

Economic Development Policy Survey Exercise – Revising Austin Incentives

Results Report

Survey Launched: July 31, 2017

Closes: N/A, Survey Exercise Remains Open*

*This report analyzes the 82 responses received to date, as of October 18, 2017

Report Contents:

Page 2: Survey Exercise Summary

Goals

Question Outline and Content

Close-Out Timing

Page 3: Stakeholders/Public Outreach

Page 4: Findings: Chapter 380 Policy Existing Requirements

Page 5: Findings: Chapter 380 Community Values

Page 6-8: Findings: Respondent Profile Analysis

Page 9: Survey Exercise with Raw Survey Responses

Prepared By:

Julia Campbell, Business Development Program Manager
Global Business Expansion Division
Economic Development Department, City of Austin

November 2017

Survey Exercise Summary

Survey Exercise Goals:

As a part of the stakeholder engagement process in response to [Resolution No. 20170302-034](#), Economic Development Department staff devised an online survey exercise via SurveyMonkey tool to capture feedback from the community within two specific areas of policy revision: 1) Test existing policy criteria/requirements and their relative applicability to potential new programs, and 2) Measure the relevance of emerging community values with those potential new programs. This survey exercise tool served as the vehicle for community members, subject matter experts, companies, and local organizations to weigh in on what existing criteria currently in the policy should be kept and what wouldn't make sense within the context of the new potential programs. The survey exercise also asked those respondents to consider the relative importance of new community values within the context of the new potential programs. The goal of the survey exercise was to capture feedback in the form of 100 responses at a minimum of 80% completion of all 10 questions. The results will be provided to TXP Economic Strategists, the consultants for the City of Austin's Economic Development Department in this exercise to develop final recommendations for council consideration in revising the current Chapter 380 policy. The survey was made available in Spanish and via hard copy for individuals without internet access.

Total of 82 survey respondents with an average completion rate of ~87% as of the date of this report analysis.

Question Outline & Content:

The survey exercise contained 10 questions, organized into four Parts:


Part 1: Potential Programs	Question 1: Please read and understand the descriptions of each potential new Chapter 380 program.
Part 2: Testing Requirements	Question 2: Please review current minimum requirements for a Chapter 380 incentive agreements. Please match the criteria you think should apply to the potential new programs.
Part 3: Measuring Values	Question 3: Please read and understand the overarching Economic Development community values that emerged during the Community Conversations held in June. Please apply each of these community values to each potential new incentive program and using "Very Important, Important, Not Important" indicate how important that value is within the context of the potential new incentive programs.
Part 4: Respondent Profile	Question 4: What is your zip code? (Either residence or place of work)
	Question 5: What is your industry? (Check all that apply)
	Question 6: What is your company/organization name?
	Question 7: Is your organization for-profit or non-profit?
	Question 8: What is the number of employees in your organization/company? (Employed in Austin)
	Question 9: How many years have you lived/worked in Austin?
	Question 10: Is there anything else you would like to add?

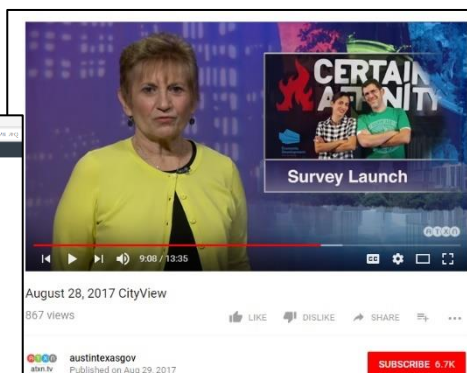
Close-Out Timing:

This survey exercise remains open (82 current responses and a goal of 100.) This tool has been used to collect follow-up feedback during presentations made to the community. EDD staff will close the survey after all Boards and Commissions presentations, one-on-one briefings, and other presentations have been completed.


Survey Exercise Summary

The survey exercise launched on July 31, 2017 via multiple communications channels:

- ~450 community members emailed directly to participate in the survey exercise
 - ~5,000 followers Facebook / Social Media Push (via CPIO)
 - “Invest in Austin” Promotional Video:
<https://www.youtube.com/watch?v=9FXchcudKmo&index=36&list=PLA8669EDEB06F712B>
 - Website Commercial: www.austintexas.gov/investinaustin
 - CitySource: <http://cityspace-publish.ci.austin.tx.us/cityspace/services/CitysourceToday/citysource-today-august-8-2017>
 - City Newsletters
 - Press Releases
 - Statesman: “PolitiFact: Adler’s promise for job incentive is still in the works”
 - Austin Monitor: “Economic incentives opinions? We’ve got a survey for you.”
 - Austin Business Journal: “Austin seeks feedback on economic incentives overhaul”
 - Community Impact: “7 meetings to attend as city of Austin revamps its economic development policy”
 - CityView spot promoting the survey/exercise & soliciting feedback:
<https://www.youtube.com/watch?v=ytlPvcoAYms&list=PL361827DAF822B6FC&index=4>
 - Two Languages: English & Spanish
 - Two Formats: Online & Hard Copy
- 

[illegible]

**CITY LAUNCHES SURVEY ON
WORKFORCE, RECRUITMENT
AND EXPANSION POLICY**




Through August 25, the City of Austin is asking for your input on the development of the Chapter 380 Performance-Based Contracts Policy that will establish goals and strategies to help increase workforce choices for all Austinites. Click here to take the survey.

The survey is also available on Hard copies of the survey City Hall or by calling (512) 975-2222. The survey will remain open until August 25.

Learn more about the Development Policy and

Take Our Survey:
In June, the community shared what's important to it in creating the Greater Austin Partnership and the City of Austin's commitment to craft policies and to the survey.

Share Your Voice



Economic Development Department

301 N. 2nd Street, Austin, TX 78701 | (512) 924-7670 | austinfoeconomicdevelopment@austintexas.gov

For immediate release:
July 27, 2017
Contact: David Coligan
(512) 924-7681

City Launches Survey on Workforce, Recruitment and Expansion Policy

Secure economic conditions need a strong workforce delivery system that works for new, local and expanding businesses within a community.

In response to Austin's diverse and growing workforce needs, the City of Austin launches a survey today to seek public input on refining Austin's workforce, recruitment and expansion policy for businesses.

The City's Chapter 380 Performance-Based Contracts Policy, which originated in 2003, provides direction for staff to bring forward potential investment opportunities for the City of Austin to engage in public-private partnerships for economic development.

Today, as Austin is ranked second on the Milliken Institute Best-Performing Large Cities index and holds an unemployment rate of 3.2%, the vision for utilizing this tool is shifting to focus on creating opportunities for families in poverty and hard-to-employ individuals, and growing middle-class jobs.

Results of the survey, community engagement and staff recommendations will be presented to the **Austin seeks feedback on economic incentives over ABU**

Hard copies of the survey [5/14/27-1357](#).

In its quest to overhaul its economic incentives programs, the City has created a survey to solicit feedback on how it particularly directed staff to bring forward potential investment opportunities through 5 p.m. on Aug. 25.

This is a participant detailed survey, too. Respondents should answer to the questions. One section of the survey asks:

"The city will go back to early 2017 when Mayor Steve Adler asked to **restart Austin's economic incentives policy** for all cities."

Since 2003, localities across Texas have been permitted agreements typically take the form of private law example Chapter 380 Economic Development Agreements signed North Austin, Of course, eight remain active.

The results of the survey, along with feedback collected policies. That should come before Austin City Council in

Poll/Fact: Adler's promise for job incentives is still in the works

American-Statesman

Austin Mayor Steve Adler has been stepping up his efforts to address the city's affordability crisis with programs to drive up wages.

That's in the spirit of a 2014 position paper from Adler's mayoral campaign, "Addressing the Affordability Crisis," which said that he wanted to address affordability issues in part by driving up area wages. One way to do that, the candidate indicated, would be to reform economic development incentives, meaning the tax credits and other benefits the city offers companies to expand or relocate to Austin. Such reforms, he suggested, could be connected to improving training for residents to secure higher-income jobs.

Let's break out our [Adler-D-Meter](#) to check the [status](#) of his mayoral campaign promises. We've previously [told](#) this one as [Stalled](#). Let's see what's happened since then.

In March, the Austin City Council approved a resolution from the mayor asking the city staff to rethink city economic development policies to prioritize living-wage and middle-skill jobs, which would mean more education than a high school diploma but not a four-year college degree. The resolution also called for increasing employment among hard-to-employ populations, increasing access to healthy food options and other "goods and services" in underserved areas of the city, and increasing the availability of affordable commercial space for small businesses.

The resolution called for staffers, after meeting with business and social service groups, to bring back proposed policies by the end of August.

Meantime, the city incorporated some of the same priorities into [an economic development incentive deal that the council approved in April](#) with Hersh Kappac & Dohme Corp. The city agreed to pay the pharmaceuticals company up to \$550,000 over 10 years in exchange for locating in Austin.

Separately, Adler joined with Travis County leaders on June 1 to [announce a regional wage](#). Per Adler's campaign promise, the plan calls for boosting to 10,000 the number of low-income jobs in the region.

And why 10,000? We asked Leslie Puckett of Workforce Solutions Capital Area, the no-county area. Puckett said that in the Austin area, about 1,295 people a year obtain mid-level jobs.

Generally, Puckett said, about 55 percent of the low-income people who currently receive training will boost that rate to 75 percent, which would break out to roughly 10,000 additional jobs. Puckett said that was an achievable goal. Puckett said:

Officials suggest the current problem isn't a lack of middle-skill jobs. An analysis by the \$60,000 annually, with more than half of those requiring only a high school diploma. Middle-skill job openings in the region are in fields such as health care, information tech

We're revising our rating of this Adler promise from [STALLED](#) to [IN THE WORKS](#).

of Austin wants to learn from businesses.

Economic incentives deals should be structured — [click on this link to learn it](#) The survey was launched July 31 and will collect

similar with a broad swath of economic incentive, workforce development, recruitment and expansion programs to provide informed

respondents with a list of examples of several new regional economic incentive programs to inform them in order to compare the

7 meetings to attend as city of Austin revamps its economic development policy

Community Impact



The city is in the midst of revising its economic incentive policy, and at week 1 will be hosting public input sessions on the subject. (Newspaper)

July 11, 2017 11:39 AM, 5/2017

Officials and residents are talking about economic development at Austin City Hall all week. As part of the city's economic development and how to rebalancing and how to rebalancing its policies to serve all Austinites.

city of Austin developed its economic incentive policy. Austin's priorities and economic development and high-skill sector jobs to incentivizing the creation of middle-skill jobs and

arrive deals to recruit businesses, such as Samsung, Athleisure and, most recently, Amazon in their agreements with the city.

city is slated to be updated to address such issues, as quickly, between the city's mayor and city council. Mayor Steve Adler said Monday at a news conference kicking off a week of

initiatives for all people in our city." Adler said.

[illegible]

meetings to attend as city of Austin revamps its economic development policy

Community Impact



The city is in the midst of revising its economic incentive policy, and all week it will be hosting public input sessions on various aspects of economic development. (Emily Shaughnessy/Community Impact Newspaper)

By [Allison Sauter](#) | 11:39 am June 5, 2017

Officials and residents are talking about economic development at Austin City Hall all week. As part of the city's economic incentive policy update, Austin will host seven "community conversations" of economic development and how to rebol its policies to serve all Austinites.

By of Austin developed its economic incentive policy. Austin's priorities and economic conditions have shifted since then, and the city is now in the midst of revising its policy. The city is also looking at ways to encourage the creation of middle-skill jobs aimed at improving the economic prospects of Austin's working class.

Private deals to recruit businesses, such as Samsung, AllenHealth and, most recently, Merck & Co. Inc., incentivized businesses receive tax breaks from the city in return for the jobs they create in the city.

It is slated to be Monday to address such issues as inequity between the city's white and minority populations as well as between white, and blue-collar residents and the city's working class.

Mayor Steve Adler said Monday at a news conference kicking off a week of scheduled conversations about the economic incentive policy update: "We're looking at ways to make sure that we're providing opportunities for all people in our city."

Adler said,

the city is looking at ways to provide informed residents in order to coordinate the city's economic development policy.

Economic incentive opinions? We've got a survey for you.

Austin Monitor

Yesterday, the city launched a survey in an effort to seek input on "refining Austin's workforce, recruitment and expansion policy for businesses" in slightly less intimidating terms, the city is looking for public input on its economic incentives (also known as Chapter 360 programs). The survey, which is not for the faint of heart, [is available online here](#). Basically, it asks you to weigh in on whether you think the city should continue to offer incentives to businesses that create jobs, or if it should focus on other ways to attract investment to the city.

Findings: Chapter 380 Policy Existing Requirements

Respondents were asked to examine each existing Policy Criteria/Requirements and then match the criteria they think should apply to the potential new Chapter 380 programs. An average 84% of survey participants responded to this question in full. The table below summarizes the total responses.

