



# Fremont Minimum Wage Ordinance

November 13, 2018, 2:28 PM

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## Fremont Minimum Wage Ordinance

Fremont Minimum Wage Ordinance

# Summary Of Responses

As of November 13, 2018, 2:28 PM, this forum had: **Topic Start**

Attendees: 539 August 29, 2018, 11:58 AM

Responses: 308

Hours of Public Comment: 15.4

**Topic End**

November 13, 2018, 9:51 AM

### QUESTION 1

#### 1. Are you a Fremont resident?

		%	Count
Yes		87.6%	268
No		12.4%	38

### QUESTION 2

#### 2. Are you an employee of a Fremont business or non-profit?




		%	Count
No		71.4%	217
Yes, and I am a salaried employee		11.5%	35
Yes, and I earn more than \$15 per hour		8.6%	26
Yes, and I earn less than \$15 per hour		8.6%	26

### QUESTION 3

#### 3. Are you an owner or manager of a Fremont business or non-profit?

## Fremont Minimum Wage Ordinance

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		%	Count
No		77.3%	235
Yes, a Fremont business with 25 or fewer employees		16.4%	50
Yes, a Fremont business with 26 or more employees		4.3%	13
Yes, a Fremont non-profit		2.0%	6

### QUESTION 4




**4.If you are an employee or an owner/manager of a Fremont business, how would you categorize that business (e.g., retail sales, food service, manufacturing, business services, etc.)?**

Answered	121
Skipped	187

15 business care community consulting education estate food fremont government health housing marketing n non non-profit profit real retail sales service services shop software

### QUESTION 5

**5.Are you a non-resident consumer of Fremont services?**



		%	Count
No		90.0%	270
Yes, services provided by the City of Fremont		2.3%	7
Yes, services provided by Fremont businesses		7.7%	23

### QUESTION 6

**6.Which path to reaching a minimum wage of \$15 per hour would you prefer?**

## Fremont Minimum Wage Ordinance

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		%	Count
Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023		38.4%	116
Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020		61.6%	186

### QUESTION 7

**7. What should be the City Council's top considerations as it makes this choice?**

Answered	234
Skipped	74

15 afford area business businesses cost do employees fremont help high higher hour housing increase jobs live living local make minimum more need out pay people prices s small so state than they up wage wages who work workers working

### QUESTION 8

**8. If you are an employee of a Fremont business or non-profit, how do you think you might be affected if Fremont raises its minimum wage more rapidly than under current State law?**

Answered	99
Skipped	209




able afford also area business businesses cost do employee employees fremont go higher increase less live living local may minimum money more much N out paid pay people prices since small so t than think up wage wages who work

### QUESTION 9

**9. If you are an owner or manager of a Fremont business or non-profit organization with local employees, please indicate how significantly you would be impacted by a local minimum wage ordinance.**







## Fremont Minimum Wage Ordinance

Fremont Minimum Wage Ordinance

		%	Count
We already pay all or most of our workers more than \$15 per hour, so there would be no real impact		31.3%	26
We would need to increase wages for only a few of our workers, so the impact would be minor		12.0%	10
We would need to increase wages for many of our workers, so the impact would be major		56.6%	47

### QUESTION 10

**10.If you are an owner or manager of a Fremont business or non-profit organization, please indicate how you would respond if Fremont raises the local minimum wage to \$15 per hour by 2020? (check all that apply).**

		%	Count
No response needed – either we aren't impacted or we would absorb the additional cost		37.0%	34
Raise prices		47.8%	44
Eliminate positions		42.4%	39
Reduce worker hours		38.0%	35
Choose not to expand in Fremont		30.4%	28
Close or relocate outside Fremont		26.1%	24

### QUESTION 11

**11.Do you have any additional comments?**

Answered	110
Skipped	198

15 area bay **business businesses** cost do **employees fremont** get government **hour** housing increase job jobs let live living **make minimum** more need out pay people s so state t than them **they** those up **wage wages** who work workers

## Survey Questions

### QUESTION 1

**1. Are you a Fremont resident?**

- Yes
- No

### QUESTION 2

**2. Are you an employee of a Fremont business or non-profit?**

- No
- Yes, and I am a salaried employee
- Yes, and I earn more than \$15 per hour
- Yes, and I earn less than \$15 per hour

### QUESTION 3

**3. Are you an owner or manager of a Fremont business or non-profit?**

- No
- Yes, a Fremont business with 25 or fewer employees
- Yes, a Fremont business with 26 or more employees
- Yes, a Fremont non-profit

### QUESTION 4

**4. If you are an employee or an owner/manager of a Fremont business, how would you categorize that business (e.g., retail sales, food service, manufacturing, business services, etc.)?**

### QUESTION 5

**5. Are you a non-resident consumer of Fremont services?**

- No
- Yes, services provided by the City of Fremont
- Yes, services provided by Fremont businesses
- Yes, services provided by Fremont non-profits

### QUESTION 6

**6. Which path to reaching a minimum wage of \$15 per hour would you prefer?**

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023
- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

### QUESTION 7

**7. What should be the City Council's top considerations as it makes this choice?**

### QUESTION 8

**8. If you are an employee of a Fremont business or non-profit, how do you think you might be affected if Fremont raises its minimum wage more rapidly than under current State law?**

### QUESTION 9

**9. If you are an owner or manager of a Fremont business or non-profit organization with local employees, please indicate how significantly you would be impacted by a local minimum wage ordinance.**

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact
- We would need to increase wages for only a few of our workers, so the impact would be minor
- We would need to increase wages for many of our workers, so the impact would be major

### QUESTION 10

**10. If you are an owner or manager of a Fremont business or non-profit organization, please indicate how you would respond if Fremont raises the local minimum wage to \$15 per hour by 2020? (check all that apply).**

- No response needed – either we aren't impacted or we would absorb the additional cost
- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

### QUESTION 11

**11. Do you have any additional comments?**

## Individual Responses

### Name not shown

inside Centerville

August 29, 2018, 2:13 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Good economics teaches us that wages must increase with cost of living! All our costs are rising in this region and many other cities have seen the need to increase the minimum wage and not force starvation wages on their workers.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

### Name not shown

inside Niles

August 29, 2018, 2:34 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Food service

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

To close the gap in affordability of working, living and doing business here. Inflation is killing the lower and middle classes

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 11

No response

#### Name not available

August 29, 2018, 3:24 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

N/a

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

With the cost of living constantly rising and the lack of full-time opportunities with the city, City Council should consider how difficult it is to survive on the current minimum wage in the area.

#### Question 8

Currently I am making 15//hr as a part-time employee and believe that it is not enough to afford living in this area.

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

#### Tony Bruno

inside Irvington

August 29, 2018, 3:31 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

This will negatively impact many local business owners. Minimum wage is not meant to be a living wage, this is a stepping stone to a better place in life.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

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**Diane Shaw**

inside Centerville

August 29, 2018, 5:19 PM

**Question 1**

- Yes

**Question 2**

- No

**Question 3**

- No

**Question 4**

No response

**Question 5**

- No

**Question 6**

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

**Question 7**

Moving towards a more livable wage to keep people local that can work local.

**Question 8**

No response

**Question 9**

No response

**Question 10**

No response

**Question 11**

No response

**Name not shown**

inside Central

August 29, 2018, 7:04 PM

**Question 1**

- No

**Question 2**

- Yes, and I am a salaried employee

**Question 3**

- Yes, a Fremont business with 26 or more employees

**Question 4**

community services

**Question 5**

- Yes, services provided by Fremont businesses

**Question 6**

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

**Question 7**

Considerations of the cost of living here, and the need for workers to make as close to a living wage as possible.

**Question 8**

I will not be personally impacted as I already make more than this.

**Question 9**

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

**Question 10**

- No response needed – either we aren't impacted or we would absorb the additional cost

**Question 11**

No response

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## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not available

August 29, 2018, 8:26 PM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

Fremont unified school district

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

Delaying the role out hurts our working class poor -

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

#### Name not shown

inside Centerville

August 29, 2018, 8:42 PM

##### Question 1

- Yes

##### Question 2

- Yes, and I earn more than \$15 per hour

##### Question 3

- No

##### Question 4

Mental health services

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

Livable wage for employees

##### Question 8

I already earn more than that so I will be minimally affected.

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

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#### Name not available

August 29, 2018, 11:59 PM

##### Question 1

- No

##### Question 2

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Keeping jobs available to Fremont residents

#### Question 8

Unknown

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

August 30, 2018, 8:27 AM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

raising the minimum wage too quickly will ultimately increase consumer prices.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Want less government control of the labor market and wages.

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#### Name not shown

inside Centerville

August 30, 2018, 8:41 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

When the City of Oakland raised its min wage to \$15 per hour, the WalMart on Hegenberger and Edgewater shut down and moved out. The building has been vacant ever since (at least almost three years). The City should focus on the affect to businesses and how they would respond. Closure of businesses leads to less tax revenue for the city and also less jobs available for the unemployed.

#### Question 8

A rapid increase would not allow the businesses to adjust and will result in layoffs, closure of the small mom/pop businesses and maybe even the big shops, reduced work hours for employees, and less jobs available for the unemployed.

#### Question 9

No response

#### Question 10

No response

#### Question 11

The rate will be increased to \$15 per hour already on the Federal timeline. A rapid introduction will only cause harm in our community. The families who receive the increase would be vulnerable to having reduced work hours which may leave them with the same amount of income, they may also be at risk of losing their job or losing necessary benefits (health insur) as a result of the reduced work schedule. Please really think about this. It could have a widespread negative impact to introduce this increase so rapidly. Fremont is already too expensive of a place to live. This will end up increasing costs of products. People will end up shopping at the bigger retail stores who can absorb the expense a little better than a mom/pop shop.

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#### Name not available

August 30, 2018, 8:42 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

small business owners. Large businesses such as Tesla should have this enforced already and should not be paying minimum wage (but more than min wage). The problem is when you are a business with 15 employees, there may still be financial concerns when trying to pay \$15 an hour. I would like council to be aware of the struggling business owner and develop a fair way to enforce the min wage and benefits without them struggling if they are providing a useful service to the community.

#### Question 8

potential lay offs, business closure, budget concerns, reduced increases for other staff to accommodate LW increase. Of course if the employer or NPO can afford the increase, then its good for the employee and their families.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours

#### Question 11

Its a positive step in the right direction for struggling families but it doesn't fix the high cost of living in the bay area and limited inventory of housing.

## Fremont Minimum Wage Ordinance

Fremont Minimum Wage Ordinance

### Name not shown

inside Centerville

August 30, 2018, 9:08 AM

#### Question 1

No response

#### Question 2

No response

#### Question 3

No response

#### Question 4

No response

#### Question 5

No response

#### Question 6

No response

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

City of Fremont should focus on the drug and mental issues of the homeless epidemic in Fremont. The real problems destroying the fabric and values of our society and The City of Fremont.

### Name not shown

inside Centerville

August 30, 2018, 9:10 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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### Name not available

August 30, 2018, 9:12 AM

#### Question 1

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not shown

inside North Fremont

August 30, 2018, 9:14 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

#1: Does \$15 really make things better for low-wage earners?;

#2: How does accelerating ahead of the state mandated \$15 really help?;

#3: BIG CONCERN: When the economy cools off -- as it will -- will any politician in Fremont accept responsibility for amplifying the pain of low-wage earners who lose their job and find that employers have become very stingy about adding jobs at \$15 an hour?;

#4: Will any politician have the courage to avidly (and publicly) pursue reducing the minimum wage if/when the economy cools off and prospective employers are reluctant to keep or add jobs?

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Please stop pretending a minimum wage is going to make things better for low-wage earners. This City of Fremont proposal is just accelerating us towards the ill-advised state mandate of \$15 per hour. Sure, while the economy is healthy, the politicians can puff their chests out and talk about making life better for low-wage earners (not true, actually) but when the economy takes downturn, these low-wage earners will be doubly affected. Please try to think more than 30 seconds in front your noses before making decisions.

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not available

August 30, 2018, 9:16 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

N/A

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

This is not a top priority for Fremont. Fremont's top priorities should start with traffic management which has gotten completely out of hand over the past few years, the reduction of crime with a specific focus in on increasing the number of police officers available to address burglaries and poor driving, followed by dealing with the increasing homeless population in Fremont by providing treatment for substance abuse and support to integrate them back into a healthy situation within the community.

##### Question 8

N/A

##### Question 9

No response

##### Question 10

No response

##### Question 11

Thank you for asking for community input. A minimum wage rate hike is

not a top priority for our city.

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#### Name not shown

inside North Fremont

August 30, 2018, 9:16 AM

##### Question 1

- Yes

##### Question 2

- Yes, and I am a salaried employee

##### Question 3

- Yes, a Fremont non-profit

##### Question 4

Rental Housing

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

Raising wages raises prices of goods. Most lower paying jobs are not meant to make a living. They should be for students and others learning about the working world and for obtaining spending money. Many of those that benefit from the wage increase, will see their increase eaten up as they spend the money in the economy with higher prices, thus not seeing any real benefit.

##### Question 8

Reduced hours for our property management and services staff, slight increase in monthly rents.

##### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

##### Question 10

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Raise prices
- Eliminate positions
- Reduce worker hours

#### Question 11

No response

#### Name not available

August 30, 2018, 9:16 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Business service

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living in the Bay Area is high and minimum wages should reflect that.

#### Question 8

N/A

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

#### Name not shown

inside Warm Springs

August 30, 2018, 9:17 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Economic empowerment to low wage earners

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 11

No response

#### Name not shown

inside Central

August 30, 2018, 9:18 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Government driven increases in minimum wages reduce employment opportunities for the young and those with few skills, and drive business to adopt automation as the less expensive alternative to hiring employees. Excessive minimum wage mandates harm the community more than they help.

#### Question 8

n/a

#### Question 9

No response

#### Question 10

No response

#### Question 11

No.

#### Name not available

August 30, 2018, 9:18 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Will the ordinance include full time & part time city employees that make less than \$15 per hour

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not shown

inside Niles

August 30, 2018, 9:19 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

Cost of living will significantly increase in the city.

##### Question 8

I would not want to live in Fremont

##### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

##### Question 10

- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

##### Question 11

No response

#### Name not shown

inside Central

August 30, 2018, 9:19 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

The City Council should consider that the cost of living in Fremont is outrageous (as the rest of the bay area). Will someone who lives in low income be able to afford housing, food, transportation, etc. on this wage?

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

Fremont needs to accomodate more family owned restaurants rather than all chain restaurants. Also, stop over building the area... traffic is already horrendous, what steps is Fremont going to take to manage all

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

the people in the housing being built? And schools?

No response

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#### Name not shown

inside Niles

August 30, 2018, 9:22 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

As the former owner of a Fremont based small business that competed with businesses from all over the country, I know that raising rates too fast will drive small business from Fremont. The state plan is a good compromise.

##### Question 8

No response

##### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

##### Question 10

- Choose not to expand in Fremont

##### Question 11

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#### Name not shown

inside Centerville

August 30, 2018, 9:26 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

I'll just go shop in Union city or Newark when prices inevitably go up.

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

Another drop in the bucket driving us out of the area and state.

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## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not available

August 30, 2018, 9:27 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

n/a

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

Raising a child is getting more expensive that Fremont residents will be reluctant to have more children. I only have one child because of that same reason. She is now 18 and going to college. I am a homeowner in Fremont as well.

##### Question 8

n/a

##### Question 9

No response

##### Question 10

No response

##### Question 11

Fremont will be ahead of the pack and will then have more buying power and the tax base will increase.

#### Robert Daulton

inside Nilcs

August 30, 2018, 9:28 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- Yes, a Fremont business with 25 or fewer employees

##### Question 4

Business services

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

The cost of living in the Bay Area, and Fremont in particular, should be among the top considerations of the Council. But perhaps more importantly, I'd like to see them consider just what kind of city they'd like to see Fremont remain or become again: a bedroom community dominated by million dollar townhomes, or a real PLACE where all social strata contribute to a vibrant city life and texture? If your goal is to create a city of community, lead the way toward opportunity for the workforce. Help make it possible for minimum wage workers to live here again, rather than adding to the congestion of our streets by commuting in from places they can afford. A higher minimum wage is simply one piece of a puzzle that includes affordable housing and the passage of Proposition 10 for local control of rent stabilization.

##### Question 8

No response

##### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

Our minimum wage is much too low for the booming metropolis and accelerating economy of the Bay Area. Almost every surrounding city has increased their minimum wage to higher than the state requirements. Fremont follows the state requirement which is \$11/hr this year. As you drive through our city and witness how many Starbucks, fast food places, and retail businesses we have in Fremont, you begin to understand how many minimum wage workers we must have in our city. The Bay Area is among the most affluent places on earth. If we want workers to have a chance of living in communities with their parents and children, we must make sure that our city does its part in supporting living wages. I would want to see the minimum wage accelerate to \$20/hr by 2022, ahead of the state mandated \$15. Fremont has an opportunity to lead, let's not miss it.

---

#### Name not available

August 30, 2018, 9:28 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

"Low-margin businesses in competitive markets that rely heavily on minimum wage labor may not be able to continue operating".

I do not believe most small businesses were intended to offer a living wage. They were intended to provide income to a student and a living wage for the owner. Small business owners should not be on the hook to subsidize less fortunate to this extent, not the intent of a sandwich shop, pizza operation, etc.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

There is a lack of qualified employees in most trades, spend whatever money needed by the city to raise the minimum wage early on training. Training people for the trades; carpenter, heavy equipment operator, electrician, plumber, etc. The medical field needs technicians.

---

#### Name not available

August 30, 2018, 9:28 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

August 30, 2018, 9:35 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Fremont and surrounding areas are high cost, high density areas. We need to provide workers with a wage that helps get them closer to a living wage. This is closer but by no means there.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

In order to attract good people to fill lower positions we need to pay them more.

---

#### Name not available

August 30, 2018, 9:41 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

A living wage. Minimum wage has not been raised in a number of years.

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

With prices raising & esp. groceries, these people need help.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Brian Lee

inside Centerville

August 30, 2018, 9:42 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Paying a living wage to people who work in Fremont.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Niles

August 30, 2018, 9:42 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Service

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

How it can help alleviate the wage gap issues that contribute to the housing crisis.

#### Question 8

NA

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

No response

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 10

No response

#### Question 11

No response

#### Question 11

No response

---

#### Name not shown

inside North Fremont

August 30, 2018, 9:43 AM

---

#### mary Crawford

inside Centerville

August 30, 2018, 9:46 AM

#### Question 1

- Yes

#### Question 1

- Yes

#### Question 2

- No

#### Question 2

- No

#### Question 3

- No

#### Question 3

- No

#### Question 4

No response

#### Question 4

No response

#### Question 5

- No

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 7

Living wage. In todays climate, groceries plus prices are rising every week.

Low income people cannot keep up.

#### Question 8

No response

#### Question 8

No response

#### Question 9

#### Question 9

No response



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 10

No response

#### Question 11

No response

---

#### Paul Andrus

inside Niles

August 30, 2018, 9:46 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Real Estate Investment

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Will it decrease small business owner numbers in fremont or not. Small business owners are struggling to compete with the box stores and online stores.

#### Question 8

Not applicable. Commission based business.

#### Question 9

No response

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

Take time get adequate community input before pushing this through.

---

#### Name not shown

inside Centerville

August 30, 2018, 9:47 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Non profit

#### Question 5

No response

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Reduce businesses wanting to move into Fremont thereby reducing auto traffic. Make it harder for employers to establish businesses in fremont thereby reducing demand to live in this city.

#### Question 8

In my situation, we're not moving out of the city. For others, I hope they do move out.

#### Question 9

No response

#### Question 10

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 11

At this point, I'm for any policy that will contribute to reducing overcrowding in fremont.

- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

No response

#### Name not available

August 30, 2018, 9:57 AM

#### Question 1

- Yes

#### Question 2

No response

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

food service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

small business owners will suffer and raise prices and cut down on employee shifts

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices

#### Name not shown

inside Central

August 30, 2018, 10:00 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

As larger companies settle more and more in the area, prices go up for rent, food, transport, etc. A higher salary at quicker rates will help some people keep up with the new cultural shift and economic demands while they try to mentally keep up with the changes and progress with the constant influx of new people, businesses and money in the area.

#### Question 8

No response

#### Question 9

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 10

No response

#### Question 11

Thank you for considering motions like this for people who may be struggling to keep themselves and their children clothed, fed and under shelter as things in this tech meca change rapidly on a daily basis.

---

#### Sami Thompson

inside Warm Springs

August 30, 2018, 10:03 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Small businesses, even big businesses, need time to readjust their budgets to accommodate a higher minimum wage. I also feel that increasing the minimum wage as high as it is going to become only motivates people to stay at low end jobs instead of letting the low end jobs go to teenagers and young adults. The high end jobs for adults trying to raise families should be where the big money is so that adults are motivated to get those jobs. Teenagers and young adults do not need \$15 an hour. The jobs that adults have that teenagers and young adults should have should not be rewarded with higher wages. Otherwise, what motivation does an adult have to move on in life and have higher life ambitions?

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

It is expensive to live in Fremont, I get it, I live here. But when you are able to separate your needs from your wants, it is more than doable to live here. And if you choose to be ambitious and work hard, you can get out of the minimum wage jobs and into higher paying jobs that enable you to live here. Giving teenagers \$15 an hour is insane. It will drive a lot of businesses (who rely on those lower paid teenagers) into the ground and we will loose a lot of the small businesses. I think too it will make it more difficult for teenagers to get a job. Why would someone pay a 16 year old \$15 an hour if they can pay a 25 year old to do the same job? This is such a bad idea.

---

#### Name not available

August 30, 2018, 10:04 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

August 30, 2018, 10:09 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The city should stay out of this, the market will take care of itself.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 30, 2018, 10:10 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

Massage Therapist

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact
- No response

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not shown

inside Centerville

August 30, 2018, 10:17 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

N/A

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living in the Bay Area (Fremont included) raised more rapidly than the proposed minimum wage increase schedule.

#### Question 8

No response

#### Question 9

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside North Fremont

August 30, 2018, 10:23 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

retaining as possible a pay scale that allows businesses to employ students to help with school costs and stepping-stone to more permanent higher paying jobs vs forcing them to other geographic areas or encouraging more/faster investment (and so job opening decreases) in robots for these positions. Higher pay makes for easier to justify robot replacements. Also, higher pay makes prices go up and hurts people who are on fixed incomes.

#### Question 8

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 9

No response

#### Question 10

No response

#### Question 11

These proposed and committed increases sound noble but have unpleasant side effects that are mostly ignored as too bothersome to dwell on by most.

---

#### Name not shown

outside Community Plan Areas

August 30, 2018, 10:26 AM

#### Question 1

- No

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail and entertainment

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of housing is so high that wages need to increase as quickly as possible to make it possible for people to live in this area. I work two jobs at under \$15 an hour and I can barely afford to rent a room in Fremont.

#### Question 8

I would get the raise that I've been needing for a while. It would be great.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 30, 2018, 10:28 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Cindy Potter

inside Central

August 30, 2018, 10:47 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside North Fremont

August 30, 2018, 10:48 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Too many businesses in Fremont are reliant on help that is minimum wage and these employees cannot afford to live in the area. They have to spend an unreasonable amount to commute to work. They cannot achieve any kind of financial stability with minimum wage and high commute costs.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 11

No response

---

#### Name not available

August 30, 2018, 10:50 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### charles mcclellan

inside Centerville

August 30, 2018, 10:57 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

businesses and employees should be free to set wages and accept/negotiate a rate. we should not make fremont businesses uncompetitive with places outside Fremont that do not face an artificial wage. Let the market set the wages - that is how free markets work and leads to greater growth.

#### Question 8

I am not an employee of a fremont business. but if wages go up artificially, e.g. not due to market forces, businesses will relocate or close, or grow slower and hire fewer people.

#### Question 9

No response

#### Question 10

No response

#### Question 11



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

let the market set wages - not the government. I did not move to the socialist republic of Fremont when I came here 35 years ago.

---

#### Name not shown

inside Warm Springs

August 30, 2018, 11:01 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

As businesses have received a huge tax cut it is just fair to pass some of that saving back to employees. Please note that even with \$15 an hour, the person still would have a hard time living in Fremont.

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

---

#### Name not available

August 30, 2018, 11:06 AM

##### Question 1

- Yes

##### Question 2

- Yes, and I am a salaried employee

##### Question 3

- Yes, a Fremont non-profit

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

No response

##### Question 8

Less families would probably qualify for our services..

##### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

##### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

##### Question 11

No response

---

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### R. G.

inside Centerville

August 30, 2018, 11:06 AM

##### Question 1

- Yes

##### Question 2

- Yes, and I am a salaried employee

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

how it affects or limits businesses' sustainability, as well as their ability to provide services and employment.

##### Question 8

If I'm an employee of a business, I will probably lose my job, or at least I will lose the ability to work at least 32/hrs a week, since my employer will not be able to hire me for more than 15-20 hrs/week.

##### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

##### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont

##### Question 11

No response

---

#### Name not shown

inside Centerville

August 30, 2018, 11:08 AM

##### Question 1

- Yes

##### Question 2

- Yes, and I am a salaried employee

##### Question 3

- Yes, a Fremont business with 25 or fewer employees

##### Question 4

Business services (sole proprietorship)

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

Follow the state law.

Fremont government's focus should be on providing safe and well-functioning services to its residents.

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

---

## Fremont Minimum Wage Ordinance

Fremont Minimum Wage Ordinance

### Name not shown

inside Hill Area (central)

August 30, 2018, 11:12 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

No response

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Name not available

August 30, 2018, 11:13 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Impact on local business

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Name not available

August 30, 2018, 11:15 AM

#### Question 1

- Yes

#### Question 2

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Marketing

#### Question 5

- No

#### Question 6

No response

#### Question 7

Consider that the City does not pay for wages in the private sector - and neither do the business owners. Customers who purchase goods and services will pay for the increase. Stop controlling business activity and concentrate on what your "job description" is (as is stated on under responsibilities on your site):

"City governments are typically responsible for services that are most particular to the interests of specific communities, such as public safety, land use regulation, infrastructure maintenance, parks and recreation, local social services, garbage collection, and recycling. The City of Fremont provides all these services directly except for garbage collection and recycling, which are contracted with Republic Services."

