."

- "Unfortunately we have to decrease the number of employees and increase the cost of food. Conclusion will be lost of job and expensive food to eat at restaurant. City should plan to build more picnic parks so tourist can bring pack lunch and eat there and go back to cheaper city to spent their time."
- A minimum wage increase will drastically increase the cost of business in regard to salary, payroll taxes, and insurance costs. In order to pay for these increases and curb the disparate wages that will develop among employees, the prices we charge for goods and services will have to be increased. Our business levels will be affected by increases.
- there is a limit to what people will pay. If this \$15 min goes through I cant imagine my business surviving. My great fear is that all I have worked for be taken from me slowly as I drown in debt and watch a long time, strong Sonoma business slowly lay off employees a close its doors, or even worse, sell to a large corp.
- Cost of labor will be passed on to the consumer until the consumer will no longer will be willing to pay and sales decline. If that were to happen we will have to look at changing the way we serve the guest including a Fast-Casual model. Food runners instead of servers. This reduces the number of employees and hour they work
- Minimal
- Hard to tell, but it may impact smaller businesses
- It would have a large impact and we would cut employees and their hours and benefits. We would not attempt to keep everyone working during the slow months. We would definitely cut staff-which would result in them losing their medical and vacation benefits.

48. Overall, how will a minimum wage increase impact your EMPLOYEES?

- They are thrilled
- They may have their hours cut or even a position or two eliminated. The impact of the accelerated minimum wage proposal will be far worse if Sonoma is the only town in wine country to do this. May take months or years to determine the damage to the local economy.
- Very little
- We will not hire base level employees so there will be missed opportunity
- It will not impact our employees who already earn more than minimum wage, with the exception of the occasional teenaged student that we hire for a minimal amount of time at a rate slightly above the minimum wage.
- Not even close to a livable wage in Sonoma but would hopefully help them a bit.
- none
- Less incentive... the work is harder in restaurants then at another min wage job, restaurants will have nobody willing to work, then restaurants will close and those jobs wont even be available / reducing employment opportunities and the opportunity for Sonoma to remain economically sound. No food places, no drinking = no tourism
- If the proposed \$15 by 2020 goes into effect, shift hours will be reduced and some tipped employees shifts will be eliminated
- none
- none

- Our employees will also benefit from increased demand due to a wage increase through both higher tips/commissions, but also the ability for us to increase their wages as well through higher sales.
- it will not.
- no impact other than several would now be earning minimum wage which casts a more negative spin on what I am able to pay
- not sure. they might all want or demand increases accordingly.
- None
- Since most of our employees are at or above the \$15 threshold, most would see only a modest increase to maintain a competitive wage
- Our tipped associates (who make the most money) will earn an additional \$1.00 per hour. Our non tipped associates, who bring home less, will receive a 3% increase.
- May not make that much difference as they really rely on gratuity and if business is down then they do not work as much.
- We pay over minimum now. Whether we need then to raise everyone is unclear. Depending on where wages move we may or may not cut hours.
- unfortunately we have to loose our employees.
- Our lowest paid employees will benefit the least because our highest paid employees (tipped) will receive the lion share of any minimum wage increases
- My only option is to raise product costs and tell people that "Because The city of Sonoma Has decided to experiment with our local economy, please do not feel obligated to tip. We are "now" paying our employees a living wage, and regrettably have to pass the cost on to you. We will most definitely cut our staff and cut hours. They make less \$\$\$!
- Any increase is a help but we are not currently paying anyone minimum wage. We start at and pay above minimum wage.
- Read the answer to 47.
- Fewer hours and elimination of jobs

49. Please share any constructive thoughts you have on the possibility of a local minimum wage ordinance in the City of Sonoma. For example: ideas about pros/cons, suggestions about implementation/phasing, tip credit, age/experience exclusion, how this could help employees, etc.

- The minimum wage is not really affecting our business. Our start range is around \$28-\$35 an hour. But its hard attracting employees due to the high cost of housing in our area. And the limited housing in our area as well. We are finding more and more of our employees are living out of the area.
- I think that overall it will help employees to be able to lead a decent life in the Valley.
- "An age/experience exclusion would be a good idea. A tip credit is crucial. This would cripple business' and nonprofits' ability to hire students, I think.
- "A tip credit would certainly help maintain current levels of wages and would be the easiest thing to arrange. Concerned about the validity of this survey - First off, 100% of my employees make at least \$15/hour but that answer not available. Secondly, the Sonoma City Council is proposing a \$3 per hour raise to \$15, not the \$1 in this survey."