Results Summary:

Discipline Area	Business Recruitment / Business Expansion	Business Recruitment / Business Expansion	Small Business	Small Business	Creative Sector	Creative Sector	Workforce Development	Workforce Development	Real Estate	Real Estate	Social Enterprise	Social Enterprise
Program Type	Grant Program	Loan Program	Grant Program	Loan Program	Grant Program	Loan Program	Grant Program	Loan Program	Grant Program	Loan Program	Grant Program	Loan Program
Desired Development Zone	YES	YES	YES	YES	YES	MAYBE YES	YES	MAYBE YES	YES	YES	YES	YES
Environmental Regulations	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Workers Compensation Insurance & OSHA 10 Training	YES	YES	YES	MAYBE YES	MAYBE	MAYBE	YES	YES	YES	YES	YES	YES
City of Austin's MBE/WBE Ordinance	YES	YES	YES	YES	MAYBE NO	MAYBE NO	YES	YES	YES	YES	YES	YES
Prevailing Wage	YES	YES	YES	YES	MAYBE	MAYBE	YES	YES	YES	YES	YES	YES
Living Wage	YES	YES	YES	MAYBE YES	MAYBE NO	MAYBE NO	YES	YES	YES	YES	YES	YES
Domestic Partnership Benefits	YES	YES	YES	MAYBE YES	MAYBE YES	MAYBE YES	YES	YES	YES	YES	YES	MAYBE YES
Health Insurance Benefits	YES	YES	YES	MAYBE YES	MAYBE YES	MAYBE	YES	YES	YES	YES	YES	MAYBE YES

Table Key & Analysis Methodology:

YES	More than +15 points difference. The respondents total results show a clear majority preference for continuing to include this requirement in this potential new program. "Majority preference" in this case is defined by a "Yes" response majority exceeding more than 15 points above the "No" responses.
MAYBE YES	Within 15 points of "Yes" or "No" with leaning toward "YES" over +5 points but under +15 points. The respondents total results show a slight, less statistically pronounced majority "Yes" to continue to include this requirement in this potential new program. "Less statistically pronounced majority" in this case is defined by a difference between "Yes" and "No" responses of more than 5 points but under 15 points.
MAYBE	Within 15 points of "Yes" or "No" (difference is less than 5 points). The respondents total results show a statistically marginal difference between the total "Yes" and "No" responses, indicating a split opinion to either include or remove this requirement in this potential new program. "Marginal difference" in this case is defined by a difference between "Yes" and "No" of less than 5 points.
MAYBE NO	Within 15 points of "Yes" or "No" with leaning toward "NO" under -5 points but not less than -15 points. The respondents total results show a slight, less statistically pronounced majority "No" (or against including) this requirement in this potential new program. "Less statistically pronounced majority" in this case is defined by a difference between "Yes" and "No" of under -5 points but not less than -15 points.
NO	More than -15 points difference. The respondents total results show a clear majority preference for removing this requirement in this potential new program. "Majority preference" in this case is defined by a "No" response majority exceeding more than 15 points above the "Yes" responses.

Findings:

Respondents had access to full descriptions of each potential new program as defined by the first phase of community input, as well as definitions of the existing criteria/requirements to make informed decisions for their selections. The results in the above table point to the potential for removing some of the burden of certain requirements (such as MBE/WBE ordinance, Living Wage, Workers Compensation Insurance, Prevailing Wage, Health Insurance benefits and Desired Development Zone) only in certain potential new programs where projects may not be equipped to adhere to them due to lack of resources and bandwidth, such as Small Business, Creative Sector, Social Enterprises and Workforce Development. These are the programs that would support businesses that run lean, are small, and operating procedures mean limited access to resources to meet the requirements. The results show that the rest of the existing criteria/requirements are reflective of values that projects should continue to support.

Survey Exercise Summary

Findings: Chapter 380 Community Values

Respondents were asked to examine each overarching Community Values that emerged during the Economic Development Policy Community Conversations (i.e., what's important for a revised Chapter 380 Incentive Policy.) Respondents assigned "importance" using VI = Very Important, I = Important, and NI = Not Important to community values for each potential new incentive program. An average 90% of survey participants responded to this question in full. The tables below summarize the total responses.

% of Respondents Assigned Value: "Very Important"

Saturation Ranking: Organized by Values across all programs.

Darkest saturation of **color** = highest importance.

Discipline Area	Business Recruitment / Business Expansion Program	Small Business Program	Creative Sector Program	Workforce Development Program	Real Estate Program	Social Enterprise Program
Value 1: Government Role: Connector, Investor, Path-Clearer	52%	64%	53%	62%	38%	44%
Value 2: Focus on Equity: Employment Opportunities for All	66%	58%	48%	69%	43%	59%
Value 3: Unify the Community Through Collaboration	47%	54%	56%	50%	31%	38%
Value 4: Train, Recruit and Retain Local Workforce and Talent	63%	58%	56%	67%	36%	40%
Value 5: Support Austin's Culture, Creative Sector and Community Identity	52%	49%	73%	47%	49%	56%
Value 6: Incentivize, Support, Staff and Train Small Businesses	57%	75%	56%	56%	37%	41%
Value 7: Build Affordable, Livable, and Accessible Development	62%	55%	58%	51%	66%	51%
Value 8: Impact Business Growth	57%	63%	48%	39%	40%	40%
Value 9: Control Affordability	58%	60%	65%	56%	63%	57%
Value 10: Economic Diversity	61%	60%	54%	56%	48%	55%

There are two ways to interpret this data, the first to determine which Values apply to which program with relative importance. For example, "Value 2: Focusing on Equity: Employment Opportunities for All" is more applicable to a Workforce Development program than it is for a Real Estate Program. Similarly, "Value 9: Control Affordability" is more important for a Creative Sector Program than it is for a Workforce Development Program.

% of Respondents Assigned Value: "Very Important"

Saturation Ranking: Organized by program across all Values.

Darkest saturation of **color** indicates highest importance.

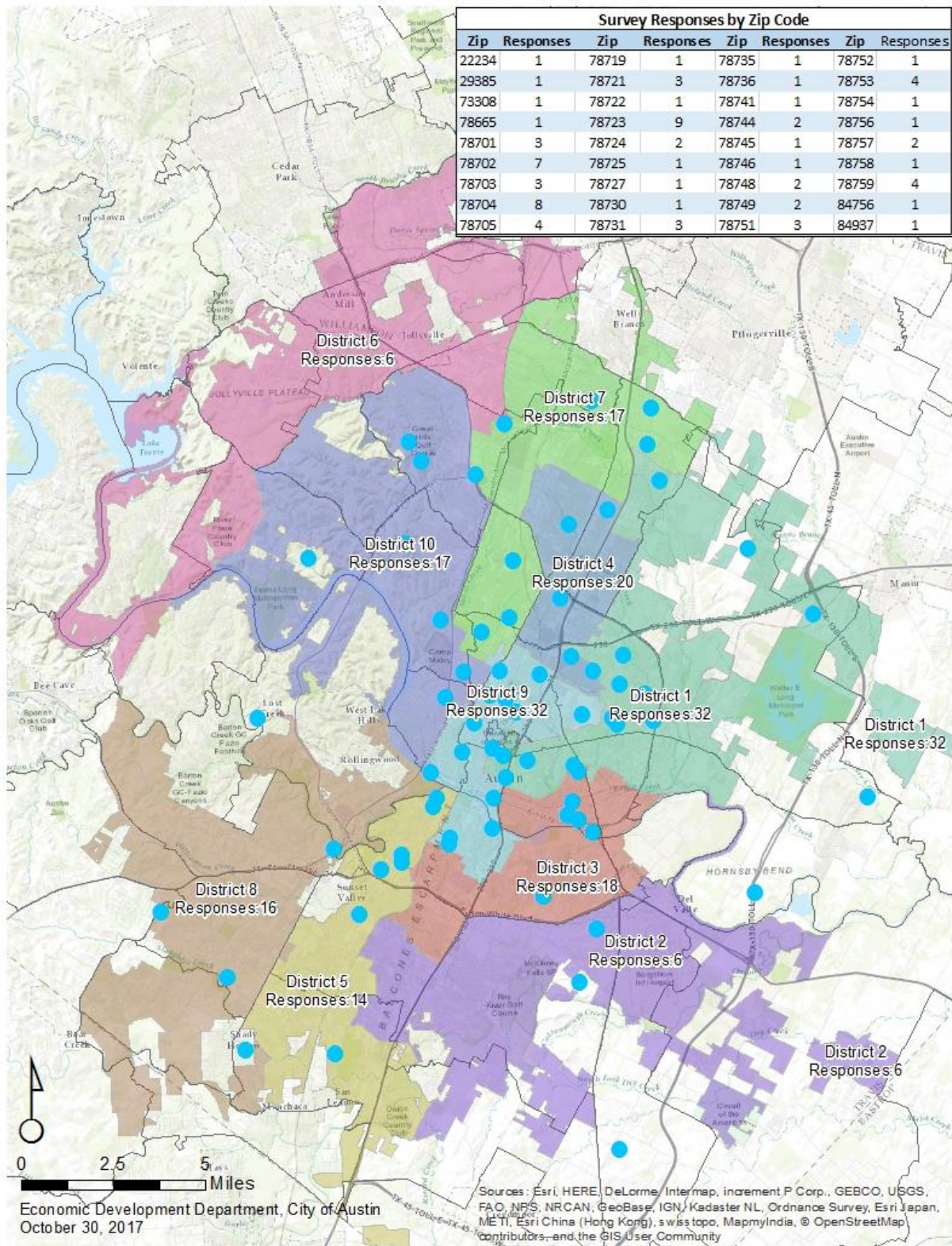
Discipline Area	Business Recruitment / Business Expansion Program	Small Business Program	Creative Sector Program	Workforce Development Program	Real Estate Program	Social Enterprise Program
Value 1: Government Role: Connector, Investor, Path-Clearer	52%	64%	53%	62%	38%	44%
Value 2: Focus on Equity: Employment Opportunities for All	66%	58%	48%	69%	43%	59%
Value 3: Unify the Community Through Collaboration	47%	54%	56%	50%	31%	38%
Value 4: Train, Recruit and Retain Local Workforce and Talent	63%	58%	56%	67%	36%	40%
Value 5: Support Austin's Culture, Creative Sector and Community Identity	52%	49%	73%	47%	49%	56%
Value 6: Incentivize, Support, Staff and Train Small Businesses	57%	75%	56%	56%	37%	41%
Value 7: Build Affordable, Livable, and Accessible Development	62%	55%	58%	51%	66%	51%
Value 8: Impact Business Growth	57%	63%	48%	39%	40%	40%
Value 9: Control Affordability	58%	60%	65%	56%	63%	57%
Value 10: Economic Diversity	61%	60%	54%	56%	48%	55%

The second way to look at this data is by program, to answer the question: "What are the top values (in order from highest importance to lowest importance) for each program?" You could conclude for example, that the most important value for a Real Estate Program is "Value 7: Build Affordable, Livable and Accessible Development" as top consideration. The top value for a Small Business Program is "Value 5: Support Austin's Culture, Creative Sector and Community Identity."

Due to small sample size of 82 respondents, these interpretations should be considered in conjunction with the congruent values prioritized in the summary findings from the Economic Development Community Leaders Session.

Findings: Respondent Profile Analysis

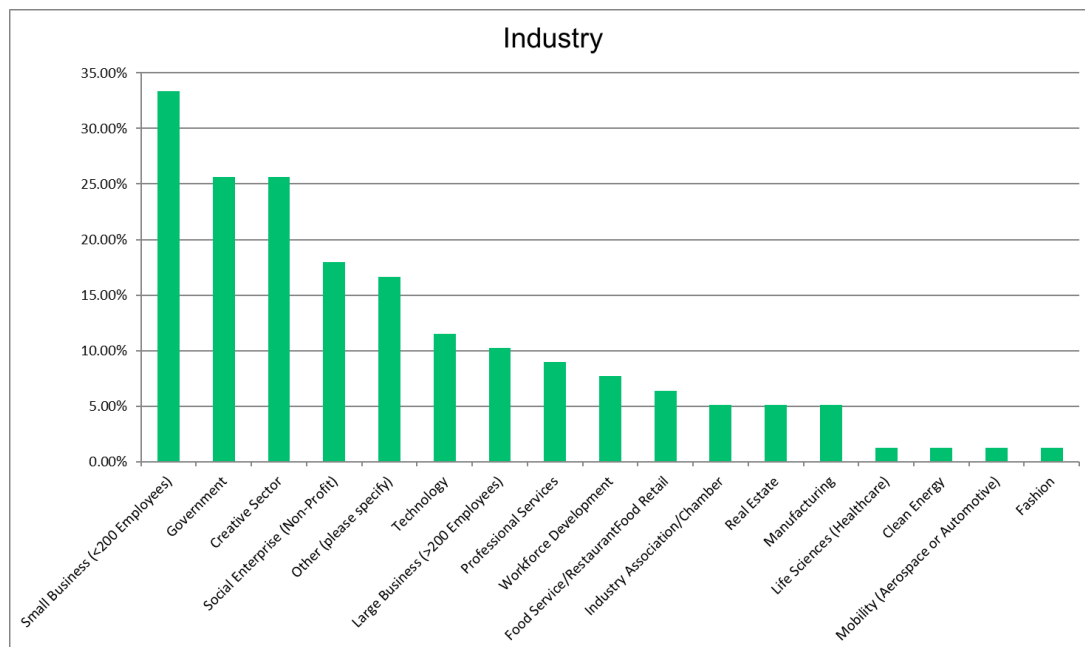
Zip Code/Districts Map of Respondents:



*Some zip codes exist in more than one District, therefore they have been reflected in the totals for each District.

Industry:

Respondents indicated which industry they identify with (checking all that applied.)