You do what you do, let the private sector do what we do.

#### Question 8

It will hasten our exit from Fremont and/or California... one more business owner gone!!! We cannot afford the time/effort/expense that is forced upon us by City, County and State government regulation.

#### Question 9

No response

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Close or relocate outside Fremont

#### Question 11

Fremont seems to be charging ahead towards a progressive/socialist mentality. Either you have too much time on your hands - and should go to a part time counsel - or you are avoiding the actual responsibilities of your tasks.

---

#### William Spicer

inside Centerville

August 30, 2018, 11:19 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

N/A

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Fremont is a VERY EXPENSIVE Place to live. I am not sure how one can survive on \$15.00 a hour.

I think the wage increase should Be adopted Immediately.

There are damned few Mom and Pop operations/ businesses in Fremont mostly corporate businesses. Do it NOW.

#### Question 8

It would be very positive...

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

Let us make Fremont a Special Place. Check out Fremont Councilpersons to make sure they have Fremont Citizens best interest...

#### Marnie Singer

inside Irvington

August 30, 2018, 11:30 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Keep in mind the high cost of living in the area - MUCH higher than many other parts of the state! We need to offer livable wages.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

If we want services provided by hourly workers, and if we want to minimize commutes, congestion, and air pollution, we MUST make it possible for people to live here! Higher wages and affordable housing must go together.

#### Name not shown

inside Central

August 30, 2018, 11:32 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living in our City  
Available resources available to low income wage earners

#### Question 8

No response

#### Question 9

No response

#### Question 10

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 11

No response

---

#### Jaime Contreras

inside Niles

August 30, 2018, 11:32 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The residents should be priority.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

The workers should be priority over businesses.

---

#### Name not available

August 30, 2018, 11:34 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

inside Niles  
August 30, 2018, 11:36 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Engineering

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No impact

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside North Fremont  
August 30, 2018, 11:36 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

It should not regulate this area. Let market forces control salaries. Government should not be legislating in this area.

#### Question 8

My cost of living will increase.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

Accelerating the minimum wage increase set by the state is ludicrous.

---

#### Meheub Karmali

inside Mission San Jose  
August 30, 2018, 11:47 AM

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Balanced budget

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose  
August 30, 2018, 11:49 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Follow the state schedule. It is prudent for the community to stay in sync.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 30, 2018, 11:54 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Inflation preventing seniors and low income residents from making ends meet.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### James Green

inside Irvington

August 30, 2018, 11:55 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

No response

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

This would be just one more reason employers would not want to come to Fremont.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Fremont has typically been a bedroom community and a lot more condos/rentals are making it more so. It's time for change, we need to be more business friendly.

---

### Name not shown

inside Irvington

August 30, 2018, 11:56 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 4

Education

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

People need a reasonable living wage to afford housing.

#### Question 8

Not sure

#### Question 9

No response

#### Question 10

No response

#### Question 11

I see more homeless in fremont and I think it's important to keep more people from becoming homeless.

---

#### Richard Heuser

inside Warm Springs

August 30, 2018, 12:08 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Please remember that hikes in minimum wage are ALWAYS followed by increases in the unemployment rate of low skilled, entry level and/or teenage workers. Minimum wages are a very bad idea and hurt the very people that they pretend to help.

#### Question 8

unaffected

#### Question 9

No response

#### Question 10

No response

#### Question 11

You should be fighting for the low income people to eliminate minimum wages if you really want to help them.

---

#### Name not shown

inside Warm Springs

August 30, 2018, 12:14 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose

August 30, 2018, 12:17 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 30, 2018, 12:23 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

retail sales

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 7

even at \$15 per hour wage, income is at below poverty level, plus most these employers do not provide benefits and most jobs are kept at part time, not fullby these employers.

#### Question 8

I may be able to take one class a semester for higher education, if lucky

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Barbara Baksa

inside Centerville

August 30, 2018, 12:31 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Proving a living wage to people who work in Fremont. I would be happy to pay more for the goods and services I purchase in Fremont to ensure that workers are earning a living wage.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose

August 30, 2018, 12:33 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

business service: software consulting in technical writing

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

1. Viability - can small businesses easily access resources (with

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

marketing, grants or loans) to help offset increased labor costs? If City of Fremont accelerates wage increases, then can helpful resources also be made available by the City?

2. Prioritize hiring of Fremont or Tri-City residents for higher minimum wage jobs.

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

Grateful for your dedication and work toward making Fremont a nice community to live and work in! Keep up the great work!!

---

#### Name not shown

inside Irvington

August 30, 2018, 12:36 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

tech services

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

housing is the most expensive and went up the most. Those prices should be kept in check or it won't matter how much of a raise you give people, they still won't be able to afford basic needs, ie Housing!

#### Question 8

will be glad to do my part, however, if the real estate developers and land owners keep up their greed, it won't matter how much of a raise you give, it will still be insufficient. Alternately, it makes hiring overseas more appealing also, since their rates would be more competitive than ours.

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not shown

inside Irvington

August 30, 2018, 12:37 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

1) whether you are cutting entry-level workers such as recent high school graduates out of the market; and  
2) whether you are forcing good new entrepreneurs and therefore good entry-level jobs out of Fremont.  
History shows that higher minimum wage means fewer businesses and fewer jobs

#### Question 8

Higher prices, and more homeless people in our neighborhood.

#### Question 9

No response

#### Question 10

No response

#### Question 11

Minimum wage sounds good, but it hurts more people than it helps, including people earning a minimum wage.

---

#### Name not shown

inside Irvington

August 30, 2018, 12:38 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Will businesses remain in Fremont if Fremont has a higher minimum wage than neighboring cities? I am retired.

Will prices for products and services go up so that my fixed income can no longer afford them?

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

I am 65 years old. I was born and raised in the Bay Area, living in Fremont since 1978. The City Council and planning divisions seem not to care that I can no longer get across town without unreasonable traffic delay. You are building ugly, high-density dwellings without accounting for the additional traffic. When you make it miserable to drive on streets like Paseo Padre, Fremont Blvd or Mission Blvd to discourage commuters from using our city for a shortcut, you are also making it miserable for Fremont citizens to travel also. More high-density housing makes everything even worse. Fremont cannot accommodate everyone who wants to live in Fremont without terribly degrading the quality of life for those who have lived here for decades.

---

#### Name not available

August 30, 2018, 12:42 PM

#### Question 1

- Yes

#### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The cost of living in Fremont is already too high to be affected by a dollar or two raise in the minimum wage. Some of our fast food restaurants are already offering more than \$15 an hour and they are still having problems finding workers. I think the City should not regulate something that will soon be taken care of by our competitive market. When employers can't find employees willing to work for the wage they offer, they will raise the wage to a level that will get them employees.

#### Question 8

N/A

#### Question 9

No response

#### Question 10

No response

#### Question 11

I think as a City we should want to encourage businesses in this area not pUT more obstacles in their path.. We should avoid over regulation to solve problems.

---

#### Name not shown

inside Irvington

August 30, 2018, 12:46 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Because the Fremont City Council's liberal agenda is majorly flawed and does not represent my views or many other Fremont residents views. This is not a socialist country (yet) so please tell Lily and cronies to please slow their roll. Not all of the tax payers agree with her!

#### Question 8

It will increase consumer prices obviously. The wage increase will then have to be paid by the consumer. It is already too expensive for most people here in the Bay Area. If you do this, people will be going hungry.

#### Question 9

No response

#### Question 10

No response

#### Question 11

Why aren't we voting on this issue? The Fremont City Council takes the initiative on things that they should not and are not representing this community fairly. I would like this issue to be decided by the voters, not by this liberal minded council that doesn't ever represent me.

---

#### Name not shown

inside Central

August 30, 2018, 12:47 PM

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 1

- No

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

- Yes, services provided by the City of Fremont

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

cost of living, housing cost in the city of Fremont. Of the citizens who reside in Fremont how many are living below the poverty bracket and how many affordable housing units does the city of Fremont have.

#### Question 8

I think smaller business may be affected may have to decrease hours employees work or the number of employees they employ to keep up with the minimum wage ordinance. citizens of Fremont stand to benefit as they will be able to better provide stability for their families and not feel so limited.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

**Name not shown**  
inside Irvington

August 30, 2018, 1:24 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of living in Fremont

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

**Name not available**

August 30, 2018, 1:25 PM

#### Question 1



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Landscaping

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Number one would be cost of living.

We aim to support local business to help Fremont thrive, but how can these local business be run when it's nearly impossible to live off even the proposed minimum wage.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

August 30, 2018, 1:27 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

why bother if the state will do it. not worth a jump now

#### Question 8

N/A

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Niles

August 30, 2018, 1:40 PM

#### Question 1

- Yes

#### Question 2

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont non-profit

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

We do not pay any employees less than \$15/hour, so we would not be impacted.

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

\$15 /hour is a very modest increase from the minimum wage set by the state, and on par with other municipalities. Most employers will not be impacted, and the benefits to the lowest-wage workers is significant.

---

#### Name not shown

inside Central

August 30, 2018, 1:50 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

These are entry level jobs for people with no job skills, it shouldn't cost us a small fortune to eat fast food or get a cup of coffee.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 30, 2018, 1:59 PM

#### Question 1

- Yes

#### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

August 30, 2018, 2:02 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Making sure that employees in Fremont can earn a fair wage. The cost of living here (mainly housing) is very high, and the sooner we require a \$15 minimum wage the better. It used to be that only entry level workers earned the minimum wage, but now large numbers of older/experienced employees earn the minimum, or just slightly above. Increasing the minimum wage will have a huge positive impact for these employees.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

I understand that some businesses don't want to offer higher wages. However, as a Fremont resident and a consumer, I'm perfectly willing to pay more for goods and services so that minimum wage employees can earn a decent income. If they earn more, they'll be less likely to need government assistance, and they'll be better able to frequent local businesses themselves.

Let's put the good of society first, and not our own self-interest.

---

#### Name not shown

inside Irvington

August 30, 2018, 2:03 PM

#### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Noon supervisor

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The fact that the cost of living in Fremont continues to go up, especially since it doesn't seem like the building will stop which will continue to drive the housing costs up.

#### Question 8

There will no effect as long as housing costs don't go up as well

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 30, 2018, 2:09 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Food service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Make sure I still have a job. If salary goes up too much too fast, it might drive business away and cost might transfer to customer that might consider go to neighborhood city for purchase. We need to keep business going no matter big business or small business. I want to keep my job locally.

#### Question 8

Business might close out and consumer will go somewhere else.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

Think about job lose before doing it. Bad idea even though might be more income for me.

---

#### Name not shown

inside North Fremont

August 30, 2018, 2:25 PM

#### Question 1

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Lynn Locher

inside Mission San Jose

August 30, 2018, 2:58 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of living in the local area. The need to help people live near their work.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

I am willing to pay a little more for services to see people make a living wage.

---

### Name not available

August 30, 2018, 3:09 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

My salary would not change, but I expect that I would be impacted by business decisions as local Fremont businesses try to save money in other areas.

#### Question 9

No response

#### Question 10

No response

#### Question 11

An expedited increase would negatively impact Fremont businesses more than it would benefit the employees. Let's face it -- even \$15/hour for 40 hours/week is still only \$31,200/year, before taxes! In the Bay Area, that will not go far. But raising the hourly salary before businesses are set up to absorb the additional expense will negatively impact them -- and likely their employees as well.

---

#### Name not shown

inside Mission San Jose  
August 30, 2018, 3:53 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Consulting

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Assuring that people are paid a living wage.

Related: Provide affordable housing sufficient to allow more to live here. Not just more housing, more truly "affordable" housing.

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed -- either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not available

August 30, 2018, 4:01 PM

#### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The consumers who are retired will shop outside of Fremont if our prices are higher than the rest of California.

#### Question 8

N/A

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Name not available

August 30, 2018, 4:13 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Real Estate/Housing

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Small business salary expenses, job difficulty in relation to earnings, cost of living, cost of goods purchased and sold.

#### Question 8

N/A

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

Cost of living is increasing higher than wages regardless of \$15 and hour wages. Those who are making minimum wage are not the reason that housing prices are increasing. These jobs are usually bottom of the chain and should therefore pay accordingly to encourage workers to gain knowledge, education and experience to find jobs that pay more. This will hurt businesses that need to pay higher minimum wages for jobs that require some of the lowest skills in the workforce. Focus should be making housing affordable and reducing taxes.

---

### Krisana (Serena) Tantivitoon

inside Mission San Jose

August 30, 2018, 4:25 PM

#### Question 1

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

When I was a college student 25+ years ago, I had a part-time job that paid \$9 per hour. How is it that our current minimum wage is still so close to that? We should definitely speed up the increase via a local ordinance.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Irvington

August 30, 2018, 4:25 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Professional services and merchandise.