- "It is the right thing to do. Even the proposed minimum is tough for a person or family to survive, much less thrive. I do disagree with state's stance that tipped employees also earn the minimum wage. Tips can be a significant part of their income and this is not fair to non-tipped employees of the same company."
- Please exclude restaurant workers and other tipped positions. Its not the same work as other min wage jobs and punishes the service industry sector that Sonoma Provides many job opportunities and feeds our economy enormously. These blanket laws aren't including the many who will have their income slashed not increased by this. Its a very big deal. If Sonoma helped local businesses more by being less tricky and slow perhaps they could compensate these increases some other way for local businesses. If we aren't open, take too long to get open, have laws passed and increases put on us so quickly and we can't afford to be in business/ there are less jobs, less commerce, and then what? Please exempt restaurants and service workers from this increase so we can still get people to work in this industry and compensate them through tips that they work so hard for in fast paced, physical service environments unlike other min wage jobs.
- With the State of California process of incremental increases (i.e.. \$.50/hour then \$1./hour I have been able to absorb the increased labor cost with slight loss of profit. However, an instant increase of \$4./hour for tipped employees will create a substantial hardship for my business. I truly believe that my prices are at a threshold that cannot be increased. I will, either, have to reduce my payroll through limited hours or elimination of tipped employee shifts. Although the State's plan of \$15./hour by 2023 does not include a tip credit, the proposal by the City of Sonoma for immediate increases by next year would greatly reduce the impact on my business with the implementation of a tip credit. If that is not approved by the Council, I would be content with them taking a slower approach, i.e., perhaps, adding \$50./hour ahead of the State of California.
- I believe it is necessary, in order to be able to live in this valley. Anyone working 40 hours a week, that doesn't make the 15.00 per hour or more cannot afford to live in the valley. That had been a problem for quite sometime.
- Minimum wage in Sonoma should be increased to \$15/hr as soon as possible (at least by 2020) and also have annual increases tied to CPI. Economic data is clear that increased minimum wages have no net impact on job creation as increased costs to businesses are balanced by increased spending power among the workforce. There should be absolutely no exceptions for tipped employees, young employees, etc. The biggest issue we face as a business is an inability to attract qualified employees, and that is 100% due to young people and working class people being unable to afford to live in Sonoma. If we want a strong economy that favors diverse, small, and local businesses we must create a community that affords opportunity to all, and a minimum wage increase is the first step in doing that. Paying our employees less than a living wage, or expecting customers to subsidize our wage bill is immoral and runs counter to everything that Sonoma has always stood for.
- The minimum wage needs to double--not increase incrementally--to positively affect employees. We are working toward that end now. You cannot live in Sonoma on \$20 an hour with any hope for upward mobility, let alone minimum wage. My goal is to get all employees to \$50,000/year BEFORE tips/variable comp kicks in. Doing so is easy if ownership is committed to sharing the wealth and financing employee compensation in line with capital improvements.

- "Business is reported to be down about 30% in the North Bay due to fires, weather, economic forecasts for retailers. I have spoken with many fellow business owners and all are struggling to keep their doors open. It is an extraordinarily stressful time for the owners, and we all feel that no one wins if we can't pay our home mortgages and keep our businesses up and running. If we lose local businesses, revenue/sales tax leaves our town and no one profits. Tourists are looking to visit areas and towns where there is a full experience -- more than just tasting rooms alongside empty retail spaces caused by rents and overhead that are too high. All retailers on the Plaza are struggling for support from the city. The more businesses we have to attract diners and shoppers, the more we all can prosper. We, the local business owners all ask that the city looks for ways to bring renewed vitality to Sonoma and the Plaza so that business and homeowners alike can benefit. Thank you!"
- maybe have a lower wage for teens work programs
- Tip credit for tipped associates
- Overall, it is a good idea to provide people with a better wage. We do not have any people under 21 years of age working here and with gratuity they are making at least \$15 - 18 or more per hour at this time. The key is really keeping business going and the fires in the past few years has hindered overall business and people are not coming here as much as they used to at least this year.
- "Exclusion for training periods and minors should be considered. The value of other forms of compensation should be considered such as medical benefits or bonus programs"
- "Would be very helpful for council members to see empty spaces, watch them as a barometer of economic health. A local minimum wage tied to the state's (ie \$1 more) would help & have built-in what-if-things-contract. Would also appreciate minimum wages set equal to adjacent cities' (they did the UC Berkeley study jointly). UC B study has both methodological and assumptive flaws, beyond this box to discuss. Credits for high school students and first jobs would also help. Hard to find right words for hope"
- " Every year when wages goes up, we have been increasing our menu price and people who have been dining here for years are upset and we lost them. We have cut at least 10 employees since last 4 years because we can not pay them.
- Increasing min wage is good thing but in real life people does not work for min wage anymore they always wants more then min wage. To increase min wage for non tips employees are great idea but who make tips should be keep as low since they are making average 25 to 30 an hour. I have noticed that we have lost many good employees even we pay good because of Uber, blinks etc since they make easy money and be their own boss. City should think about those business who even does not pay city any fees to run their business in town. Min wage is not the issue of lack of employees in town. Problem is housing and all those vacation house. Investors invest in home for vacation house."
- "-- a tiered tip credit based on total compensation for employees earning less than \$18 per hour including tips. -- a timed exemption for First Job or under 18 years of age. or follow the state's plan of phasing in the minimum wage"
- The CA minimum wage increase is going to be hard enough to deal with over the next 4 years. but at least the entire economy goes through this price hike together. If you were trying to destroy our local economy then this immediate \$15 min wage increase is a great place to start. Many larger businesses won't be affected any if at all, but almost all small local retail and food

service businesses will have a very rough transition. This will be felt by the business owners/ employees take home pay. Once we cant hang on anymore, our businesses will be up for sale. if a few social justice warriors think that this is going to help anybody afford a house in Sonoma city Limits then they are Full of it. This is pure politics, a couple feathers in the hat. When employees start losing hours, taking home less in tips and watch long time businesses close their doors. I hope that the few responsible, our not so consumed with there next call to justice that they cant see what they have done.

- I think that it is crazy to expect the businesses of Sonoma to be able to afford to keep that wage all year long. Sometimes the people we hire are still in school and have never had a job. So we are paying them 15.00 per hour and teaching them all of the basics. In some cases these people are also receiving tips. All this is going to do is cause us to cut jobs and hours and raise prices of our products making it even more expensive to live and do business here.
- "a. Don't speed up the State mandated minimum wage schedule. Or b. If you increase minimum wage faster than the state you must include a tip-credit option. Tipped positions making at lease a living wage would not participate in wage increases above \$12. Thank you for asking"