“Other” categories included:

- Youth sports, education, training and women's programs
- Entertainment
- Cultural Arts & Education
- Retired
- Film / Television / Commercial production
- Non-profit
- Electric Utility
- Computer Games
- Political
- Co-working space / business incubator
- Food Incubator, food+tech

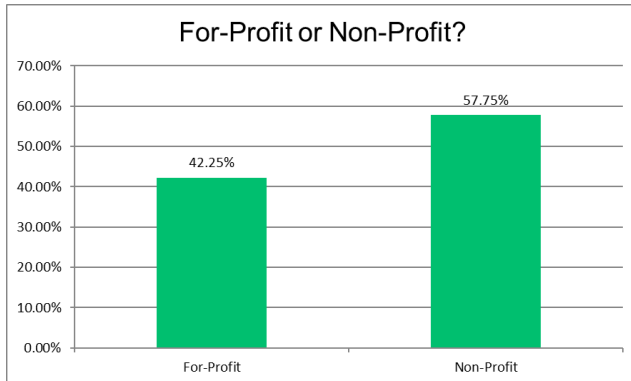
Organizations:

Those respondents who identified themselves included:

- | | | |
|---|--|--|
| • Austin Independent Business Alliance | • Central Austin Management Group | • McDonalds |
| • AISD | • Chaddick Dance Theater | • One Element Media |
| • American YouthWorks | • City of Austin | • OneSeventeen Media |
| • Applied Materials | • Cogitare Global LLC | • Orange Coworking |
| • ArtCraft Entertainment, Inc. | • Colony Park Neighborhood Association | • Panic Button |
| • Austin Cooperative Business Association | • Concept 2Consumption Fashion and Technology | • Portalarium |
| • Austin Energy | • Consulting | • Preservation Austin |
| • Austin Film Festival | • Emma S. Barrientos Mexican American Cultural Center, PARD, COA | • re:3D |
| • Austin Forum on Technology & Society | • Fusebox | • S.A. Esa Enterprises |
| • Austin Technology Council | • Healthcare Decisions Consulting | • Spectrum Theatre Company |
| • Austin/Travis County Reentry Roundtable | • IBM | • Subway |
| • Business & Community Lenders of Texas | • Imagine Art | • SXSW |
| • Capital Area Council of Governments | • in.gredients grocers | • Texas Accountants and Lawyers for the Arts |
| • Capital IDEA | • Library and art | • The Cook's Nook |
| | | • TMS |
| | | • Travis County |
| | | • US Farathane |
| | | • Wildflower |
| | | • Workers Defense |

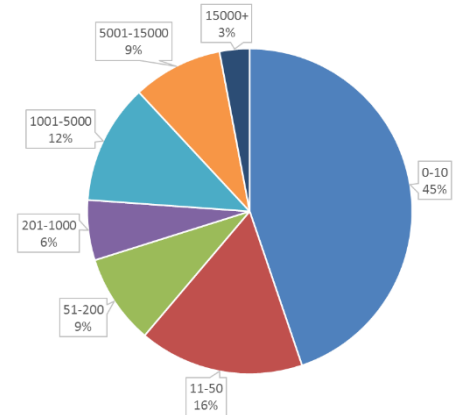
Organization Type:

Those respondents who identified themselves included:



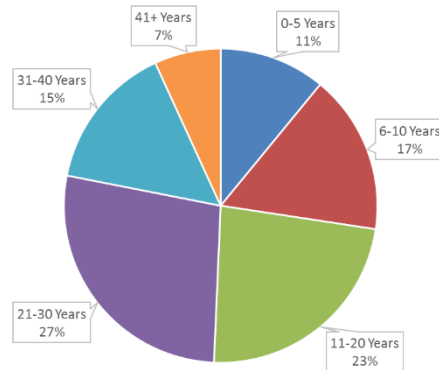
Number of Employees in Organization/Company:

Respondents represented a wide range of organization sizes.



Years Lived/Worked in Austin:

Respondents on average have spent 21.4 years in Austin.



Findings: Survey Exercise with Raw Survey Responses

Part 1: Potential Programs

Question 1: Please read and understand the descriptions of each potential new Chapter 380 program.

[No substantive responses. Respondents were asked to read and review and acknowledge their understanding of this material prior to moving on through the remainder of the exercise.]

Part 2: Testing Requirements

Question 2: Please review current minimum requirements for a Chapter 380 incentive agreements. Please match the criteria you think should apply to the potential new programs.

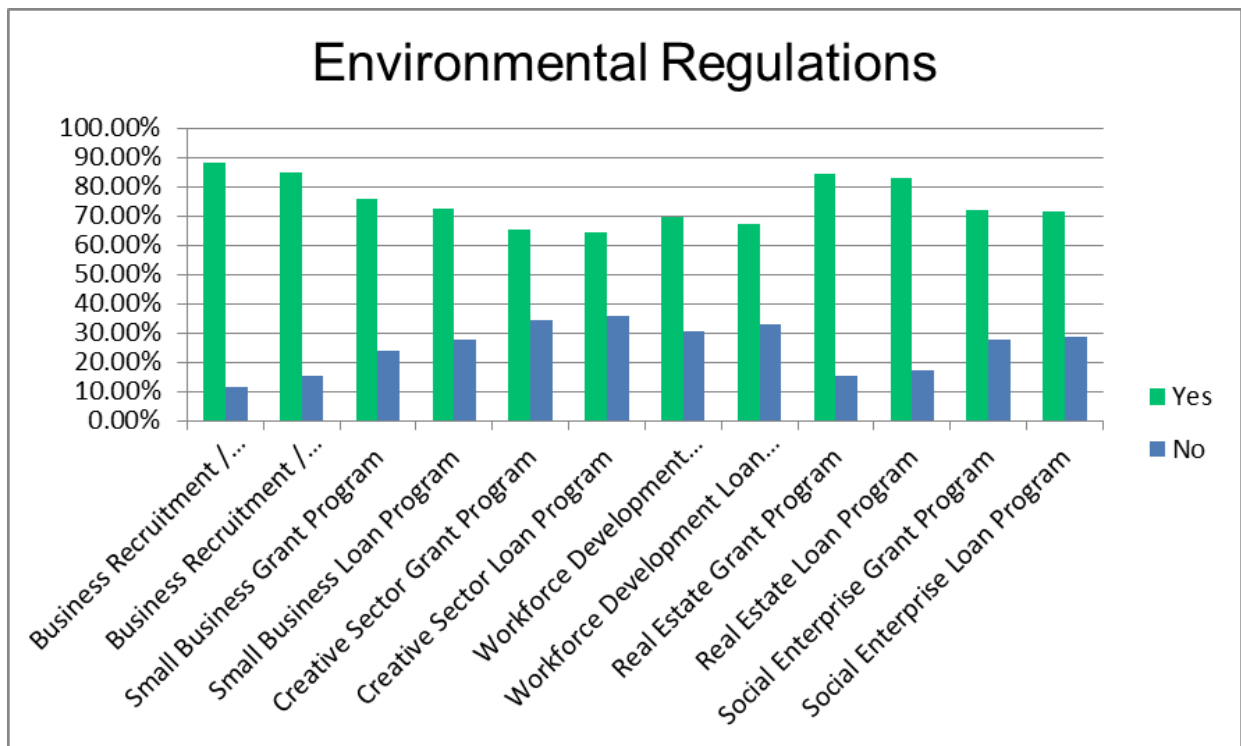
- Desired Development Zone (Resolution 20030612-015): The project must be in Austin's Desired Development Zone which includes most of north, central, south and east Austin but excludes the environmentally sensitive areas in west Austin. [Click here to view Desired Development Zone map.](#)

Desired Development Zone	Yes		No		Total	Yes/No Disparity
Business Recruitment / Business Expansion Grant Program	85.94%	55	14.06%	9	64	0.72
Business Recruitment / Business Expansion Loan Program	80.33%	49	19.67%	12	61	0.61
Small Business Grant Program	60.66%	37	39.34%	24	61	0.21
Small Business Loan Program	62.90%	39	37.10%	23	62	0.26
Creative Sector Grant Program	57.63%	34	42.37%	25	59	0.15
Creative Sector Loan Program	56.45%	35	43.55%	27	62	0.13
Workforce Development Grant Program	61.02%	36	38.98%	23	59	0.22
Workforce Development Loan Program	57.38%	35	42.62%	26	61	0.15
Real Estate Grant Program	83.33%	50	16.67%	10	60	0.67
Real Estate Loan Program	75.41%	46	24.59%	15	61	0.51
Social Enterprise Grant Program	73.21%	41	26.79%	15	56	0.46
Social Enterprise Loan Program	69.49%	41	30.51%	18	59	0.39
				Answered	68	0.83
				Skipped	14	



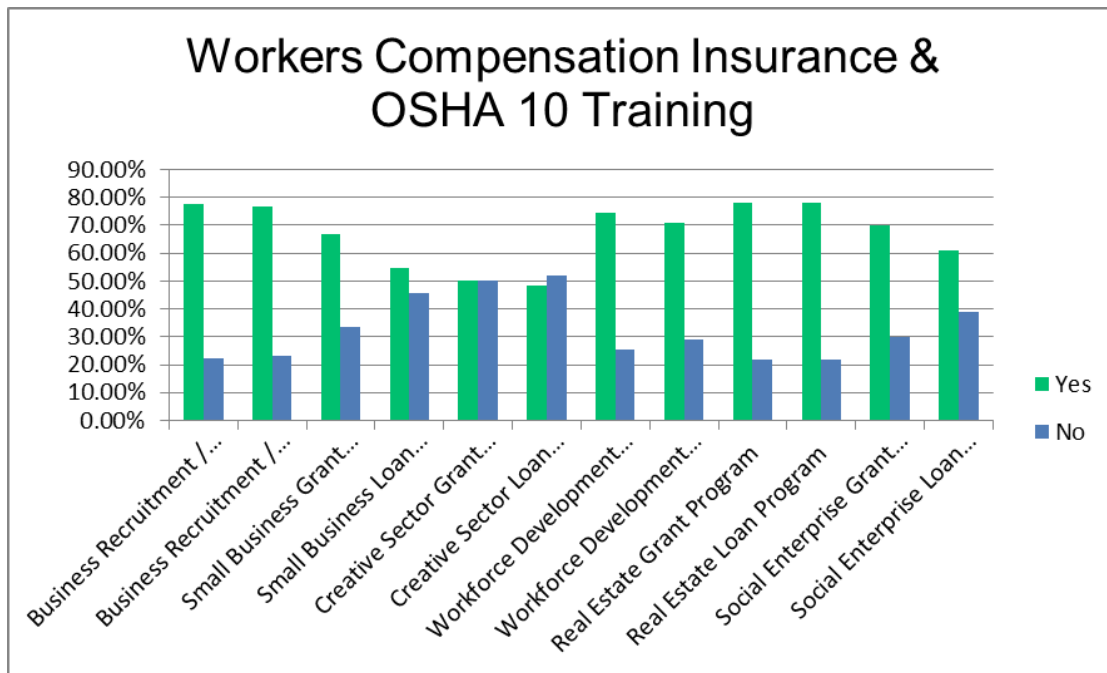
- Environmental Regulations (Resolution 20050113-052): The applicant conducts its business in Austin in compliance with Austin's current water quality regulations and agrees to comply with Austin's water quality regulations in any future development.

Environmental Regulations	Yes		No		Total	Yes/No Disparity
Business Recruitment / Business Expansion Grant Program	88.33%	53	11.67%	7	60	0.77
Business Recruitment / Business Expansion Loan Program	84.75%	50	15.25%	9	59	0.70
Small Business Grant Program	75.86%	44	24.14%	14	58	0.52
Small Business Loan Program	72.41%	42	27.59%	16	58	0.45
Creative Sector Grant Program	65.52%	38	34.48%	20	58	0.31
Creative Sector Loan Program	64.41%	38	35.59%	21	59	0.29
Workforce Development Grant Program	69.64%	39	30.36%	17	56	0.39
Workforce Development Loan Program	67.24%	39	32.76%	19	58	0.34
Real Estate Grant Program	84.48%	49	15.52%	9	58	0.69
Real Estate Loan Program	82.76%	48	17.24%	10	58	0.66
Social Enterprise Grant Program	72.22%	39	27.78%	15	54	0.44
Social Enterprise Loan Program	71.43%	40	28.57%	16	56	0.43
				Answered	68	0.83
				Skipped	14	



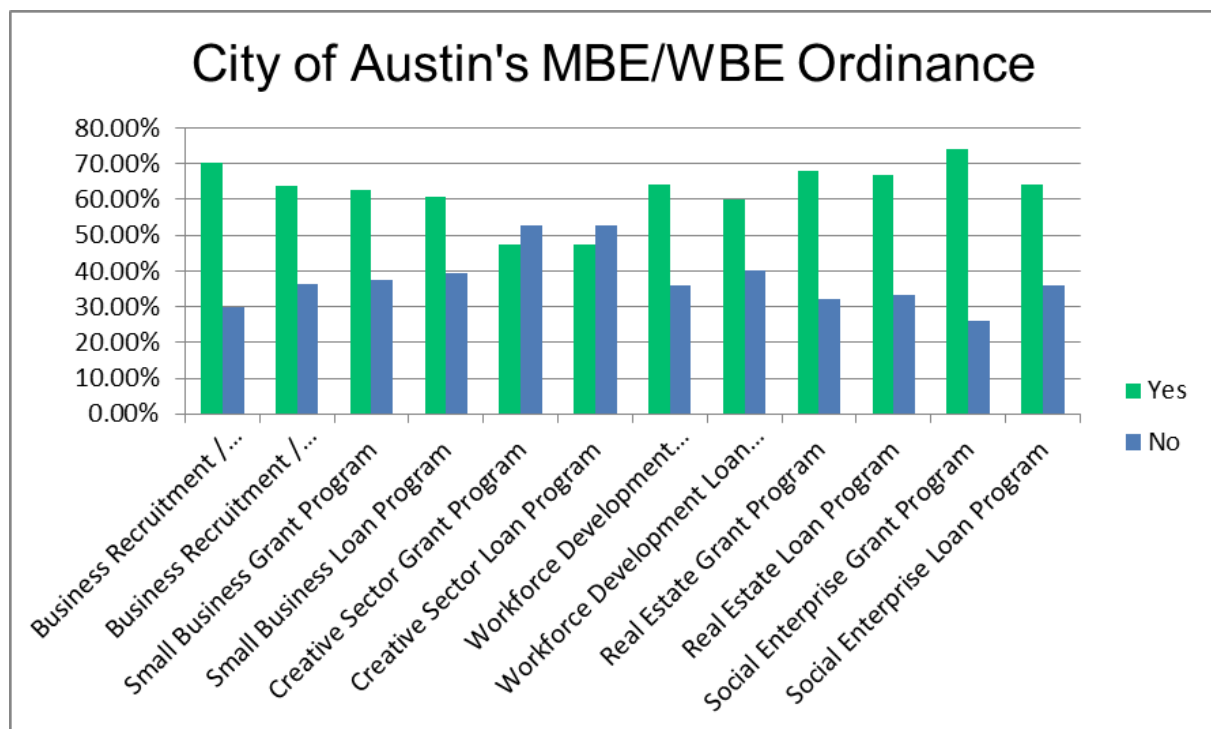
- Workers Compensation Insurance & OSHA 10 Training (Resolution 20131024-056): All construction workers hired for construction of the project will be provided Workers Compensation Insurance and OSHA 10 Training.