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Consumers, First time teenage employees and small businesses. Studies have shown Min. wage increases as both bad and good which warrants the city error on the side of caution in the increases and speed of the increases which I believe the state schedule of min. wage increases strikes a good balance of timing and increases. Raising the wages to fast and to much can have adverse effects especially as this boom period matures.

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours

#### Question 11

Why would the city be addressing something that the state has already addressed in a well thought out reasonable way. Could it be political pandering or grandstanding?

---

#### Marie Hughes



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

inside Niles  
August 30, 2018, 6:18 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Affordability of housing for Fremont residents

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

The state schedule is too slow.

---

### Skip Lacaze

inside Centerville  
August 30, 2018, 6:23 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Allowing local workers to make a living wage.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

You should provide for a COLA in 2021 based on the change from 2017 to 2020 in the San Francisco-Oakland-San Jose CPI-W.

---

### Scot Johnson

inside North Fremont  
August 30, 2018, 6:40 PM

#### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Hopefully less people will want to live here and I can actually drive my car across town in less then 45 minutes.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Stop building houses!!!! Start building schools and improve roadways for bicycles.

---

#### Name not available

August 30, 2018, 6:51 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Good financial Planning without putting in another bond measure to raise money to cover the cost. Define "Living wage"

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

August 30, 2018, 6:54 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Stop trying to outdo the single most liberal state in the country's misguided efforts.

If it's about getting elected - go ahead. That's what it seems like. If it's about somehow legislating economics, forget it. You can't and it's the highest level of hubris to think you can.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

I'm not an owner or a manger of a Fremont business but citizens are stakeholders too. We vote, businesses don't. It will raise prices for everyone in Fremont. Government legislating market pricing has never ended well.

---

#### Name not shown

inside North Fremont

August 30, 2018, 7:34 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Housing costs in Fremont

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 30, 2018, 8:59 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 5

- No

#### Question 6

No response

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Eliminate positions
- Reduce worker hours

#### Question 11

No response

---

#### Name not available

August 30, 2018, 9:47 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose

August 31, 2018, 12:31 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Consider that people need money now to pay the exorbitant cost of living here and can't wait years to be able to afford basic rent and utilities.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 9:39 AM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Human Services/Health

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Equity

#### Question 8

Would not be.

#### Question 9

No response

#### Question 10

No response

#### Question 11

It is time to do this NOW. I hope the council realizes the importance of reducing the disparity among the haves and have not in this area that have made Fremont what it is....the diversity.

---

#### Name not shown

inside Irvington

August 31, 2018, 10:17 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

The cost of living in Fremont is higher than average for the state so it makes sense that our minimum wage would also increase more rapidly. \$15 per hour is still far from a living wage but it's an improvement.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

As a consumer of goods and services in Fremont I would be willing to pay increased prices at small businesses in our community in order to account for the increased wages.

---

#### Name not shown

inside Central

August 31, 2018, 10:35 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of housing and food in the city

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 10:49 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Service/retail

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not available

August 31, 2018, 11:25 AM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

marketing

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost
- Choose not to expand in Fremont

#### Question 11

No response

---

#### Robert Gates

inside Central

August 31, 2018, 11:27 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Federal Government

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Raising the minimum too quickly will worsen the bad affects of raising it.

#### Question 8

No response

#### Question 9

No response

#### Question 10

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 11

No response

---

#### Name not shown

inside Central

August 31, 2018, 11:28 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Business Services

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The city keeps driving businesses away and we have so much vacancy in the commercial space; especially in South Fremont and Warm Springs area. But we insist on building new commercial space instead. The whole focus is to build more housing and demolishing existing commercial structures. Where are the entry level jobs for the service industry?

#### Question 8

N/A

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- Raise prices
- Close or relocate outside Fremont

#### Question 11

Focus on attracting businesses to Fremont first. It has been years since any Class A commercial building has been built in Fremont. What are you trying to achieve by raising the minimum wage to \$15/hr? As is; the Fremont housing market is out of reach for most of the people with entry level jobs. Why do local Fremont people end up going to Palo Alto, Mountain View, San Jose or Pleasanton for dining and shopping? Are we trying to plant a feather in our cap by saying that Fremont is already at the \$15/hr wage level??

---

#### Name not shown

inside Irvington

August 31, 2018, 11:42 AM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Restaurant

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

I am not opposed to raising the minimum wage for all workers except for those receiving tips. California is one of the few states in the US that does not have a tip credit. Raising the minimum for tipped employees is going to severely impact the food service industry. We will start seeing restaurant offer less service and some restaurants will be forced to sell.



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

We need to get the government to install the Tip Credit in California to save the restaurant industry. Server make way more money per hour in tips than an average minimum wage employee.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours

#### Question 11

Push for the Tip Credit in California! In New York City, tipped workers only make \$3 per hour in wages but make much higher than that in tips. Let's prevent the loss of restaurants that raising the minimum wage will make happen.

---

### Name not available

August 31, 2018, 12:02 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the

minimum wage to \$15 by 2022/2023

#### Question 7

Not all businesses have big profit margins, rather small margins. In my case in healthcare the ACA does not pay agents well and took away some pay for helping medi-cal applicants. If I am expected to work for free...how can I pay a higher wage or possibly stay in business.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

Sanctuary City. Homeless problems with tax dollars paying for services. Housing and traffic concerns. Rude and un-polite drivers. More Rude people! After growing up in Fremont its hardly recognizable. If we aren't careful we will become the next poop city....

---

### Name not available

August 31, 2018, 12:04 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 6

No response

#### Question 7

This begins a cycle of poverty, wages go up, rent goes up, food goes up, increase taxes and business will move out. I believe you should study the results in Seattle. A study on Seattle's \$15 minimum wage has negative results. When Seattle officials voted three years ago to incrementally boost the city's minimum wage up to \$15 an hour, they'd hoped to improve the lives of low-income workers. It did not.....

#### Question 8

As a minimum wage employee I would love the government looking out for me. I don't have the skills, knowledge work ethic or discipline to protect myself from greedy employers. How can I make more than minimum?

#### Question 9

No response

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

My first job (1977) was at minimum wage at a bicycle shop in fremont. My goal was to gain in skill and knowledge and move on to the next job. I became so valuable to the company they increased my wages. When I looked for another job I presented them with my current wages and they offered me more. presenting this to my current employer they paid more. People do not need government to increase wages, your skills and value will increase pay more than the government or a third party can force taxpayers to.

---

#### Name not shown

inside Centerville

August 31, 2018, 12:07 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Fremont is very expensive to live in and everyone deserves a living wage.

#### Question 8

N/A

#### Question 9

No response

#### Question 10

No response

#### Question 11

If we want Fremont to be a viable city, we need to have people that can live here without needing 2 jobs or never being able to get ahead.

---

#### Ann Rice

inside Niles

August 31, 2018, 12:17 PM

#### Question 1

- Yes

#### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 12:38 PM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Cost to do business in California continues to rise. Property, utilities, etc. Adding and extra overhead such as this would cause some businesses to look elsewhere.

#### Question 8

Consider leaving the area

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Eliminate positions

#### Question 11

No response

---

#### Name not shown

inside Central

August 31, 2018, 12:46 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Giving the poor and working class more accessibility to financial security and reducing the amount of residents in or close to poverty

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

August 31, 2018, 12:55 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The local wages should reflect the ability to afford living here. As costs of renting or purchasing a residence keeps going up, the people who have low level wages should also have the opportunity to live here. People who cannot afford to live here also cannot afford to commute long distances.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Thank you for evaluating the ability to expedite the minimum wage increase in Fremont.

---

#### Name not available

August 31, 2018, 1:08 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Design services

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not available

August 31, 2018, 1:17 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

tutoring

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Whether local businesses can accommodate a significantly higher wage without resulting in major job losses

#### Question 8

I'd be able to afford more things more quickly without having to wait for whole months before having enough saved up.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 1:41 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

wage to \$15 by 2020

#### Question 7

Cost of rentals, all housing too high.

What kind of jobs are these and who can afford to live here at the minimum wage.

Yes, new housing, but a low % for those earning allow wage

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No,thanks.

---

#### Name not available

August 31, 2018, 1:44 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Online sales

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Fremont is becoming as expensive as the peninsula to live in. Minimum wage in Palo Alto is \$13.50 an hour moving to \$15.00 an hour on Jan 1, 2020. The day we started having million dollar homes with much higher rents is the day we joined the cities across the bay. Young people can not afford to move out of their parents house because of the huge rents.

#### Question 8

It will be a bit of a pinch at first, but most businesses in Fremont are offering higher wages to the inexperienced now just to be able to retain employees. Tesla is hiring a lot of line workers at \$19 per hour with no experience.

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not available

August 31, 2018, 1:54 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Driving away business!

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 2:38 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 3:38 PM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Retail sales

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Allow business to set their own salary structure, nothing stops them from raising their entry level employee salary even higher if they want.

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices

#### Question 11

No response

---

### Doug Ford

inside Centerville

August 31, 2018, 3:49 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

management consulting

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

improving the economic stability of local employees

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

I think the increases to the minimum wages should be implemented faster

---

### Name not available

August 31, 2018, 3:50 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

impact would be major

#### Question 10

- Raise prices
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

No response

---

#### Name not available

August 31, 2018, 4:04 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

Business services

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 4:17 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

Anything less than \$15/hour here is slavery

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Provide a living wage so business owners don't profit off employees being homeless, especially working 2 and 3 jobs!!!

#### Question 8

Fremont is too expensive for most people to live. We have the very wealthy and poor ends.

#### Question 9

No response

#### Question 10

- Raise prices

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

No response

#### Name not available

August 31, 2018, 4:25 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

business services

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Labor cost of doing business in Fremont.

#### Question 8

N/A

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

Inflation eats away at the dollar for everyone, employees and employers. Isn't minimum wage designed to be an initial stepping stone to 'experience' and a higher paying job? I'd like to hear people's view on the stepping stone comment. Thanks.

#### Name not shown

inside Irvington

August 31, 2018, 5:32 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Maintaining and attracting business to the city.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose

August 31, 2018, 6:41 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Living wage, so Fremont employees can afford to live in Fremont

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

I support a local ordinance to raise the minimum raise sooner than the state

#### Name not available

August 31, 2018, 6:44 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

From the staff presentation, there doesn't seem to be any benefit other than those making minimum wage within the city. The top consideration should be the overall benefit of doing this. Seems like a waste of time and money.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

August 31, 2018, 6:49 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

August 31, 2018, 8:28 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Resale Thrift

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living in the Bay Area is tremendously high, and the current minimum wage is low.

#### Question 8

I'll make more money.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose

August 31, 2018, 9:00 PM

#### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

It is hard enough for many small businesses to make a living. The eventual \$15.00 minimum will result to some extent, lesser employee hires, reduced work forces and predictably some business failures. Why does Fremont feel so privileged that they wish to accelerate the State's schedule? There is a bigger picture and more than one side to this issue.

#### Question 8

No response

#### Question 9

No response

#### Question 10

- Raise prices
- Eliminate positions
- Choose not to expand in Fremont

#### Question 11

I was a small business employer in Fremont for 12+ years. With our limited profit margins, it is doubtful that our business could have survived an eventual \$15. plus benefits for every employee.

---

### Rodney Chew

inside Central

August 31, 2018, 9:22 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Health

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The city should not get involved with businesses. There is already laws to protect employees and the public.

#### Question 8

No response

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

The city and government should not have a blanket law and get involved in businesses. Businesses and people can and are able to run their own lives and don't need the government telling them what to do.

---

## Fremont Minimum Wage Ordinance

Fremont Minimum Wage Ordinance

### Name not shown

inside North Fremont

August 31, 2018, 10:12 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Raising the minimum wage has many unintended consequences. It's best to let the market set the rates. If you raise the minimum wage, others in the company will ask for raises also. Employers may cut hours and go to automation.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Let the market decide, reduce government interference.

---

### Arthur Shir

inside Mission San Jose

September 1, 2018, 12:47 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

- Rapidly increasing living expenses putting pressure on low income families as the wealth gap increases in relation to the flourishing tech industry.
- The absolute necessity of the blue collar workforce in our communities.
- This could potentially be a forward thinking precedent and progressive image for Fremont as a city.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not available

September 1, 2018, 3:43 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

No response

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

#### Name not available

September 1, 2018, 7:33 AM

##### Question 1

- Yes

##### Question 2

- Yes, and I earn more than \$15 per hour

##### Question 3

- No

##### Question 4

Preschool

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

Cost of living here in Fremont

##### Question 8

None

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

---

#### Name not available

September 1, 2018, 8:16 AM

##### Question 1

- Yes

##### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Adjusting wages to blunt the impact of rising cost of rent.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

September 1, 2018, 9:33 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Service

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 1, 2018, 10:21 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

It will greatly help the economy of Fremont. People will have more money to spend. They will pay more taxes too!

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 1, 2018, 10:22 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

It will greatly help the economy of Fremont. People will have more money to spend. They will pay more taxes too!