Workers Compensation Insurance & OSHA 10 Training						
	Yes		No		Total	Yes/No Disparity
Business Recruitment / Business Expansion Grant Program	77.59%	45	22.41%	13	58	0.55
Business Recruitment / Business Expansion Loan Program	76.79%	43	23.21%	13	56	0.54
Small Business Grant Program	66.67%	36	33.33%	18	54	0.33
Small Business Loan Program	54.55%	30	45.45%	25	55	0.09
Creative Sector Grant Program	50.00%	27	50.00%	27	54	-
Creative Sector Loan Program	48.15%	26	51.85%	28	54	(0.04)
Workforce Development Grant Program	74.55%	41	25.45%	14	55	0.49
Workforce Development Loan Program	70.91%	39	29.09%	16	55	0.42
Real Estate Grant Program	78.18%	43	21.82%	12	55	0.56
Real Estate Loan Program	78.18%	43	21.82%	12	55	0.56
Social Enterprise Grant Program	70.00%	35	30.00%	15	50	0.40
Social Enterprise Loan Program	61.11%	33	38.89%	21	54	0.22
				Answered	68	0.83
				Skipped	14	



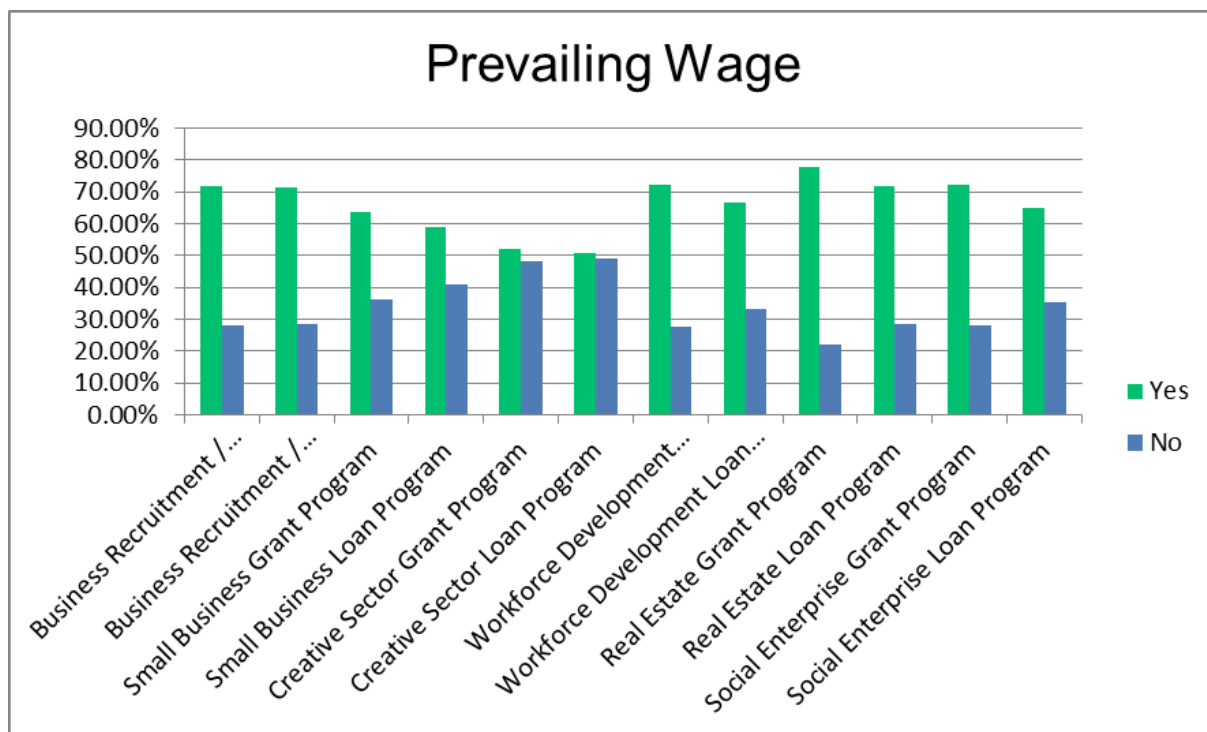
- City of Austin's MBE/WBE Ordinance (Resolution 20120112-058): The project will comply with the City of Austin's MBE/WBE Ordinance through the Minority-Owned and Women-Owned Business Enterprise Procurement Program.

City of Austin's MBE/WBE Ordinance						Yes/No Disparity
	Yes	No	Total			
Business Recruitment / Business Expansion Grant Program	70.18%	40	29.82%	17	57	0.40
Business Recruitment / Business Expansion Loan Program	63.79%	37	36.21%	21	58	0.28
Small Business Grant Program	62.50%	35	37.50%	21	56	0.25
Small Business Loan Program	60.71%	34	39.29%	22	56	0.21
Creative Sector Grant Program	47.27%	26	52.73%	29	55	(0.05)
Creative Sector Loan Program	47.27%	26	52.73%	29	55	(0.05)
Workforce Development Grant Program	64.15%	34	35.85%	19	53	0.28
Workforce Development Loan Program	60.00%	33	40.00%	22	55	0.20
Real Estate Grant Program	67.92%	36	32.08%	17	53	0.36
Real Estate Loan Program	66.67%	36	33.33%	18	54	0.33
Social Enterprise Grant Program	74.00%	37	26.00%	13	50	0.48
Social Enterprise Loan Program	64.15%	34	35.85%	19	53	0.28
				Answered	68	0.83
				Skipped	14	



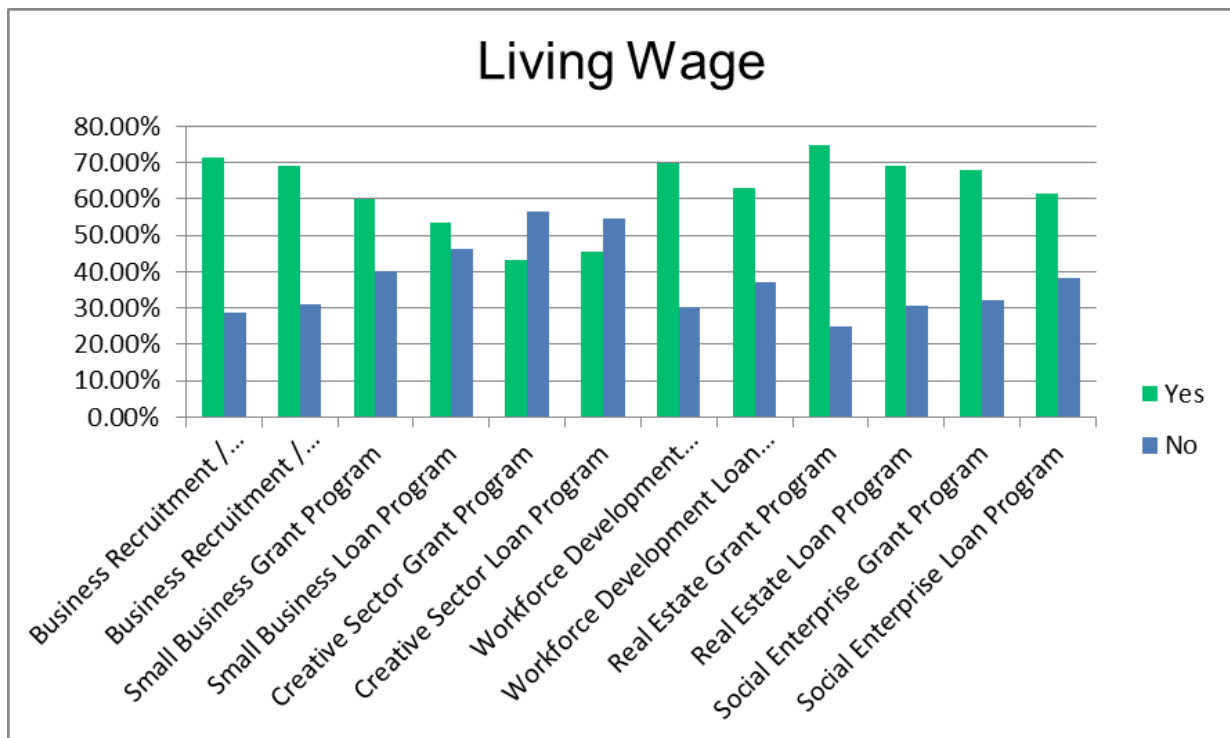
- **Prevailing Wage (Resolution 20131024-056):** All construction work on the project must comply with the City's established prevailing wage program that is used on City of Austin public works projects. Unless living wage is exempted through the exception process, the City of Austin's living wage will apply to any prevailing wage classification that falls below the living wage.

Prevailing Wage	Yes		No		Total	Yes/No Disparity
Business Recruitment / Business Expansion Grant Program	71.93%	41	28.07%	16	57	0.44
Business Recruitment / Business Expansion Loan Program	71.43%	40	28.57%	16	56	0.43
Small Business Grant Program	63.64%	35	36.36%	20	55	0.27
Small Business Loan Program	58.93%	33	41.07%	23	56	0.18
Creative Sector Grant Program	51.85%	28	48.15%	26	54	0.04
Creative Sector Loan Program	50.91%	28	49.09%	27	55	0.02
Workforce Development Grant Program	72.22%	39	27.78%	15	54	0.44
Workforce Development Loan Program	66.67%	36	33.33%	18	54	0.33
Real Estate Grant Program	77.78%	42	22.22%	12	54	0.56
Real Estate Loan Program	71.70%	38	28.30%	15	53	0.43
Social Enterprise Grant Program	72.00%	36	28.00%	14	50	0.44
Social Enterprise Loan Program	64.81%	35	35.19%	19	54	0.30
				Answered	68	0.83
				Skipped	14	



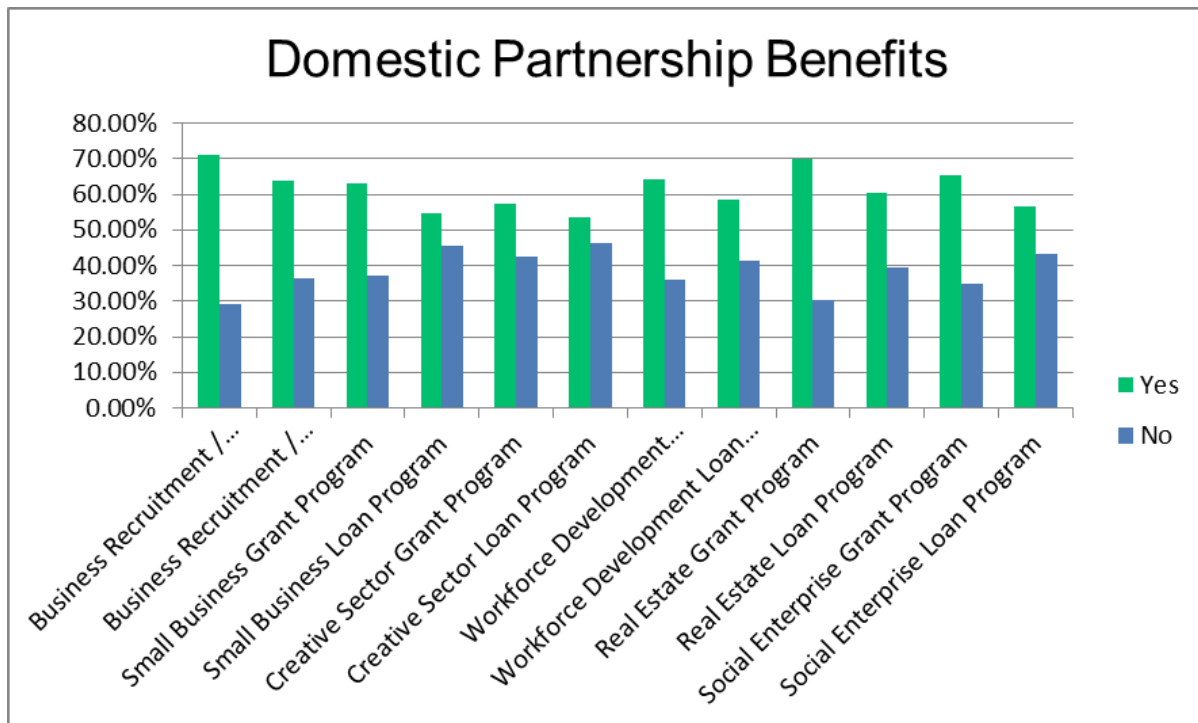
- **Living Wage (Resolution 20131024-056):** The Firm will ensure that all workers are paid at least the City of Austin's living wage, including full-time employees, contract employees, and construction workers hired for construction work to develop the project.