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 1, 2018, 10:25 AM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Education and Service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 7

Stay within the guidelines of the State. Gradual increase is the only way to keep businesses in Fremont worthy of staying in business and paying taxes.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Reduce worker hours

#### Question 11

No response

---

#### Name not shown

inside Central  
September 1, 2018, 10:36 AM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Government

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Impact of artificially inflating wages on unemployment

#### Question 8

Increasing wages will cause some small business owners to close their doors, which means less Bradley Burns, which equals possible unemployment for me

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Irvington  
September 1, 2018, 11:01 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

The cost of living in the Bay Area. Min wage should be way more than \$15 in the Bay Area.

#### Question 8

It would be beneficial to the people who live in the Bay Area and struggle with the astronomical costs to live here.

#### Question 9

No response

#### Question 10

No response

#### Question 11

Businesses can afford to pay more. Everyone needs to do their part to make it possible to make a living wage in the Bay Area.

---

### Jim Richardson

outside Community Plan Areas

September 1, 2018, 11:54 AM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Retail sales

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Being competitive with other communities small businesses.

#### Question 8

It will have a significant impact on our revenue and ultimately force us to raise prices making us uncompetitive. I am concerned about the future of staying in Fremont.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Close or relocate outside Fremont

#### Question 11

No response

---

### Name not shown

inside Niles

September 1, 2018, 2:15 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

Basic human dignity.

I would be interested in the income spread between lowest paid, highest paid, and corporate profits; by income I mean all forms of compensation, not just wages. I am interested in equitable distribution and in recognition that low paid employees make significant contributions to the success of a business even though those jobs do not have status.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Kendra Shapiro

inside Centerville

September 1, 2018, 2:19 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The well being of the residents and their children (increased wages will make a considerable difference in better diets, focus in school, success in school and jobs),

The fact that older generations do not understand the younger generations' struggle because they bought their home and assets in a time when things were cheaper and the ratio of what they made to what things costed was much different, the morale and happiness of workers will increase as this will be a token of appreciation towards the people doing the hard work (minimum wage employees put in the real work to keep businesses successful; their jobs are more taxing than the higher ups'), market stimulation because people are used to living on what they currently have and they might put the extra money back into the market if they don't need it for essentials like food.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

This survey moreso considers the opinions of managers and owners than the MAJORITY, which is their employees. The managers and owners will get over it; this is not a significant increase that will make them run out of Fremont. They will still make their profits and be fine. The biggest difference(s) will be made in the lives of their employees.

I am proud of Fremont for taking initiative on this possibility; it makes me PROUD! I hope to see this pass.

---

### Alex Lara

inside Centerville

September 1, 2018, 2:20 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Low income families and their ability to live and work in Fremont. I had to find work in my field elsewhere in the Bay because Fremont doesn't pay enough for me to support my home. I can only imagine if I was making minimum wage the amount of hours I would need to work every week. For families working two or three jobs to support children this would alleviate much of their stress and give them more family time.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Jamie Maxfield

inside Irvington

September 1, 2018, 9:02 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Manager at a retail business.

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

I've been a Manger at major retail stores in Fremont for many years and it is impossible to keep employees and really sad to see the hard working ones struggle to survive financially. Corporate businesses don't take cost of living into account, they will always just offer as little as possible to keep profits up, but it's becoming increasingly difficult for most retail families to live in this area. It's sad when the families who have lived here for generations and create the great community that is Fremont, are having to move out to Tracy or Mountain House because it's the only thing they can afford anymore.

#### Question 8

I believe that I will be able to keep higher quality employees that will be happier and have a higher quality of life because they are not living paycheck to paycheck. The community will grow if people that live here can actually afford to work here.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

Many cities in the bay area have already increased their wages and Fremont is just as expensive and desired as those places. Fremont keeps adding houses and it would be nice if they could be occupied by people who a ready work here.

---

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not available

September 2, 2018, 9:27 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

construction

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

Unemployment and economy.

##### Question 8

It will raise some price, but that's ok.

##### Question 9

No response

##### Question 10

No response

##### Question 11

Houses are so expensive here, It's hard to live on \$11 minimum wage.

---

#### Name not shown

inside Mission San Jose

September 2, 2018, 10:53 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

No response

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

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#### Name not shown

inside Niles

September 2, 2018, 11:34 AM

##### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

In order to stay competitive with surrounding municipalities I doubt think Fremont has a lot of choices. Already, the actual minimum wage on the Peninsula is far exceeding the State Minimum Wage Increase Time Table and many private businesses in Alameda County already have carved to the pressure and are starting their entry level positions at higher wage levels than the State's time table dictates.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Raising the minimum wage will only help so much. The city should continue to equally look at opportunities to curb living expenses for its residents for rent, utilities and other services offered by the city and county and strive to make Fremont a family-friendly place to live for families at all income levels to assure a diverse community.

---

#### Name not available

September 2, 2018, 5:15 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Niles

September 2, 2018, 8:18 PM

#### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- No

#### Question 3

- No

#### Question 4

N/a

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of living is way beyond minimum wage living. We need to do a little more to attract people to take those jobs. I think we should add on to the current ideas and make 17\$ hr minimum wage by 2022.

#### Question 8

N/A

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose  
September 2, 2018, 9:11 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

I support speeding up the \$15 minimum wage increase to 2020 implementation to help the working class people of Fremont afford living expenses, which are rapidly rising especially here.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Mission San Jose  
September 2, 2018, 10:09 PM

#### Question 1

- Yes

#### Question 2

- No



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Many teenagers have begun working in an effort to help their families or save money for their future; a raised minimum wage would greatly improve their efforts.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

September 2, 2018, 10:19 PM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Food service

#### Question 5

- Yes, services provided by the City of Fremont

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The business climate is working well for workers. All my employees are above the state minimum wage due to economic and labor market factors. Raising the minimum wage early will limit opportunities for part time high school and college team members.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours

#### Question 11

No response

---

#### Abe Mazliach

inside Mission San Jose

September 3, 2018, 9:53 AM

#### Question 1

- Yes

#### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Costs to live in Fremont and the Bay Area is too expensive.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Thank you.

---

#### Name not shown

outside Community Plan Areas

September 3, 2018, 2:19 PM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Retail

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

A faster minimum wage increase is necessary to keep up with rising costs of living in the area. Unfortunately nation-wide corporate employers are not reacting to local economies as quickly as they should be, and it is making life difficult for minimum wage workers. Additionally, it is making it difficult for Fremont corporate businesses to draw high quality applicants because the best workers are making the drive to neighboring cities where they are able to make \$3+ dollars an hour more. Providing starvation-level wages means that we are allowing a generation to age without adequate savings accounts making them unable to react to unexpected life events, as well as having large groups of people without any option other than depending on state support for access to health care, and education. Businesses can easily absorb the extra costs of the raising minimum wage.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### George Yuan

inside Mission San Jose

September 3, 2018, 4:58 PM

#### Question 1

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

N/A

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The city should focus the top issues like traffic, school quality, living condition for the residents. Let business run its way, instead of providing artificial interference. No government interference is the best way to let the demand and supply principle work.

#### Question 8

N/A.

#### Question 9

No response

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours

#### Question 11

Focus on core issues, improving schools, reducing local traffic, reducing congestion, create more open spaces and parks... improve people's life quality and safety.

---

### Chip Koehler

inside Mission San Jose

September 3, 2018, 6:44 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont non-profit

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Minimum wage is not meant to be a living wage. Even at \$15 per hour or \$30,000 per year, rent in Fremont cannot be attained. It makes no sense to accelerate the minimum wage and burden small business owners. The effect will be like other cities which have tried this - loss of jobs and businesses. Many small businesses have enough challenge covering the rent for their place of business.

#### Question 8

I think we will lose small businesses in Fremont. These are businesses that possibly employ students who live at home and are looking for work experience.

Don't get caught up in the hype that minimum wage needs to be a living wage. It doesn't and shouldn't be. I worked for minimum wage in a gas station for \$1.60 per hour as a college student living at home.

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

absorb the additional cost

No response

#### Question 11

I'm not a business owner in Fremont. I'm a member of the Kiwanis Club of Fremont and we are a non profit volunteer organization. But I have 39 years of professional work experience as a senior manager and hiring manager in Silicon Valley. I'm retired now.

#### Question 11

No response

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#### Name not shown

inside North Fremont

September 3, 2018, 8:49 PM

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#### Name not shown

inside North Fremont

September 4, 2018, 8:00 AM

#### Question 1

- Yes

#### Question 1

- Yes

#### Question 2

- No

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 3

- No

#### Question 4

No response

#### Question 4

education

#### Question 5

- No

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 7

high cost of living

#### Question 8

No response

#### Question 8

I haven't had a wage increase in 13 years, so I would hope my employer would finally increase pay across the board.

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 9

No response

#### Question 10

#### Question 10

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 11

No response

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#### Name not shown

outside Community Plan Areas

September 4, 2018, 8:28 AM

#### Question 1

- No

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

Auto Dealer

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

#### Name not available

September 4, 2018, 9:21 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Food Service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Increasing the Minimum Wage Rate that is REASONABLE such as staying with the statewide wage rate as it a rate percentage that is sustainable.

#### Question 8

Wage compression is my largest concern. Loyal employees who have been with the company for a longer length of time will want raises as the newer staff is on boarded at a rate higher then the tenured employees were.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Choose not to expand in Fremont

#### Question 11

Our business plan included the wages outlines by the State of CA and it

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

will be difficult to absorb any additional new mandates.

---

#### Name not available

September 4, 2018, 10:05 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

Get online with surrounding cities.

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

---

#### Name not shown

inside Irvington

September 4, 2018, 10:18 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

Ensuring that Fremont's minimum wage enhances individual employees' abilities to support themselves.

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

In my opinion, the July 17, 2018 Staff Report to the City Council over-emphasizes the potential costs to employers and consumers of accelerating the increase in the minimum wage and under-emphasizes the benefits to workers and the community as a whole. A higher minimum wage will better reflect the full value and dignity of work done by many minimum-wage employees, and enhance their abilities to live

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

independently and support themselves.

---

#### ken Drachnik

inside Niles

September 4, 2018, 10:45 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- Yes, a Fremont business with 25 or fewer employees

##### Question 4

Community pool

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

the cost of living is increasing more quickly than the minimum wage. Gas prices are up, rent is up, food it up and yet wages are stagnant so effectively, all of us have less to spend.

##### Question 8

We would have to increase our dues at the club since a slight majority of our budget is wages.

##### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

##### Question 10

- Raise prices

##### Question 11

I think this is an important thing to do to maintain the quality of life in the region and to attract qualified employees.

---

#### Name not available

September 4, 2018, 11:43 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

Need to maintain healthy business climate.

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

---

## Fremont Minimum Wage Ordinance

Fremont Minimum Wage Ordinance

### Name not shown

inside Centerville

September 4, 2018, 2:53 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of living has already out paced many peoples budget.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Les Mensinger

inside Warm Springs

September 4, 2018, 6:00 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

That these types jobs were attended for young students and if you increase the pay you cut the amount of jobs for young adults.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

It is important that young adults learn how to work and how to hold a job.

---

### Name not available

September 4, 2018, 8:48 PM

#### Question 1

- No



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail sales

#### Question 5

- Yes, services provided by the City of Fremont

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The prices of housing, gas, food, travel and other expenses make it hard maintain a job in Fremont. Other cities around Fremont already pay more for working for the same company. In example wages of working at harbor freight tools in Fremont versus working harbor freight tools in Hayward. Let's stop making Fremont a revolving door of employees and provide a good wage and maybe even better an option for a living wage like they do in San Francisco. Because holding a job in Fremont has practically come to that.

#### Question 8

It will make it more affordable in travel to work. I travel 25 miles to work and then 25 miles back home to San Ramon. I would greatly appreciate the hike and maybe an option of living wage.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 4, 2018, 9:20 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Tea shop

#### Question 5

- Yes, services provided by the City of Fremont

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Local businesses are struggling and can not afford to hire employees if minimum wage increases.

#### Question 8

Fewer employees will get hired

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Eliminate positions

#### Question 11

We for sure cannot accept this in Fremont. Let other cities take the lead first before we do. Let's learn from them before we negatively impact our local shops.

---

#### Name not available

September 4, 2018, 9:33 PM

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

No response

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Will cause job loss and closing of many stores.

#### Question 8

No response

#### Question 9

No response

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Close or relocate outside Fremont

#### Question 11

No response

---

#### Name not shown

inside Centerville

September 4, 2018, 10:38 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living in this area makes the current minimum wage unable to support anyone

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 4, 2018, 10:45 PM

#### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 5, 2018, 4:06 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

business services

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

There are less affordable restaurants to eat for lunch in Fremont than a few years ago. By increasing minimum wage faster than the state law, it will put these eateries out of business real soon.

#### Question 8

I think my business would shut down faster than anticipated.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours

#### Question 11

Please do not raise wages faster than the State law. It will have a huge impact on small businesses like myself.