Living Wage	Yes		No		Total	Yes/No Disparity
Business Recruitment / Business Expansion Grant Program	71.43%	40	28.57%	16	56	0.43
Business Recruitment / Business Expansion Loan Program	69.09%	38	30.91%	17	55	0.38
Small Business Grant Program	60.00%	33	40.00%	22	55	0.20
Small Business Loan Program	53.70%	29	46.30%	25	54	0.07
Creative Sector Grant Program	43.40%	23	56.60%	30	53	(0.13)
Creative Sector Loan Program	45.45%	25	54.55%	30	55	(0.09)
Workforce Development Grant Program	69.81%	37	30.19%	16	53	0.40
Workforce Development Loan Program	62.96%	34	37.04%	20	54	0.26
Real Estate Grant Program	75.00%	39	25.00%	13	52	0.50
Real Estate Loan Program	69.23%	36	30.77%	16	52	0.38
Social Enterprise Grant Program	68.00%	34	32.00%	16	50	0.36
Social Enterprise Loan Program	61.54%	32	38.46%	20	52	0.23
				Answered	68	0.83
				Skipped	14	



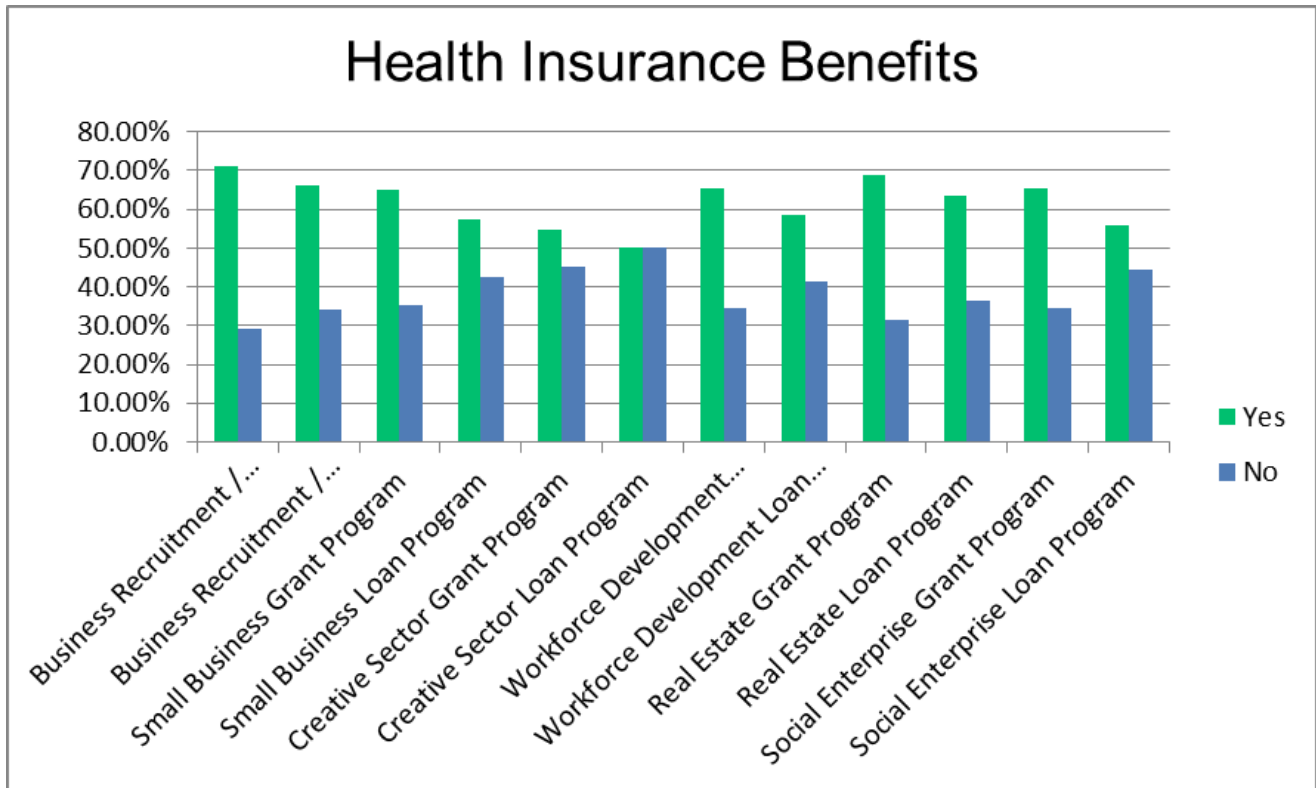
- Domestic Partnership Benefits (Resolution 20090806-037): The Firm will extend benefits to domestic partners or employees and their dependents. The Firm's policy should reflect the definition of a domestic partner as an individual who lives in the same household and shares the common resources of life in a close, personal, intimate relationship with an employee if under Texas law the individual would not be prevented from marrying the employee on account of age, consanguinity or prior undissolved marriage to another. A domestic partner may be of the same, or opposite, gender as the employee. (Exception available)

Domestic Partnership Benefits						
	Yes		No		Total	Yes/No Disparity
Business Recruitment / Business Expansion Grant Program	70.91%	39	29.09%	16	55	0.42
Business Recruitment / Business Expansion Loan Program	63.64%	35	36.36%	20	55	0.27
Small Business Grant Program	62.96%	34	37.04%	20	54	0.26
Small Business Loan Program	54.55%	30	45.45%	25	55	0.09
Creative Sector Grant Program	57.41%	31	42.59%	23	54	0.15
Creative Sector Loan Program	53.57%	30	46.43%	26	56	0.07
Workforce Development Grant Program	64.15%	34	35.85%	19	53	0.28
Workforce Development Loan Program	58.49%	31	41.51%	22	53	0.17
Real Estate Grant Program	69.81%	37	30.19%	16	53	0.40
Real Estate Loan Program	60.38%	32	39.62%	21	53	0.21
Social Enterprise Grant Program	65.31%	32	34.69%	17	49	0.31
Social Enterprise Loan Program	56.60%	30	43.40%	23	53	0.13
				Answered	68	0.83
				Skipped	14	



- Health Insurance Benefits: The Firm will provide health insurance benefits for all new full-time employees. (Exceptional available)

Health Insurance Benefits						
	Yes		No		Total	Yes/No Disparity
Business Recruitment / Business Expansion Grant Program	70.91%	39	29.09%	16	55	0.42
Business Recruitment / Business Expansion Loan Program	66.04%	35	33.96%	18	53	0.32
Small Business Grant Program	64.81%	35	35.19%	19	54	0.30
Small Business Loan Program	57.41%	31	42.59%	23	54	0.15
Creative Sector Grant Program	54.72%	29	45.28%	24	53	0.09
Creative Sector Loan Program	50.00%	27	50.00%	27	54	-
Workforce Development Grant Program	65.38%	34	34.62%	18	52	0.31
Workforce Development Loan Program	58.49%	31	41.51%	22	53	0.17
Real Estate Grant Program	68.63%	35	31.37%	16	51	0.37
Real Estate Loan Program	63.46%	33	36.54%	19	52	0.27
Social Enterprise Grant Program	65.31%	32	34.69%	17	49	0.31
Social Enterprise Loan Program	55.77%	29	44.23%	23	52	0.12
			Answered		68	0.83
			Skipped		14	



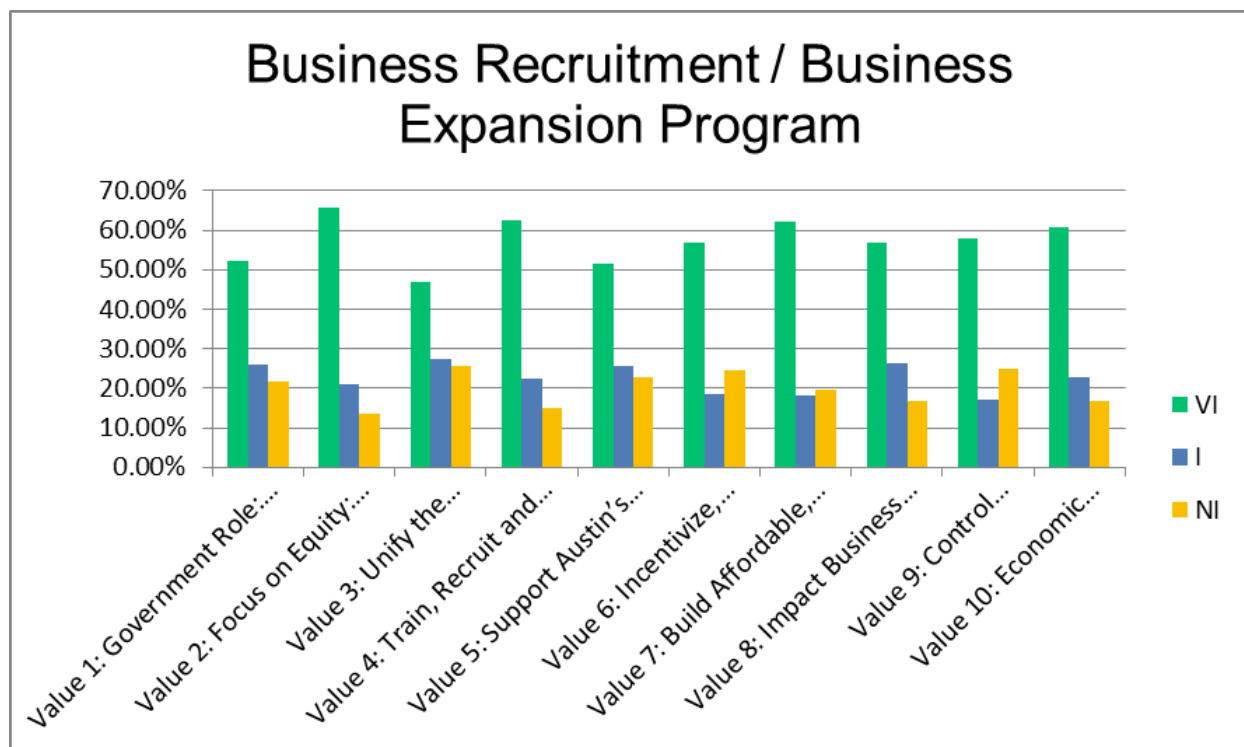
- Property Tax Appeals (Resolution 20141211-221): If a Firm successfully appeals its property valuation resulting in a lower value, the project must be reassessed to determine whether it is still revenue-positive for the City, and if the project is no longer revenue-positive, City Council may adjust the amount of the incentive commensurate with the reduction in valuation.

[No response data was collected for this requirement, in error. It was inadvertently left out of the survey exercise and will need to be a supplement to the survey responses collected here.]