---

#### Name not shown

inside Irvington

September 5, 2018, 7:08 AM

#### Question 1

- Yes

#### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Individuals working in Fremont deserve a living wage. Fremont should raise the minimum wage to \$15 as quickly as possible so those individuals working here know that the city understands their contributions to making Fremont a better place to live.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

September 5, 2018, 7:31 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Retail

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Very High rent

#### Question 8

No

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

No response

#### Question 11

High living cost make 15 per hour now

---

#### Eric Carlson

inside Warm Springs

September 5, 2018, 7:38 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Consider the effect on mom and pop retail. Look at San Francisco where retail is empty because it is just too expensive for other than big box or large chains to survive. Retail and small businesses cannot pay high minimum wage, 6 month family leave, payroll taxes, business taxes, health insurance and all of these add-ons that while seem socially beneficial, when added together kill the businesses just getting by. So u need to see the conditions where it might work, and others where you just kill the goose that lays the eggs (not golden, but still edible!). Like in life there is no black and white 'no' or 'yes' since it depends on Fremont's own particular circumstances but at some point all these increasing minimum social benefits inhibit the next Microsoft or Tesla from even trying given the sometimes crushing taxes and regulation. Oh, and on a personal note I no longer use casual labor for jobs at my home as it has become too expensive so I either do it myself or let it go. While only my personal experience, on my marginal propensity to consume, you can see that the wage maybe \$15/he but not much good if I won't hire anyone.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Thanks for taking the time to gather our thoughts

---

#### Andrea King

inside Irvington

September 5, 2018, 7:45 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living

#### Question 8

I would be more motivated to find a job where I live!

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Bayside Industrial

September 5, 2018, 8:10 AM

#### Question 1

- Yes

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Abiding by & enforcing current state and federal laws. Not ignoring or flouting them.

#### Question 8

My work itself would be unaffected. But friends who work in other industries may see their jobs threatened by automation and/or moving the work out of the area/state.

#### Question 9

No response

#### Question 10

No response

#### Question 11

This is an unwise proposal. Entire sections of commercial property already stand empty in our city, because the cost of doing business there is too high. Forcing a raised minimum wage on employers will only encourage more to leave, or to adopt automated/outsourced processes.

---

#### Name not available

September 5, 2018, 9:09 AM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The ability for seniors and low income residents to reside in a city that can provide service to residents at a reasonable cost. This increase will be passed on to consumers.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

I do business in the city of Fremont although my company is not based there. I know from working in other cities where minimum wage has increased that the cost is passed on to the consumer. Profit margins are slim and to endure such a increase to an employer there is no choice but to pass along the cost. We provide services to seniors who many times can not afford to pay \$1.00 more for the services.

---

#### Name not shown

inside Niles

September 5, 2018, 9:24 AM

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Hotel

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

As an employer in Fremont for over 30 years I have seen the burden of rising housing costs, commuting, etc. and it's effect on our ability to find qualified workers. We currently pay up to \$3 to \$4 dollars an hour over the current minimum wage to attract help so the accelerated pace to reach \$15 per hour will not hurt us in a materially negative manner.

#### Question 8

No response

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not available

September 5, 2018, 12:26 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 5, 2018, 1:33 PM

#### Question 1

- Yes

#### Question 2

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 5, 2018, 2:32 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Letting the free market decide what should be paid. If an employee is worth more, they will be able to get it; while youngsters who are not worth \$15./hr will be able to get started.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

A statutory minimum wage does not create job opportunities for the marginally employable. The students, et al, whose contribution to the business do not justify hiring them at a wage determined by the government.

Why would/should a business hire someone for \$15/hour if their work product is only worth \$10? or \$2? They wouldn't. They would do without such "help". They would hire fewer people. They would get machines to do the work. Or they would raise prices to make up the difference.

Teenagers hoping to earn a few bucks while learning how to work, and punch a clock, are kept out of the market.

---

#### Name not available

September 5, 2018, 2:52 PM

#### Question 1

- Yes



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Warm Springs

September 5, 2018, 6:01 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Present problem of high rents and expensive housing, constant rise in food prices.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No, Thanks.

---

#### Jeffrey Spencer

inside Niles

September 5, 2018, 6:08 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 4

Non-profit/religious

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Let's say I'm renting a median-priced 1BR apartment in Fremont. That's \$3,000/mo. That's \$36,000/year. Or \$692/week. If I'm working at minimum wage (\$11/hr), I'd have to work 63hr/wk just to pay rent - nothing else; not taxes; not food; not utilities; just rent.

If I'm going to keep my rent to 30% of my total income so I can do things like pay taxes and have utilities and buy food to eat, I'd have to work 209 hour a week. There are only 168 hours in a week.

Everyone who works in Fremont should be able to afford to live in Fremont. That means the city must provide subsidized housing, raise the minimum wage, or a combination of the two.

#### Question 8

I will thank God that the City Council cares more about people the profits.

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

#### Name not shown

inside Central

September 5, 2018, 6:58 PM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Food Service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

How it can impact a small family business

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Reduce worker hours

#### Question 11

No response

---

#### Name not available

September 5, 2018, 8:39 PM

#### Question 1

- Yes

#### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living in the Bay area is nearly impossible to maintain.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

People are struggling to survive, many people are unable to live in Fremont or they end up living in slum like conditions (like 8 people sharing a 2 bedroom apartment).

---

#### Name not available

September 5, 2018, 8:47 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Make sure that you aid small businesses that struggling paying this.

#### Question 8

Residents may be able to afford to live in Fremont .

#### Question 9

No response

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not available

September 5, 2018, 8:57 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail sales

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of living in Fremont, is way too high, and many residence cannot afford to live here on the wage they are making now.

#### Question 8

If the minimum wage increases in a much faster rate, I would be able to afford my rent and bills in a much more manageable way. Since I am also a full time college student, I am trying to balance the cost of school and the cost of living in Fremont, which is difficult.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

September 6, 2018, 8:43 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of LIVING here in Fremont. And the increase in HOMELESSNESS!

#### Question 8

N/A

#### Question 9

No response

#### Question 10

No response

#### Question 11

I think anyone who opposes this wage hike, should try to manage living for just one month on 15.00 an hour so they realize it is IMPOSSIBLE.

---

#### Name not shown

inside Irvington

September 6, 2018, 3:31 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Cost of living in Fremont is much higher than the state average. Housing costs have increase much faster than wages. I would be happy to pay a little more when I eat out and go to local businesses so that my neighbors can be closer to a living wage.

#### Question 8

The business that I manage is in Newark. I do not anticipate any negative impacts. All of our local employees are salaried at much higher levels than minimum wage.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 6, 2018, 3:31 PM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

real estate

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 6, 2018, 5:13 PM

#### Question 1

- No

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail sales

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

wage to \$15 by 2020

#### Question 7

The cost of living in the local areas is more than we make

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

I've been working for Target Stores for 26 years and only make \$14.25 an hour They do not do a cost of living when there is one and raising the pay would help the employees

---

#### Natalie Molina

inside Central

September 7, 2018, 12:03 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail sales

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Housing. It's hard to find a place of your own, even w a combined \$75k annual income. Housing. Keep us in Fremont!

#### Question 8

We already cut back on overtime. We bend w the times. It's how we survive.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

September 7, 2018, 1:42 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Software Development

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

While an accelerated minimum wage is not sufficient to address affordability issues for Fremont's lowest-paid workers, it is a necessary step for doing so.

An accelerated minimum wage will put Fremont in line with its Silicon Valley neighbors which, according to the staff materials, are increasingly adopting this.

According to the staff materials the burden associated with a city-legislated accelerated minimum is minimal.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 7, 2018, 2:40 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Living wage for all residents

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 7, 2018, 3:03 PM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Name not available

September 7, 2018, 3:13 PM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

No response

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Skill level must be considered. Applying such a min. wage without considering the skill sets of the available work force forces employers to pay a premium on untrained and potentially unqualified workers. Also, Fremont Council should consider that most small businesses do not have

the financial resources of the large corporations or franchises. Increasing min. wage may kill small business vs. operators of say McDonalds, Taco Bell, etc. because they are financially backed by strong support of their franchises with lower costs due to their size and buying power. These larger retail businesses can afford to pay higher min. wage but choose not to. Other small businesses with higher material cost due to lack of scale, may be barely break even with the current min. wage.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

at a minimum, I would suggest implementing a different min. wage scale based on revenue. A small business with lower revenue (say below \$500,000) may continue to follow state law but businesses with more than \$500,000 must follow \$15 local min. wage increase.

---

### Name not available

September 7, 2018, 3:44 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The freedom of markets to set prices for things, whether products or wages.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Niles

September 7, 2018, 7:51 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Not unnecessarily increasing expenses for Fremont residents. Keeping more job opportunities for those just starting out in the workforce.

Avoid interfering with the free market and creating unintended consequences.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Since many union contracts are based on minimum wage plus some specified increment, raising the minimum wage actually increases wages for many who are not at minimum wage. That is the real reason many are pushing this. Why do we need to increase expenses for Fremont residents, many of whom are on fixed incomes? Minimum wage jobs are for those just starting out in the workforce and have limited skills, once they gain experience they can move to higher paying jobs. The city is not qualified to determine wages and prices for every business in Fremont; let the marketplace adjust itself as needed. If businesses cannot get workers at a given rate then they will have to increase them on their own. Raising the minimum wage will increase prices, and those affected will be predominantly poor since they are most likely to patronize low cost restaurants. The city government should focus on running itself in a cost effective manner, maintaining the roads (many of which are in poor condition), etc., and stay out of "social engineering"

---

#### Name not available

September 7, 2018, 8:25 PM

#### Question 1

- Yes

#### Question 2

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

How many businesses will pass increase to consumer or lay off/reduce hours of its employee.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Do all things in moderation.

---

#### Name not shown

inside Centerville

September 7, 2018, 8:34 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Compassion.

Is Fremont a member of the Charter for Compassion?

If so, let us be a City of Compassion.

#### Question 8

Nominally. I think it will greatly benefit Fremont workers who make less money than I, which is why I am in favour of it.

#### Question 9

No response

#### Question 10

No response

#### Question 11

Inflationary rents and the steady rise in costs mandate immediate action.

We must restore the Middle Class.

---

#### Name not available

September 7, 2018, 11:23 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Patti Maddon

inside Irvington

September 8, 2018, 4:07 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

While housing is so high, this could help but people could still not afford to live here. But it would help. I met a young girl working two jobs the other day. I felt bad for her.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

When will the below market rent apartments going to take applications. The new apartments should have to take a certain amount of below market renters.

---

#### Name not shown

inside Central

September 8, 2018, 9:57 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

Food service

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

As the Bay Area, Especially Fremont, becomes more desirable for commuters and families, they need to be able to ensure they can make a LIVABLE wage.

#### Question 8

There protections for business to increase payment. Luckily, if a business has to shut down, capitalism has made it so a new business will quickly take its place. Workers deserve to be compensated for their work.

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

GIVE PEOPLE WAGES THEY CAN ACTUALLY LIVE OFF OF. \$15 SHOULD BE THE BARE MINIMUM. WORK IS WORK.

---

#### Name not available

September 8, 2018, 11:46 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Software

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Small businesses will not be able to afford paying higher salaries. We already have mainly chain stores. Fremont is losing its charisma and personality and is becoming another generic suburbia

#### Question 8

No response

#### Question 9

No response

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not available

September 8, 2018, 11:56 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 9, 2018, 3:21 PM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

Healthcare

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 9, 2018, 3:32 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

September 9, 2018, 10:36 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Expedite minimum wage increase to \$15/hr by 2020. Residents cannot afford to stay in Fremont - cost of living too high.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 10, 2018, 10:34 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 10

- Close or relocate outside Fremont

#### Question 11

No response

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### LEESA PETERS

inside Central

September 10, 2018, 11:30 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

business services

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

rents and mortgages are on the rise making it difficult for people to find affordable housing and to raise families.

#### Question 8

My planning accommodates minimum wage payments to contractors/employees. I expect other tax raises to come and be voted on in future measures.

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

### Name not available

September 10, 2018, 11:37 AM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 10

No response

#### Question 11

No response

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#### Name not available

September 10, 2018, 2:05 PM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

In Home Care for Seniors

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

I would ask the council to consider the needs of the 26,000 Senior Citizens who live in Fremont. These Seniors, by and large, live on fixed incomes and do not possess the same earning potential as the workers this legislation is aimed to benefit. As these workers experience increased wages, on the other end of the spectrum, these Seniors will see increased costs in services that are vital their health and well-being. Specifically, the cost of caregiving services - both in and out of the home - will increase dramatically which will force these Seniors into life altering choices much sooner than they would otherwise.

#### Question 8

Having experienced exactly these changes already in Berkeley, El Cerrito, Emeryville, Oakland and San Leandro I can say with certainty that costs of goods and services will increase accordingly and Fremont's Seniors, who

already struggle to maintain a dignified lifestyle amid the ever increasing cost of living in the Bay Area, will be squeezed even tighter.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Choose not to expand in Fremont

#### Question 11

Minimum wage jobs are not meant for working adults supporting families. These jobs are meant for entry-level employees and those young workers beginning their careers. This idea that we are helping families by increasing the minimum wage is misguided and economically detrimental. If Fremont wants to help families, look for ways to decrease the overall cost of living in Fremont, don't place this burden on the business owners who are attempting to thrive in Fremont.

---

#### Name not available

September 10, 2018, 10:26 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

Basic living costs are increasing every year

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 11, 2018, 10:06 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Insurance

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

---

#### Name not shown

inside Niles

September 11, 2018, 10:15 AM

#### Question 1

- No

#### Question 2

- No

#### Question 3

No response

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

This decision is not only about the employee. It is primarily about the small businesses in Fremont that are already burdened with the high taxes they have to pay to be in business in Fremont, Alameda County and the State of California, and to pay for employee costs. If you want to help the employees who work here also live here, you need to do more about providing affordable rental housing for them. All of the new housing developments being built in Fremont do nothing to help the Fremont low-wage earner stay in Fremont.

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 8

n/a

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

Go out into the neighborhoods and face to face ask the small business owners these questions about raising the minimum wage in Fremont faster than the State mandated timing. You will get your answers. And they won't be what you want to hear.

---

#### Name not available

September 11, 2018, 12:46 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

It's important that if you work full time you should be able to support yourself so I think that the minimum wage should go up sooner but my concern is that the minimum wage will go up and the cost of living expenses will go up accordingly, essentially putting us right back where we started. I think that city council should focus on a way to balance minimum wage and the cost of living at the same time.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 12, 2018, 7:57 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 7

If you consider the poverty level in this area, it is impossible to lead a healthy life on less than \$15 an hour. I make \$16 an hour and am over \$50K a year under the Bay Area poverty level. If I am above the proposed minimum wage and can barely make ends meet, then there are a whole bunch of people who cannot make ends meet despite working full time.

#### Question 8

Our classrooms will have budget cuts, but I personally think that is okay if we need to do that to pay our teacher a livable wage

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 12, 2018, 8:57 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 13, 2018, 9:31 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Increasing wages would affect business owners and in turn affect consumers.  
New businesses would think twice before coming to Fremont.

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

Increasing wages would cause other businesses to increase such as rent, food and other essentials, wiping out any increases for the workers.

#### Question 8

As an employee, I would not think too much since other things around me would be going up at a faster rate also.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Close or relocate outside Fremont

#### Question 11

It's a vicious cycle. The more you forcibly increase, the more other things would increase to keep up.

---

#### Name not shown

inside Niles

September 15, 2018, 8:53 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the

minimum wage to \$15 by 2022/2023

#### Question 7

How it hastens reduced employment at minimum wage jobs and cost businesses business

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 16, 2018, 2:46 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Non Profit and I make \$15.00 exactly

#### Question 5

No response

#### Question 6

No response

#### Question 7

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

September 16, 2018, 6:35 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

It would allow the workers to live in Fremont by increasing wages for workers.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

No response

#### Question 11

No response

---

#### Carol Drake

inside Centerville

September 16, 2018, 6:50 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

It would help allow employees that work in Fremont to live in Fremont.

#### Question 8

No response

#### Question 9

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 16, 2018, 7:23 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The impact on small business in the city as well as the fact that the consumer will just have to pay more.

Just look at the survey results - numbers don't lie.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Yes - entry level/minimum wages jobs were never intended to support a family or cover the costs of living. That shouldn't change now, and in fact, \$15/hour will not even come close to cover rent in Fremont let alone anywhere else in the Bay Area. That only puts a hardship on the small business owner. Do not do it!

---

#### Name not shown

inside Central

September 16, 2018, 7:39 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retirement inn

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Rent prices cost of living

#### Question 8

No response

#### Question 9

No response

#### Question 10

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 11

No response

#### Name not shown

inside Irvington

September 16, 2018, 9:06 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The extreme cost of living, in all facets, for those individuals that want to continue living in Fremont.

#### Question 8

na.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

September 17, 2018, 12:15 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Health care

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not shown

inside Centerville

September 17, 2018, 2:42 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Let's not try to be some renegade. Maintain what the State requires. Actually, if possible to rebel and not increase the minimum wage by 2023, I would be up for that even more.

#### Question 8

I might lose my job, as small business usually have a small profit margin and they would have to have less people doing the same amount of work.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

No response

#### Name not available

September 20, 2018, 12:19 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

I live in Fremont and buy local as well as use local services. There is a large "servant" under class living here. I'm retired but I identify with them and know many in this class. The current minimum wage is impossible to live on as we all know and I hope Fremont's leaders value these hard working people enough to at least raise the wage ASAP.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 11

No response

---

#### Rob Sorensen

inside North Fremont

September 26, 2018, 2:10 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

N/A

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Impacts on employment and small businesses.

#### Question 8

N/A

#### Question 9

No response

#### Question 10

No response

#### Question 11

Government needs to resist the urge to social engineer private sector issues.

#### Name not shown

inside Mission San Jose

September 27, 2018, 12:18 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 26 or more employees

#### Question 4

Retail

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Fremont is lack of restaurants or retail outlets. Accelerating the minimum wage will prevent new business to come to Fremont.

#### Question 8

Fewer jobs.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

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#### Name not available

September 28, 2018, 1:32 PM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- Yes, a Fremont business with 25 or fewer employees

##### Question 4

Service

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

Fremont city council has done enough interfering in areas they do not fully understand. I am a Californian (born and raised) lived in Fremont for 26 yrs. and have owned a business in Fremont for 16 yrs. Try to be a more business friendly city. Don't hire staff who is not from here.

##### Question 8

WE will pass on the added cost to our consumers, thus adding to the current problem of many not being able to afford to live in the area. Really...how can Fremont be so short sighted??

##### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

##### Question 10

- Choose not to expand in Fremont

##### Question 11

Take care of areas within Fremont that really need your attention. No more building.....traffic.

---

#### Name not available

October 2, 2018, 9:52 PM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- Yes, a Fremont business with 26 or more employees

##### Question 4

Food service

##### Question 5

- No

##### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

##### Question 7

No response

##### Question 8

No response

##### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

##### Question 10

- Raise prices

##### Question 11

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not available

October 2, 2018, 10:37 PM

##### Question 1

- Yes

##### Question 2

- Yes, and I earn less than \$15 per hour

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

rising house prices and living wage

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

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#### Name not available

October 4, 2018, 9:29 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

No response

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

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#### Name not shown

inside Warm Springs

October 4, 2018, 3:50 PM

##### Question 1

- Yes

##### Question 2

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

retail sales

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Less regulation to business, so that business may be able to charge less price to general public.

#### Question 8

My wage is increased, but it will be offset by the rising prices charged by the local business. It's a wash. Otherwise, I have to shopping in Union City or Newark for more reasonable prices. If Fremont City follows the State wage rule, I prefer to shopping in Fremont.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

There is no real advantage to raise minimum wage rapidly, to City, to employers, and employees. Some employers have to raise wages faster than the State rule, due to labor market shortage. City really does not have to accelerate the minimum wage rate.

inside Irvington

October 5, 2018, 8:18 PM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Retail sales

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

\* Some business owners will have to increase prices of their products and services which in turn would increase expenses for those hourly paid residents anyway.

\* Owners may also be reluctant to increase the amount of staff that they have employed at one time which will result in customers not getting the best shopping experience from understaffed locations in Fremont.

\* It may cause new businesses to reconsider moving in to Fremont

\* Owners will not only have to increase wages for employees that are paid under \$15 but also they would be expected to raise the other employees by the same amount

#### Question 8

As an employee it would affect me by giving me a higher wage not only if I am at a wage below \$15 but also if I am at or around \$15 hourly. That would mean I should also get a \$3 increase in my wage because I've earned the right to be paid above the minimum wage. So if I'm getting paid \$15 now, I would not appreciate getting paid the same as a newer or lower level employee

#### Question 9

- We would need to increase wages for many of our workers, so the

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Name not shown

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

impact would be major

#### Question 10

- Eliminate positions
- Choose not to expand in Fremont

#### Question 11

While I agree that an increase in wages should eventually happen, I would much rather see an effort going towards helping to alleviate the extremely high cost of living in the area. Penalizing business owners in order to provide more assistance for people to keep up with the inflated housing prices isn't going to help the city in the long run. It would be nice if the one's who are actually benefiting the most from the high cost of living to take a hit and not the small business owners who are just trying to stay afloat

---

#### Name not shown

inside Central

October 5, 2018, 9:44 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

what right does the city have to set a price for a product or service between two consenting parties?

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Increasing the minimum wage above the natural market rate only hurts those the minimum wage is intended to help. By setting a minimum wage at \$15, you are effectively pricing out anyone who's time and value is worth less than \$15. At a \$15 minimum wage, it will be extremely difficult for those without the skills and experience (teenagers, those wanting to switch industries, etc.) to compete for jobs with those who have much more experience but who are also seeking a minimum wage job.

Also, what right does the city have to say it is illegal to pay for someone's work at a rate less than the city sets. If a teenager wants to mow someone's lawn, dog sit, or tutor for \$10/hour, would the city say that is illegal?

---

#### Name not available

October 8, 2018, 9:32 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Sports Club

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

October 9, 2018, 7:40 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Food services

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont

#### Question 11

No response

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#### Name not available

October 9, 2018, 12:36 PM

#### Question 1

No response

#### Question 2

No response

#### Question 3

No response

#### Question 4

No response

#### Question 5

No response

#### Question 6

No response

#### Question 7

No response

#### Question 8

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

### Name not available

October 9, 2018, 4:55 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

landscape services

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Keeping small businesses afloat. When hourly rate goes up, workmans comp., liability ins., taxes go up. In my industry, if I trickle the costs down to the public more than likely they would consider going with the illegitimate companies. Interesting to see city permit taxes went up too along with the ugly buildings that cover the mountain views. Does it ever stop? so much for profit margins. I would rather see the hourly rate stay the same.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Eliminate positions

#### Question 11

It amazes me that government has the right to tell businesses what to do and how to run their programs (unconstitutional in my book) but can't run their own. Corporate will have little issue. They can somewhat force the public to accept the increase. As for me, you will ultimately force me out like you did with other businesses that wanted to stay. I have been in Fremont all of my life. I am sad and frustrated with my Fremont and its "ordinances".

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### Name not available

October 9, 2018, 6:52 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

The cost of living in Fremont

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

October 9, 2018, 6:57 PM

#### Question 1

- Yes

#### Question 2

No response

#### Question 3

- No

#### Question 4

service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

less layers of government and regs

#### Question 8

not effected

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not shown

outside Community Plan Areas

October 10, 2018, 10:12 AM

#### Question 1

- No

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Retail Sales

#### Question 5

- Yes, services provided by the City of Fremont

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Being paid a "living wage" will help quality of life of many of us working retail, in retail we get paid less compared to other nearby cities for same quality of work and expectations.

#### Question 8

Being paid a living wage will drastically change my quality of life by increasing my take home pay and allowing me to save instead of living paycheck to paycheck.



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

I currently work in retail sales in Fremont and I believe the increase in hourly wages will help with recruiting new employees in retail for our Fremont location. We are already short staffed and no other employees are willing to transfer from fully staffed Milpitas locations to our Fremont location due to a lower hourly wage.

---

#### Name not shown

inside Mission San Jose

October 10, 2018, 2:58 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Retail, Printing

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Small businesses like mine, will not be able to afford any increase in wages.

We hire students and entry-level employees at minimum wage. Then we train and work with them to make them viable employees.

If we have to pay hire minimum wages, we'll be forced to hire less people and give them less hours of work.

#### Question 8

If we have to pay hire minimum wages, we'll be forced to hire less people and give them less hours of work.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

Yes, this is very archaic economics. Socialism (Government mandated) wage requirements and regulations don't work. See Venezuela!

---

#### Name not available

October 10, 2018, 3:54 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

minimum wage to \$15 by 2022/2023

#### Question 7

The financial impact of the rapid increase to small business owners and their burden of providing an artificially raised wage to their employees irrespective of their actual sales and/or profits.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

raising the minimum wage more rapidly than the state requirements puts pressure on the business owner. this will cause a commensurate rise in prices and a need for job elimination. remaining workers will need to undertake further responsibilities for the same pay so that entry level workers get paid more. raising minimum wage does not solve the housing crisis, nor does it alleviate the high price of living in the bay area.

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#### Name not shown

inside Irvington

October 10, 2018, 7:22 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Impact raising prices will have on business and make us less competitive than business in neighboring cities.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont

#### Question 11

No response

---

#### Name not available

October 11, 2018, 10:01 AM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- No

#### Question 4

A badminton gym

#### Question 5

- Yes, services provided by Fremont businesses

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Irvington

October 11, 2018, 10:12 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Service

#### Question 5

- Yes, services provided by the City of Fremont

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Letting the state do this increase

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Eliminate positions
- Choose not to expand in Fremont

#### Question 11

We couldn't compete with neighboring cities in the same industry as us

---

#### Name not shown

inside Mission San Jose

October 11, 2018, 12:20 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont non-profit

#### Question 4

non-profit church/museum with gift shop sales clerks

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

Stay out of this type of decision making.

#### Question 8

We cannot maintain adequate employees to stay open if the wages go up quickly. Our employees are retirees looking for a little extra money or students using it for college expenses. None of these employees expect to live on this money alone.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Reduce worker hours
- Close or relocate outside Fremont

#### Question 11

No response

---

#### Name not available

October 11, 2018, 2:32 PM

#### Question 1

- No

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Manufacturer

#### Question 5

- Yes, services provided by the City of Fremont

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The economy is strong right now...but that can change. If the economy takes a hit you will make it harder to hire people and hurt those low wage people you want to help. Wages should be market driven, not dictated by the government.