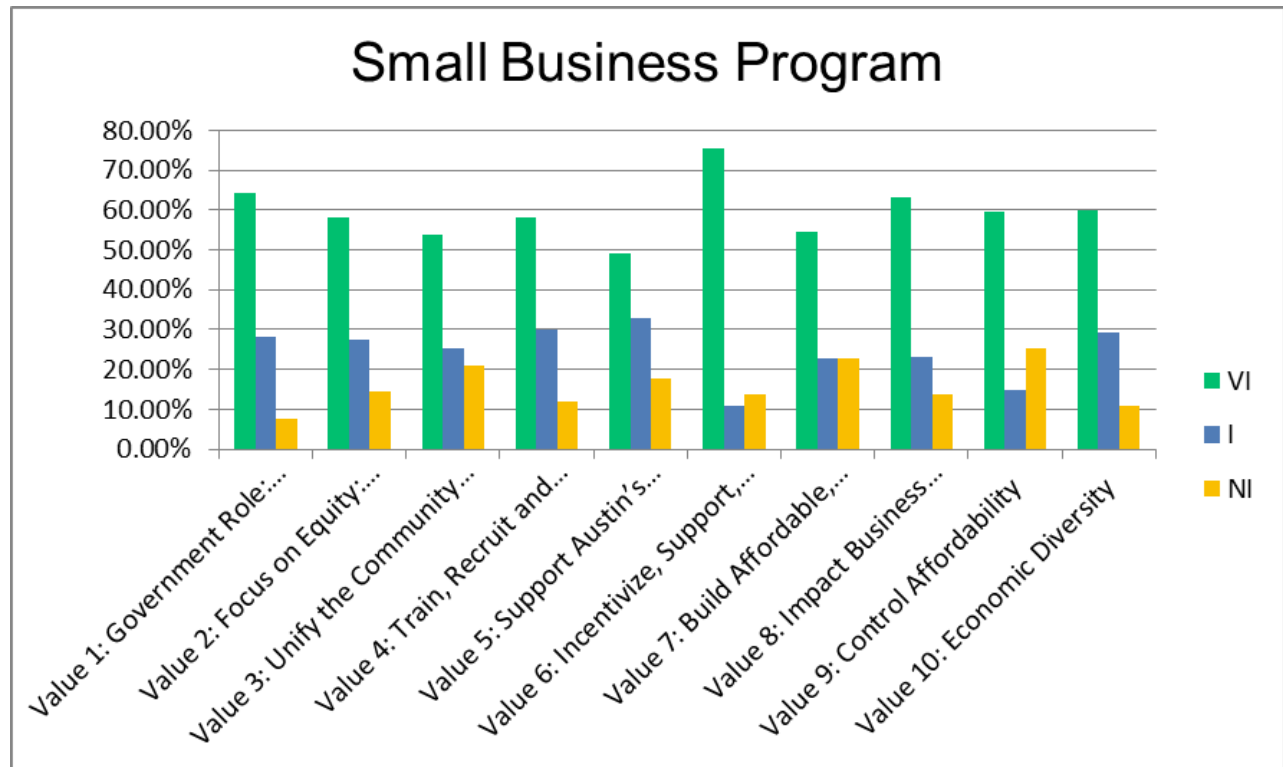
Part 3:
Measuring Values

Question 3: Please read and understand the overarching Economic Development community values that emerged during the Community Conversations held in June. Please apply each of these community values to each potential new incentive program and using "Very Important, Important, Not Important" indicate how important that value is within the context of the potential new incentive programs.

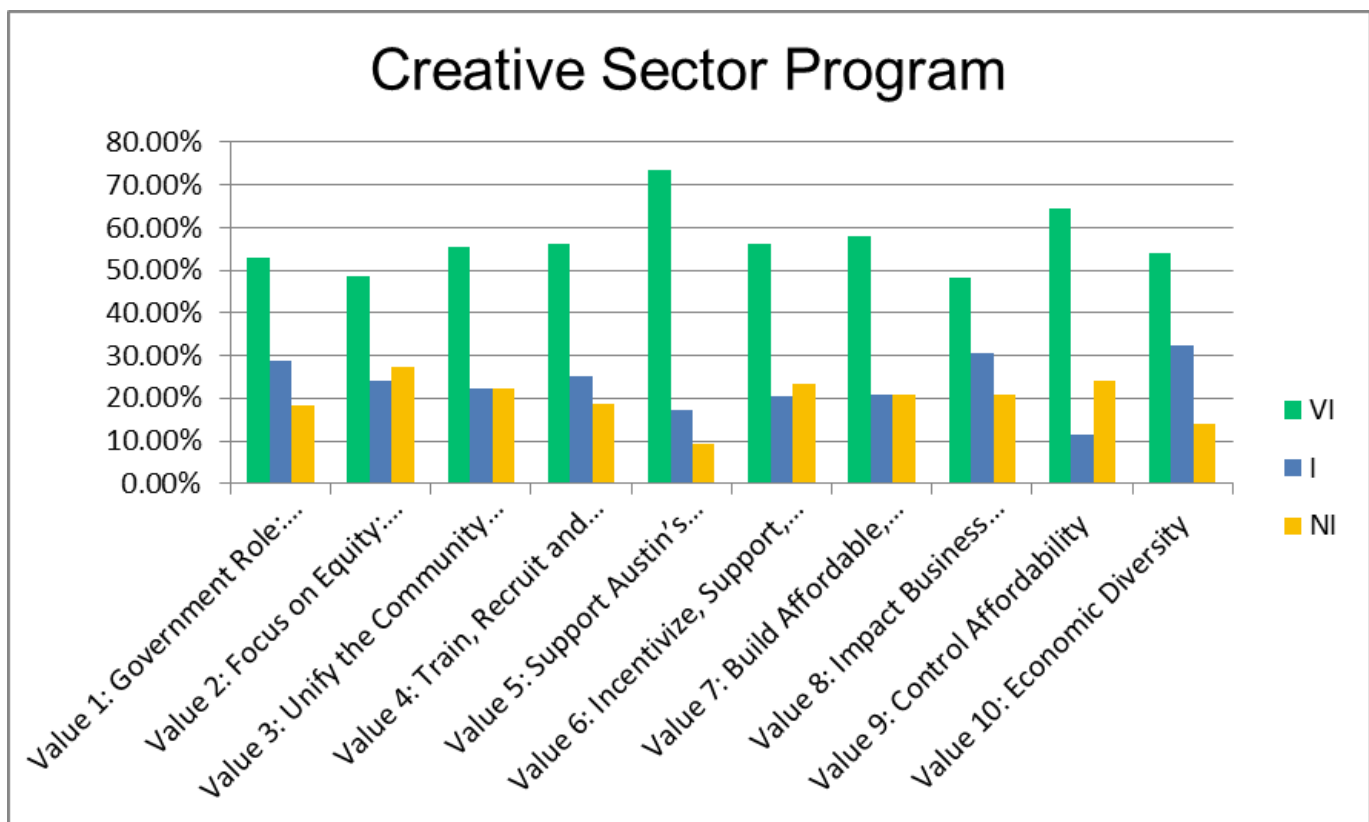
Business Recruitment / Business Expansion Program							
	VI		I		NI		Total
Value 1: Government Role: Connector, Investor, Path-Clearer	52.17%	36	26.09%	18	21.74%	15	69
Value 2: Focus on Equity: Employment Opportunities for All	65.67%	44	20.90%	14	13.43%	9	67
Value 3: Unify the Community Through Collaboration	46.97%	31	27.27%	18	25.76%	17	66
Value 4: Train, Recruit and Retain Local Workforce and Talent	62.69%	42	22.39%	15	14.93%	10	67
Value 5: Support Austin's Culture, Creative Sector and Communi	51.52%	34	25.76%	17	22.73%	15	66
Value 6: Incentivize, Support, Staff and Train Small Businesses	56.92%	37	18.46%	12	24.62%	16	65
Value 7: Build Affordable, Livable, and Accessible Development	62.12%	41	18.18%	12	19.70%	13	66
Value 8: Impact Business Growth	56.92%	37	26.15%	17	16.92%	11	65
Value 9: Control Affordability	57.81%	37	17.19%	11	25.00%	16	64
Value 10: Economic Diversity	60.61%	40	22.73%	15	16.67%	11	66
						Answered	73
						Skipped	9



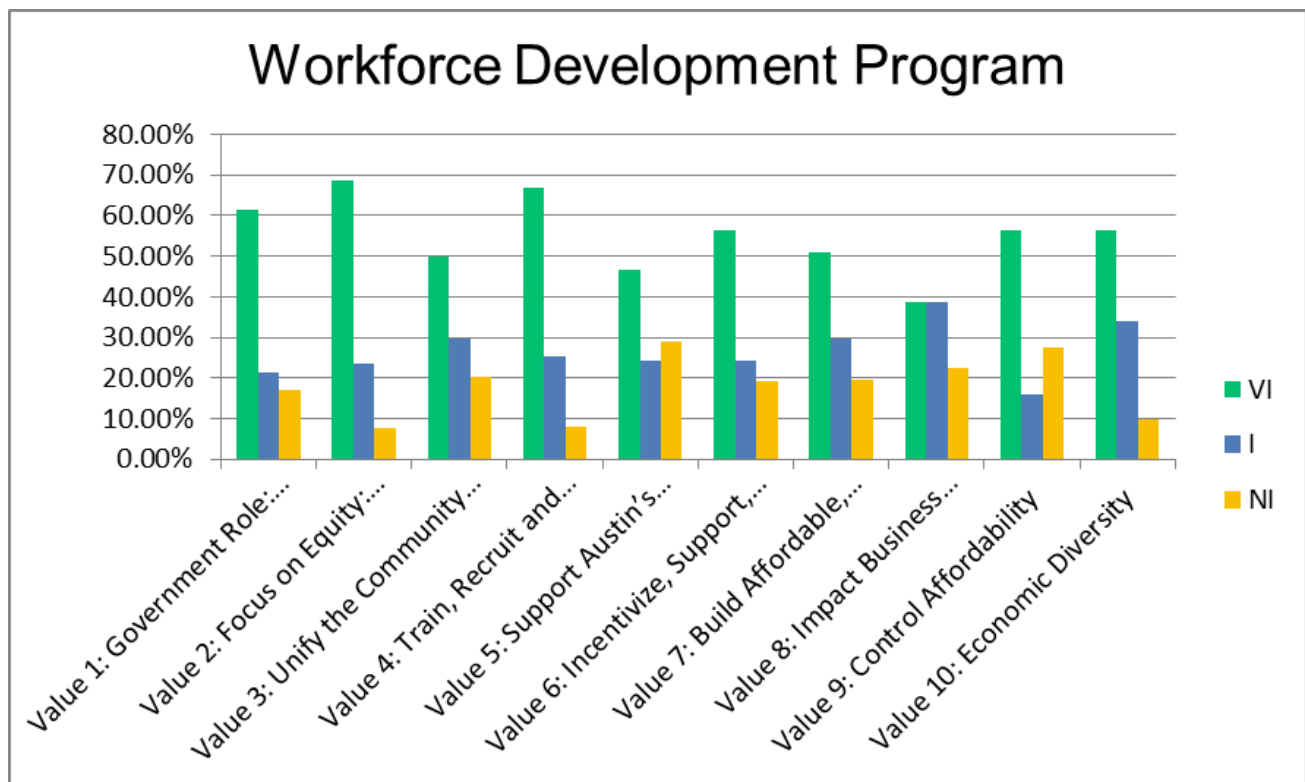
Small Business Program							
	VI		I		NI		Total
Value 1: Government Role: Connector, Investor, Path-Clearer	64.18%	43	28.36%	19	7.46%	5	67
Value 2: Focus on Equity: Employment Opportunities for All	57.97%	40	27.54%	19	14.49%	10	69
Value 3: Unify the Community Through Collaboration	53.73%	36	25.37%	17	20.90%	14	67
Value 4: Train, Recruit and Retain Local Workforce and Talent	58.21%	39	29.85%	20	11.94%	8	67
Value 5: Support Austin's Culture, Creative Sector and Communi	49.25%	33	32.84%	22	17.91%	12	67
Value 6: Incentivize, Support, Staff and Train Small Businesses	75.38%	49	10.77%	7	13.85%	9	65
Value 7: Build Affordable, Livable, and Accessible Development	54.55%	36	22.73%	15	22.73%	15	66
Value 8: Impact Business Growth	63.08%	41	23.08%	15	13.85%	9	65
Value 9: Control Affordability	59.70%	40	14.93%	10	25.37%	17	67
Value 10: Economic Diversity	60.00%	39	29.23%	19	10.77%	7	65
							Answered
							73
							Skipped
							9



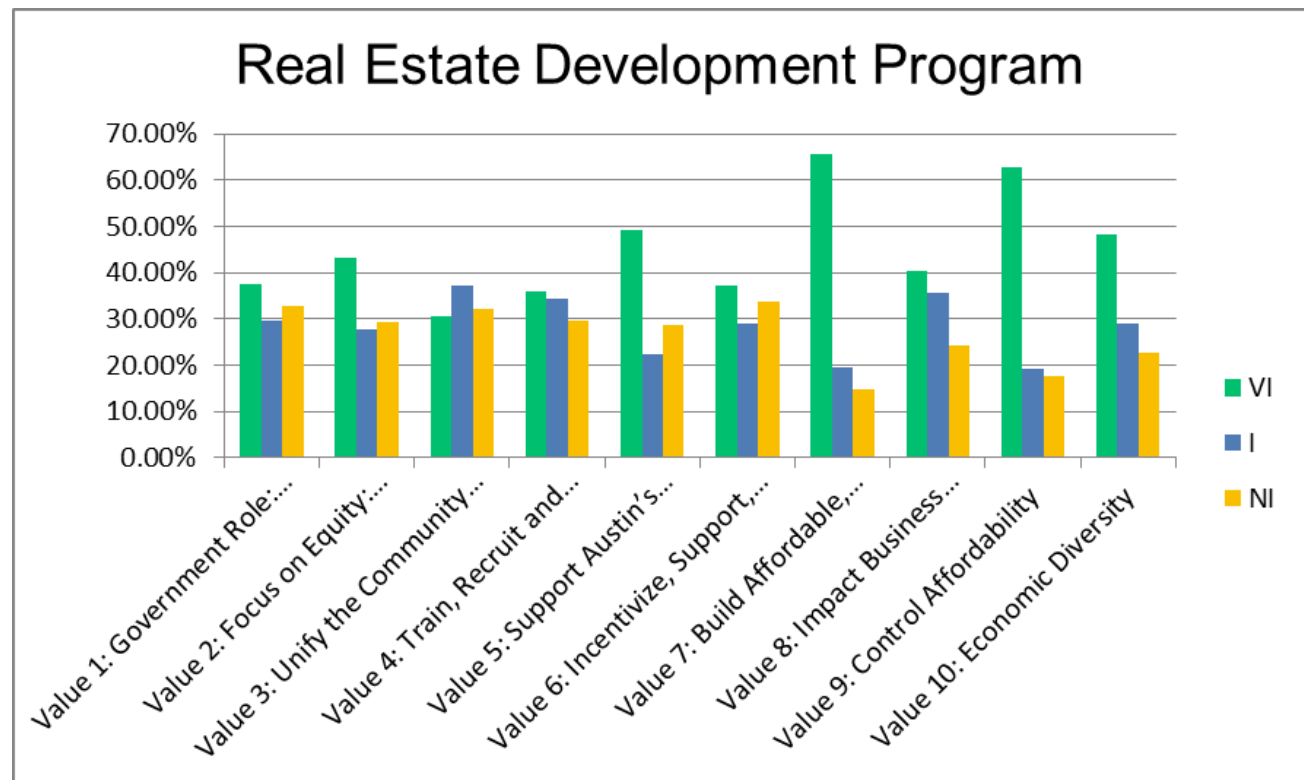
Creative Sector Program							
	VI		I		NI		Total
Value 1: Government Role: Connector, Investor, Path-Clearer	53.03%	35	28.79%	19	18.18%	12	66
Value 2: Focus on Equity: Employment Opportunities for All	48.48%	32	24.24%	16	27.27%	18	66
Value 3: Unify the Community Through Collaboration	55.56%	35	22.22%	14	22.22%	14	63
Value 4: Train, Recruit and Retain Local Workforce and Talent	56.25%	36	25.00%	16	18.75%	12	64
Value 5: Support Austin's Culture, Creative Sector and Communi	73.44%	47	17.19%	11	9.38%	6	64
Value 6: Incentivize, Support, Staff and Train Small Businesses	56.25%	36	20.31%	13	23.44%	15	64
Value 7: Build Affordable, Livable, and Accessible Development	58.06%	36	20.97%	13	20.97%	13	62
Value 8: Impact Business Growth	48.39%	30	30.65%	19	20.97%	13	62
Value 9: Control Affordability	64.52%	40	11.29%	7	24.19%	15	62
Value 10: Economic Diversity	53.85%	35	32.31%	21	13.85%	9	65
						Answered	73
						Skipped	9



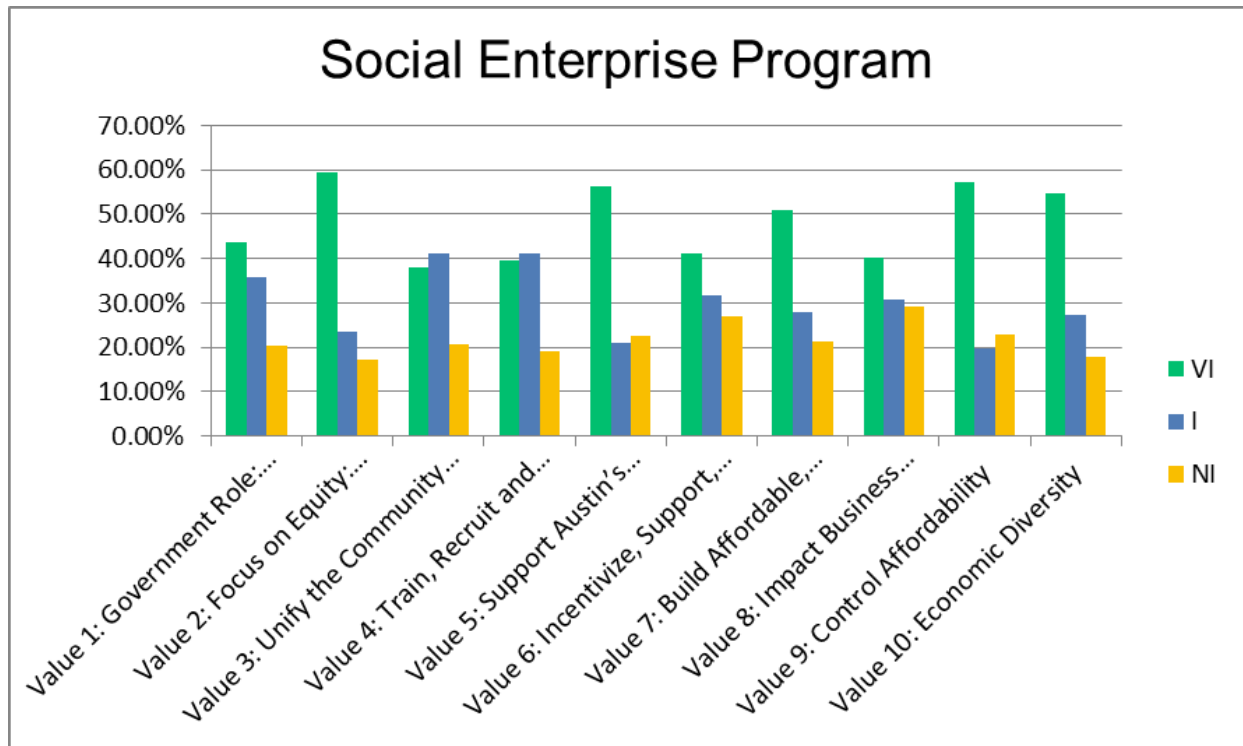
Workforce Development Program							
	VI		I		NI		Total
Value 1: Government Role: Connector, Investor, Path-Clearer	61.54%	40	21.54%	14	16.92%	11	65
Value 2: Focus on Equity: Employment Opportunities for All	68.75%	44	23.44%	15	7.81%	5	64
Value 3: Unify the Community Through Collaboration	50.00%	32	29.69%	19	20.31%	13	64
Value 4: Train, Recruit and Retain Local Workforce and Talent	66.67%	42	25.40%	16	7.94%	5	63
Value 5: Support Austin's Culture, Creative Sector and Community	46.77%	29	24.19%	15	29.03%	18	62
Value 6: Incentivize, Support, Staff and Train Small Businesses	56.45%	35	24.19%	15	19.35%	12	62
Value 7: Build Affordable, Livable, and Accessible Development	50.82%	31	29.51%	18	19.67%	12	61
Value 8: Impact Business Growth	38.71%	24	38.71%	24	22.58%	14	62
Value 9: Control Affordability	56.45%	35	16.13%	10	27.42%	17	62
Value 10: Economic Diversity	56.45%	35	33.87%	21	9.68%	6	62
						Answered	73
						Skipped	9



Real Estate Development Program							
	VI		I		NI		Total
Value 1: Government Role: Connector, Investor, Path-Clearer	37.50%	24	29.69%	19	32.81%	21	64
Value 2: Focus on Equity: Employment Opportunities for All	43.08%	28	27.69%	18	29.23%	19	65
Value 3: Unify the Community Through Collaboration	30.65%	19	37.10%	23	32.26%	20	62
Value 4: Train, Recruit and Retain Local Workforce and Talent	35.94%	23	34.38%	22	29.69%	19	64
Value 5: Support Austin's Culture, Creative Sector and Community	49.21%	31	22.22%	14	28.57%	18	63
Value 6: Incentivize, Support, Staff and Train Small Businesses	37.10%	23	29.03%	18	33.87%	21	62
Value 7: Build Affordable, Livable, and Accessible Development	65.57%	40	19.67%	12	14.75%	9	61
Value 8: Impact Business Growth	40.32%	25	35.48%	22	24.19%	15	62
Value 9: Control Affordability	62.90%	39	19.35%	12	17.74%	11	62
Value 10: Economic Diversity	48.39%	30	29.03%	18	22.58%	14	62
					Answered		73
					Skipped		9



Social Enterprise Program	VI		I		NI		Total
Value 1: Government Role: Connector, Investor, Path-Clearer	43.75%	28	35.94%	23	20.31%	13	64
Value 2: Focus on Equity: Employment Opportunities for All	59.38%	38	23.44%	15	17.19%	11	64
Value 3: Unify the Community Through Collaboration	38.10%	24	41.27%	26	20.63%	13	63
Value 4: Train, Recruit and Retain Local Workforce and Talent	39.68%	25	41.27%	26	19.05%	12	63
Value 5: Support Austin's Culture, Creative Sector and Communi	56.45%	35	20.97%	13	22.58%	14	62
Value 6: Incentivize, Support, Staff and Train Small Businesses	41.27%	26	31.75%	20	26.98%	17	63
Value 7: Build Affordable, Livable, and Accessible Development	50.82%	31	27.87%	17	21.31%	13	61
Value 8: Impact Business Growth	40.32%	25	30.65%	19	29.03%	18	62
Value 9: Control Affordability	57.38%	35	19.67%	12	22.95%	14	61
Value 10: Economic Diversity	54.84%	34	27.42%	17	17.74%	11	62
					Answered		73
					Skipped		9



Question 4: What is your zip code? (Either residence or place of work)
82 Respondents answered this question:

78752	78704	84756	78736
78735	78702	29385	78704
78721	78704	84937	78722
78723	78704	22234	78723
78703	78704	78759	78751
78703	78751	78705	78731
78731	78705	78744	78723
78759	78719	78725	78748
78702	78704	78703	78749
78721	78744	78702	78704
78758	78741	78751	78701
78704	78724	78702	78745
78721	78754	78705	78701
78724	78723	78702	78723
78723	78753	78731	78753
78723	78665	78702	78756
78748	78759	78749	78757
78723	78753	78753	78723
78759	78701	78730	78746
78757	73308	78705	78702
			78727

Part 4:
Respondent Profile

Question 5: What is your industry? (Check all that apply)

Answer Choices	Responses	
	Skipped	4
	Answered	78
Small Business (<200 Employees)	33.33%	26
Government	25.64%	20
Creative Sector	25.64%	20
Social Enterprise (Non-Profit)	17.95%	14
Other (please specify)	16.67%	13
Technology	11.54%	9
Large Business (>200 Employees)	10.26%	8
Professional Services	8.97%	7
Workforce Development	7.69%	6
Food Service/RestaurantFood Retail	6.41%	5
Industry Association/Chamber	5.13%	4
Real Estate	5.13%	4
Manufacturing	5.13%	4
Life Sciences (Healthcare)	1.28%	1
Clean Energy	1.28%	1
Mobility (Aerospace or Automotive)	1.28%	1
Fashion	1.28%	1
Other Retail	0.00%	0

Other (please specify)
youth sports, education, training and women's programs
Entertainment
Cultural Arts & Education
Retired
Film / Television / Commercial production
nonprofit
electric utility
Computer Games
Political
coworking space / business incubator
non-profit
Food Incubator, food+tech
retired

Question 6: What is your company/organization name?

Organizations			
AIBA	CAPCOG	Healthcare Decisions Consulting	re:3D
AISC	Capital IDEA	IBM	S.A. Esa Enterprises
American YouthWorks	Central Austin Management Group	Imagine Art	Spectrum Theatre Company
Applied Materials	Chaddick Dance Theater	in.gredients grocers	Subway
ArtCraft Entertainment, Inc.	City of Austin	Library and art	SXSW
Austin Cooperative Business Association	Cogitare Global LLC	McDonalds	Texas Accountants and Lawyers for the Arts
Austin Energy	Colony Park Neighborhood Association	One Element Media	The Cook's Nook
Austin Film Festival	Concept 2Consumption Fashion and Technology Consulting	OneSeventeen Media	TMS
Austin Forum on Technology & Society	Emma S. Barrientos Mexican American Cultural Center, PARD, COA	Orange Coworking	Travis County
austin technology council		Panic Button	US Farathane
Austin/Travis County Reentry Roundtable	Fusebox	Portalarium	Wildflower
BCL of Texas		Preservation Austin	Workers Defense

Question 7: Is your organization for-profit or non-profit?