#### Question 8

No response

#### Question 9

- We already pay all or most of our workers more than \$15 per hour, so there would be no real impact

#### Question 10

- Eliminate positions
- Reduce worker hours

#### Question 11

No response

---

#### Name not available

October 11, 2018, 2:39 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont non-profit

#### Question 4

Youth Performing Arts

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- Raise prices

#### Question 11

No response

---

### Mark Hashimoto

inside Irvington

October 11, 2018, 3:08 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

As the area business climate improves, its time to pay our workers a

higher wage. Raising the minimum wage in a faster fashion allows our workers to realize that Fremont is a city that's worth living and investing into.

#### Question 8

Fremont would attract higher skilled workers into Fremont. I would ask Fremonters to spend their money as local as possible - support your small businesses and local eateries as Fremont is a GREAT place to live.

#### Question 9

No response

#### Question 10

No response

#### Question 11

[https://www.washingtonpost.com/news/wonk/wp/2014/01/04/economists-agree-raising-the-minimum-wage-reduces-poverty/?noredirect=on&utm\\_term=.787eae4eaacc](https://www.washingtonpost.com/news/wonk/wp/2014/01/04/economists-agree-raising-the-minimum-wage-reduces-poverty/?noredirect=on&utm_term=.787eae4eaacc)

<https://firstfocus.org/blog/six-reasons-why-children-benefit-from-a-minimum-wage-increase>

<https://www.eater.com/2018/1/23/16917388/minimum-wage-restaurant-challenges>

I want to appear balanced so here's a counter argument  
<http://time.com/4608394/15-dollar-minimum-wage-eitc/>

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### Name not available

October 12, 2018, 12:32 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

licensed General Contractor

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

- Raise prices

#### Question 11

I used to have one employee but with workers comp coverage so ridiculously high, I had to let him go. I now only hire licensed local subcontractors whenever necessary.

---

#### Name not available

October 12, 2018, 12:40 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions

#### Question 11

No response

---

#### Name not shown

inside Irvington

October 12, 2018, 12:56 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

Promotional products

#### Question 5

- No

#### Question 6

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The cost of living is high here. People have a hard time living on less money. I have 2 jobs and can barely make it. One a bit over min wage and the other is min wage.

#### Question 8

NA

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not shown

inside Centerville

October 12, 2018, 2:17 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum

wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Michael Heddlesten

inside Irvington

October 12, 2018, 4:11 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

The city should deal with city issues like sidewalks and roads and leave things like this to the state

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

October 12, 2018, 4:17 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

It is very expensive to live out here with low wages. With better better pay, the community will be happy and healthy.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

October 12, 2018, 4:17 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Driving business away.

#### Question 8

No response

#### Question 9



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 10

No response

#### Question 11

No response

---

#### Name not available

October 12, 2018, 4:28 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

At \$15 , it would still be almost impossible to live

---

#### Shailendra Tripathi

inside North Fremont

October 12, 2018, 5:01 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

services

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

The cost of hiring employee's will be very high. This cost can not be passed easily to the customers. In the gradual increase, the customers also will likely get corresponding increase. Hence, it will provide us a path to slowly increase the cost of services. It will create existential issue especially to the small business.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- Eliminate positions
- Reduce worker hours

No response

#### Question 11

No response

#### Name not available

October 12, 2018, 7:06 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

#### Name not available

October 12, 2018, 8:55 PM

#### Question 1

- No

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Fremont recreation

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

How this will affect employees who make close to \$15/hr. For example employees who now make \$11 to \$15 but employees who make \$14 to \$15. Both employees will then make the same but the latter employee has more experience. How would you address this issue?

#### Question 8

Perhaps employers would be forced to layoff employees to be able to afford new minimum wages or hire less employees, putting more stress/work on existing employees.

#### Question 9

No response

#### Question 10

No response

#### Question 11

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

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#### Name not available

October 13, 2018, 9:57 AM

##### Question 1

- Yes

##### Question 2

- No

##### Question 3

- No

##### Question 4

No response

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

In this day and age even \$15.00 is impossible to live on. Working for less than that is ridiculous! How are these people suppose to survive the cost of living in Fremont or anywhere else in the bay area?

##### Question 8

No response

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

#### Name not shown

outside Community Plan Areas

October 22, 2018, 2:24 PM

##### Question 1

- No

##### Question 2

- Yes, and I earn less than \$15 per hour

##### Question 3

- No

##### Question 4

Food Service - Poke

##### Question 5

- No

##### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

##### Question 7

A lot of college students trying to survive. Minimum wage hours are tough to live on while also taking a full load at school.

##### Question 8

I would be able to pay rent without borrowing money.

##### Question 9

No response

##### Question 10

No response

##### Question 11

No response

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#### Name not available

October 22, 2018, 2:35 PM

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 1

- No

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Food service

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Living expenses and the amount of change this increase will have on homes and those surrounding areas.

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Reduce worker hours

#### Question 11

No response

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#### Name not available

October 23, 2018, 7:44 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- No

#### Question 4

Business Services w

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

October 23, 2018, 7:51 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

- No

#### Question 4

science education

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Having all who work here be remunerated in a way that's consonant to our cost of living. Fremontian workers shouldn't be at risk of homelessness or unable to meet the health and caloric needs of their family.

#### Question 8

I work for a non-profit and expect little impact for myself.

#### Question 9

No response

#### Question 10

No response

#### Question 11

No one, but specially no one who works, should lack the basic needs of human life. That's impossible in the Bay Area without an increase in minimum wage.

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#### Name not available

October 23, 2018, 8:04 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

The Bay Area economy is pricing out people who fill minimum wage level positions. If we don't raise the minimum wage, we will be left with no one to fill these roles.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

October 23, 2018, 8:34 AM

#### Question 1

- Yes

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 26 or more employees

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 4

Retail

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Eliminate positions

#### Question 11

No response

---

#### Name not available

October 23, 2018, 9:04 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

In his area, one cannot live on even \$15/hr. Even that rate of pay is indefensible.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

October 23, 2018, 9:42 AM

#### Question 1

- No

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

food service

#### Question 5

- Yes, services provided by Fremont businesses

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

- We would need to increase wages for only a few of our workers, so the impact would be minor

#### Question 10

- Raise prices

#### Question 11

No response

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#### Name not available

October 23, 2018, 10:10 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not shown

inside Niles

October 23, 2018, 12:09 PM

#### Question 1

- No

#### Question 2

- Yes, and I am a salaried employee

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Food service

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Local business. You think too much about the chains. What about small local business?!

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 8

Prices of food and services will go up substantial causing me to take my business elsewhere.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours
- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

No response

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#### Name not available

October 23, 2018, 12:38 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn more than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Business services

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

- No response needed – either we aren't impacted or we would absorb the additional cost

#### Question 11

No response

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#### Name not available

October 23, 2018, 1:47 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

18 years of age.

#### Question 8

No response



## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not shown

inside Irvington

October 23, 2018, 3:42 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Even with such a hike to min. wage, consider the hideous cost of housing and it's still not nearly enough for people to live where they work.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

Love Fremont, my home for nearly 60 years but can no longer live here, or anywhere else in our beautiful state. Affordable housing needs to be addressed. With a plethora of condominiums going up in Fremont (which may help the housing problem) the city streets will be crippled. Can't imagine how horrible navigating around town is going to get. Fremont was not designed for, or redesigned at any point in history for this many residents.

---

#### Name not available

October 23, 2018, 10:53 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

This action has the potential of driving businesses out of Fremont and into neighboring cities.

#### Question 8

N/A

#### Question 9

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

#### Question 10

No response

#### Question 11

Let the rule of supply and demand dictate wages. However, we must ensure every business is following the law and paying wages accordingly.

#### Name not available

October 23, 2018, 11:02 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

Make Fremont city have a minimum wage of \$15.

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

#### Duane Barlow

inside Irvington

October 24, 2018, 4:38 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

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**Question 1**

Name not shown  
outside Community Plan Areas  
October 25, 2018, 2:00 PM

**Question 1**

- No

**Question 2**

- Yes, and I earn more than \$15 per hour

**Question 3**

- No

**Question 4**

Secretary

**Question 5**

- Yes, services provided by Fremont businesses

**Question 6**

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

**Question 7**

Affordability of local housing and services. Gentrification and having long term residents being forced to move away due to no longer being able to afford living here anymore weakens our community. We lose the close knit neighborhoods, community involvement in city meetings, and the city becomes just a place to commute to for work then leave right after. The city loses out on purchases of goods and services when few people have adequate income.

**Question 8**

Moral will go up and there will be less instability from high turn over rates of employees that get priced out of Fremont. Employees paid well is a proven system to help a company, it has been done with In-N-Out, Costco, Imperfect Produce, etc where the businesses thrive and people want to work with them very badly. It will be less stress training replacements every few months once the wages become more in tune with the price of living in this area.

**Question 9**

No response

**Question 10**

No response

**Question 11**

Very proud Fremont wants to be a leader in worker's rights and affordability. It is so important for people to live where they work and put down roots in a community.

---

**Question 1**

Name not shown  
inside Irvington

October 25, 2018, 4:10 PM

**Question 1**

- Yes

**Question 2**

- No

**Question 3**

- No

**Question 4**

No response

**Question 5**

- No

**Question 6**

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

**Question 7**

People can not survive on the minimum wage that it is right now especially with housing going up. There will be in increase of homeless people if they do not earn a wage that can help them financially support their families and their rent.

**Question 8**

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

October 25, 2018, 4:58 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

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#### Name not available

October 29, 2018, 9:27 PM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

How to be able to deal with higher salaries for employees

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

No response

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

#### Name not shown

inside Irvington

October 30, 2018, 8:50 PM

#### Question 1

- Yes

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- Yes, a Fremont business with 25 or fewer employees

#### Question 4

Retail Food Service

#### Question 5

- No

#### Question 6

- Maintain the State law status quo that gradually increases the minimum wage to \$15 by 2022/2023

#### Question 7

Small businesses are already struggling with the sales decrease in the city of Fremont. Higher minimum wage will result the small businesses to close their business quickly. The owner of my store is considering to close the business when the lease expires from the lack of sales with high labor.

#### Question 8

It will affect my job security if the owner decide to close the business. Also, if all of the small businesses raise the selling price, it will be meaningless to earn slightly higher wage to pay much higher price for everything.

#### Question 9

- We would need to increase wages for many of our workers, so the impact would be major

#### Question 10

- Raise prices
- Eliminate positions
- Reduce worker hours

- Choose not to expand in Fremont
- Close or relocate outside Fremont

#### Question 11

No response

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#### Name not available

October 31, 2018, 6:54 AM

#### Question 1

- Yes

#### Question 2

- No

#### Question 3

- No

#### Question 4

No response

#### Question 5

- No

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response

#### Question 10

No response

#### Question 11

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

No response

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**Name not available**

October 31, 2018, 10:53 AM

**Question 1**

- Yes

**Question 2**

- No

**Question 3**

- No

**Question 4**

No response

**Question 5**

No response

**Question 6**

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

**Question 7**

Reducing income inequality

**Question 8**

No response

**Question 9**

No response

**Question 10**

No response

**Question 11**

No response

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**Name not shown**

inside Central

October 31, 2018, 11:40 AM

**Question 1**

- Yes

**Question 2**

- No

**Question 3**

- No

**Question 4**

No response

**Question 5**

- No

**Question 6**

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

**Question 7**

The city council should consider first, the cost to taxpayers and the city if Fremont residents who work in Fremont need to access social services because they don't have enough money to cover basics like food, utilities and rent. The second consideration is the economic benefit of having more money in the pockets of workers in Fremont. Much of that money will be spent in Fremont and generate more jobs in the city.

**Question 8**

No response

**Question 9**

No response

**Question 10**

No response

**Question 11**

Fremont is one of the most progressive cities in the San Francisco Bay Area and California. While jobs are being created in Fremont at a rapid

## Fremont Minimum Wage Ordinance

### Fremont Minimum Wage Ordinance

pace, the cost of living in Fremont is skyrocketing as rents climb. More families have to turn to social services in the city to seek help getting enough to eat and being able to pay utilities and rent. This is an economic drain on the city and a burden on taxpayers who have to foot the bill. Contrary to the claims of businesses that increasing the minimum wage will put them out of business or cause them to layoff employees, the facts show that wherever the minimum wage has been raised, employers have enjoyed greater prosperity and increased job creation. The reason for this is because employees have more money to spend thereby boosting the local economy and not having to rely as much on social welfare services. It makes sense both economically and morally that the city should raise the minimum wage to \$15 per hour by 2020.

#### Question 10

No response

#### Question 11

No response

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### Name not available

November 7, 2018, 8:29 AM

#### Question 1

- No

#### Question 2

- Yes, and I earn less than \$15 per hour

#### Question 3

- No

#### Question 4

Food Service

#### Question 5

- Yes, services provided by Fremont businesses

#### Question 6

- Adopt a local ordinance that more rapidly increases the minimum wage to \$15 by 2020

#### Question 7

No response

#### Question 8

No response

#### Question 9

No response