Answer Choices		Responses	
For-Profit		42.25%	30
Non-Profit		57.75%	41
	Answered		71
	Skipped		11

Question 8: What is the number of employees in your organization/company? (Employed in Austin)

Answered		68	
Skipped		14	
Respondents	Response Date	Response	Employee Bracket
2	Sep 29 2017 04:50 PM	-	0-10
56	Aug 01 2017 11:26 AM	-	0-10
67	Jul 31 2017 04:55 PM	-	0-10
1	Oct 02 2017 12:12 PM	1.00	0-10
3	Sep 19 2017 02:12 PM	1.00	0-10
30	Aug 14 2017 12:34 PM	1.00	0-10
39	Aug 07 2017 08:16 PM	1.00	0-10
57	Aug 01 2017 11:25 AM	1.00	0-10
63	Jul 31 2017 10:04 PM	1.00	0-10
4	Sep 10 2017 10:05 AM	2.00	0-10
5	Sep 05 2017 10:32 PM	2.00	0-10
15	Aug 23 2017 11:57 AM	2.00	0-10
10	Aug 24 2017 11:43 AM	3.00	0-10
17	Aug 23 2017 11:29 AM	3.00	0-10
29	Aug 14 2017 04:12 PM	3.00	0-10
37	Aug 08 2017 03:40 PM	3.00	0-10
48	Aug 04 2017 11:33 AM	3.00	0-10
64	Jul 31 2017 09:30 PM	3.00	0-10
66	Jul 31 2017 07:29 PM	3.00	0-10
43	Aug 07 2017 08:15 AM	4.00	0-10
52	Aug 02 2017 08:17 AM	4.00	0-10
65	Jul 31 2017 09:05 PM	4.00	0-10
40	Aug 07 2017 03:40 PM	5.00	0-10
42	Aug 07 2017 10:46 AM	5.00	0-10
12	Aug 23 2017 12:55 PM	8.00	0-10
16	Aug 23 2017 11:41 AM	10.00	0-10
34	Aug 09 2017 02:27 PM	10.00	0-10
41	Aug 07 2017 01:01 PM	10.00	0-10
46	Aug 05 2017 09:59 PM	10.00	0-10
54	Aug 01 2017 05:33 PM	10.00	0-10
14	Aug 23 2017 12:41 PM	14.00	11-50
9	Aug 25 2017 02:17 PM	14.30	11-50
53	Aug 02 2017 06:38 AM	15.00	11-50
28	Aug 14 2017 06:53 PM	20.00	11-50
68	Jul 31 2017 04:48 PM	26.00	11-50
44	Aug 06 2017 09:15 PM	30.00	11-50
49	Aug 03 2017 09:26 AM	30.00	11-50
8	Aug 25 2017 06:59 PM	32.00	11-50
45	Aug 06 2017 02:38 PM	37.00	11-50
60	Aug 01 2017 09:10 AM	42.00	11-50
27	Aug 15 2017 09:54 AM	55.00	11-50
61	Aug 01 2017 09:05 AM	60.00	51-200
22	Aug 17 2017 10:29 AM	100+	51-200
62	Aug 01 2017 08:00 AM	120.00	51-200
35	Aug 09 2017 02:22 PM	129.00	51-200
21	Aug 17 2017 03:34 PM	180.00	51-200
7	Aug 27 2017 08:23 PM	200.00	51-200
59	Aug 01 2017 10:46 AM	300.00	201-1000
24	Aug 16 2017 09:28 AM	450.00	201-1000
31	Aug 14 2017 09:59 AM	500.00	201-1000
50	Aug 02 2017 10:32 AM	1000+	201-1000
18	Aug 23 2017 08:42 AM	1,400.00	1001-5000
58	Aug 01 2017 11:00 AM	1,400.00	1001-5000
20	Aug 22 2017 06:20 PM	1,800.00	1001-5000
47	Aug 04 2017 01:13 PM	2,000.00	1001-5000
32	Aug 14 2017 08:59 AM	3,000.00	1001-5000
33	Aug 09 2017 04:25 PM	3,000.00	1001-5000
6	Aug 28 2017 11:16 AM	> 3000	1001-5000
13	Aug 23 2017 12:53 PM	4,000.00	1001-5000
11	Aug 23 2017 02:16 PM	About 6,000	5001-15000
19	Aug 23 2017 08:11 AM	11,000.00	5001-15000
25	Aug 15 2017 05:17 PM	12,000+	5001-15000
36	Aug 08 2017 04:20 PM	13,000.00	5001-15000
26	Aug 15 2017 04:36 PM	13,500.00	5001-15000
38	Aug 08 2017 03:36 PM	13,500.00	5001-15000
51	Aug 02 2017 09:07 AM	16,000.00	15001+
55	Aug 01 2017 03:43 PM	many	15001+
23	Aug 16 2017 12:18 PM	hundreds are employed by Austin Public	n/a

Question 9: How many years have you lived/worked in Austin?

Answered	73		
Skipped	9		
Response	Response Date	Responses	Categories
70	Jul 31 2017 09:05 PM	2.00	0-5
15	Aug 23 2017 11:57 AM	3.00	0-5
10	Aug 24 2017 11:43 AM	4.00	0-5
39	Aug 09 2017 02:22 PM	4.00	0-5
68	Jul 31 2017 10:04 PM	4.00	0-5
4	Sep 10 2017 10:05 AM	5.00	0-5
13	Aug 23 2017 12:53 PM	5.00	0-5
62	Aug 01 2017 11:25 AM	5.00	0-5
61	Aug 01 2017 11:26 AM	6.00	6-10
66	Aug 01 2017 09:05 AM	6.00	6-10
26	Aug 16 2017 10:45 AM	7.00	6-10
29	Aug 15 2017 04:36 PM	7.00	6-10
37	Aug 09 2017 04:25 PM	7.00	6-10
43	Aug 08 2017 03:36 PM	7.00	6-10
34	Aug 14 2017 09:59 AM	7.00	6-10
21	Aug 22 2017 04:00 PM	9.00	6-10
40	Aug 09 2017 02:20 PM	9.00	6-10
51	Aug 05 2017 09:59 PM	10.00	6-10
69	Jul 31 2017 09:30 PM	10.00	6-10
17	Aug 23 2017 11:29 AM	10.00	6-10
27	Aug 16 2017 09:28 AM	11.00	11-20
46	Aug 07 2017 01:01 PM	11.00	11-20
65	Aug 01 2017 09:10 AM	11.00	11-20
1	Oct 02 2017 12:12 PM	12.00	11-20
42	Aug 08 2017 03:40 PM	15.00	11-20
41	Aug 08 2017 04:20 PM	17.00	11-20
18	Aug 23 2017 08:42 AM	18.00	11-20
50	Aug 06 2017 02:38 PM	18.00	11-20
20	Aug 22 2017 06:20 PM	19.00	11-20
38	Aug 09 2017 02:27 PM	19.00	11-20
47	Aug 07 2017 10:46 AM	19.00	11-20
72	Jul 31 2017 04:55 PM	19.00	11-20
6	Aug 28 2017 11:16 AM	20.00	11-20
16	Aug 23 2017 11:41 AM	20.00	11-20
35	Aug 14 2017 08:59 AM	20.00	11-20
55	Aug 02 2017 10:32 AM	20.00	11-20
67	Aug 01 2017 08:00 AM	20.00	11-20
8	Aug 25 2017 06:59 PM	21.00	21-30
11	Aug 23 2017 02:16 PM	21.00	21-30
60	Aug 01 2017 03:43 PM	21.00	21-30
3	Sep 19 2017 02:12 PM	23.00	21-30
49	Aug 06 2017 09:15 PM	23.00	21-30
64	Aug 01 2017 10:46 AM	24.00	21-30
36	Aug 10 2017 10:26 AM	25.00	21-30
59	Aug 01 2017 05:33 PM	25.00	21-30
32	Aug 14 2017 04:12 PM	26.00	21-30
5	Sep 05 2017 10:32 PM	27.00	21-30
73	Jul 31 2017 04:48 PM	27.00	21-30
2	Sep 29 2017 04:50 PM	27.00	21-30
14	Aug 23 2017 12:41 PM	29.00	21-30
28	Aug 15 2017 05:17 PM	29.00	21-30
45	Aug 07 2017 03:40 PM	29.00	21-30
63	Aug 01 2017 11:00 AM	29.00	21-30
24	Aug 17 2017 10:29 AM	30.00	21-30
48	Aug 07 2017 08:15 AM	30.00	21-30
53	Aug 04 2017 11:33 AM	30.00	21-30
57	Aug 02 2017 08:17 AM	30.00	21-30
56	Aug 02 2017 09:07 AM	31.00	31-40
71	Jul 31 2017 07:29 PM	31.00	31-40
52	Aug 04 2017 01:13 PM	32.00	31-40
23	Aug 17 2017 03:34 PM	33.00	31-40
30	Aug 15 2017 09:54 AM	34.00	31-40
33	Aug 14 2017 12:34 PM	35.00	31-40
58	Aug 02 2017 06:38 AM	35.00	31-40
54	Aug 03 2017 09:26 AM	37.00	31-40
9	Aug 25 2017 02:17 PM	38.00	31-40
25	Aug 16 2017 12:18 PM	38.00	31-40
22	Aug 18 2017 05:15 PM	40.00	31-40
19	Aug 23 2017 08:11 AM	42.00	41+
44	Aug 07 2017 08:16 PM	42.00	41+
12	Aug 23 2017 12:55 PM	44.00	41+
31	Aug 14 2017 06:53 PM	44.00	41+
7	Aug 27 2017 08:23 PM	45.00	41+

Question 10: Is there anything else you would like to add?

Respondents	Response Date	Responses
1	Oct 02 2017 12:12 PM	The city should not provide economic incentives for new businesses to come to Austin except in very rare cases where the business meets our needs and values.
2	Sep 19 2017 02:12 PM	Focus more on developing and growing existing local businesses at a steady pace rather than recruiting big corporations from elsewhere in a rat race driving up cost of living, clogging traffic, and making Austin the most expensive place to live.
3	Sep 10 2017 10:05 AM	No
4	Sep 05 2017 10:32 PM	No
5	Aug 29 2017 11:16 AM	This set up of this survey was very difficult to understand and therefore may not give you any valuable, usable information from which to make decisions. The two areas of importance (Yes/No section and level of importance section) are set up to be incredibly confusing. Was this intentional to check the box for getting public input? Makes one wonder.
6	Aug 27 2017 09:23 PM	Thanks for doing this work!
7	Aug 25 2017 02:17 PM	We were not able to accurately answer the questions in Part 2 as there was no explanation of the difference between a ban program and a grant program.
8	Aug 24 2017 11:43 AM	Spectrum is dedicated to telling the stories of African-Americans in a very unique way.
9	Aug 23 2017 02:16 PM	We need to stop focusing on giving tax breaks and incentives to big businesses. They are a strain on our economy. Small businesses, the arts, an affordable living are essential to maintaining Austin's character.
10	Aug 23 2017 12:55 PM	How will the results be reported?
11	Aug 23 2017 12:53 PM	"Desired Development Zone" is a concept that pre-dates Imagine Austin, which replaced that idea with corridors and centers. Continued use of the DDZ designation supports uncoordinated sprawl by stating that it meets the goals of not developing over the aquifer and sensitive western areas, but does nothing to support smart, sensible growth anywhere else in East, South, North, or Central Austin areas.
12	Aug 23 2017 12:41 PM	Diversity and affordability are my top concerns
13	Aug 23 2017 11:57 AM	No
14	Aug 23 2017 11:29 AM	I appreciate how hard it is to gather this type of info. That said, I think this survey would have been improved by using less jargon or by adding a plain English "translation" of the questions to make it more accessible to Austinites who don't have conversations about this type of issue on a regular basis.
15	Aug 23 2017 09:42 AM	The City should focus on affordability and serving its customers. It is hard to do business and run a business in Austin, largely in part to City bureaucracy, inefficiencies, and Council paying attention to the few people that have the time and energy to spend hours during the day at City Hall. Message for the people and businesses that make Austin great as opposed to placating the vocal minority.
16	Aug 22 2017 06:20 PM	I am usually very willing to participate in surveys, but this one is far too cumbersome and time-consuming. The 380 program summaries are a incoherent mix of opinions, facts on the ground, proposed solutions, and desired outcomes.
17	Aug 19 2017 05:15 PM	Asking us to click over a hundred boxes instead of allowing us to click one box for a whole row is just too much to ask of a busy City employee.
18	Aug 17 2017 03:34 PM	The focus of economic development should be developing people and businesses that are already located in Austin, not bringing in outside business that bring their own workforce. More than 50% of their workforce should be local people, and 90% of them should be paid mid and upper-level salaries.
19	Aug 16 2017 12:19 PM	No thank you.
20	Aug 16 2017 09:29 AM	The survey was a bit confusing and the role of Government a bit unclear to me - as a person who has friends who are trying to save and stay in their homes here many creative solutions to affordability were left out and so were the predatory practices of real estate developers when you talk about government do you mean local or federal? Also why are so many neighborhoods and neighborhood groups being ignored and overruled by the developers when the neighborhoods were here first and deserve priority?
21	Aug 15 2017 04:36 PM	Y'all might want to reconsider the design of this survey. Green font on white background may be inaccessible to folks who are visually impaired. The same critique could be given to the supplemental map of the "Desired Development Zone" vs. "Drinking Water Protection Zone" - red and green are colors you want to avoid when making a map. Remember, folks who are colorblind will have a difficult time making out the distinction of the two colors especially when they are side by side and in a muted tone. Also, wouldn't it be interesting to compare the median household income between those who live in the "Desired Development Zone" and those who live in the "Drinking Water Protection Zone"? It's
22	Aug 14 2017 12:34 PM	While the objectives are good the focus and goal remains undefined. The issue of affordability most strongly affects communities of color in Austin and it's glossed over with this survey with generalities. Only one question deals with diversity but for all questions, the issue of diversity must be front and center, e.g. the arts, small business development, etc. not set aside with one question. This is what frustrates folks: lots of discussion but no clear vision or plan of action.
23	Aug 14 2017 09:59 AM	N/A
24	Aug 14 2017 08:59 AM	Austin must focus on Supplier Diversity and find and funding new small diverse business owners.
25	Aug 10 2017 10:26 AM	Firm incentives need to increase if we are going to continue to have a film and television industry in Austin. Our competitors like San Antonio are winning over our crew and vendor infrastructure by offering a 7% incentive and a friendly permitting process vs. Austin's small .75% and very restrictive regulations over permitting.
26	Aug 09 2017 04:25 PM	n/a
27	Aug 09 2017 02:27 PM	Shorten your survey next time
28	Aug 09 2017 03:44 PM	This survey was much too difficult to complete. It's unrealistic to expect thoughtful feedback from this.
29	Aug 07 2017 01:01 PM	What an unnecessarily tedious survey. As you can see, I agree with all of the city's values for all of the proposed programs. There should have been a way for me to communicate this without having to check 'Yes to 100+' boxes. I big waste of my (and others') time. If you get a very low response rate for this survey, that is why. The only reason I completed it is because I have OCD tendencies and I am socially conscious and want to be responsible.
30	Aug 07 2017 08:15 AM	Change small business references to local business
31	Aug 06 2017 02:38 PM	Prefer you not engage in any incentives, particularly when linked to state programs
32	Aug 05 2017 09:59 PM	As a social enterprise in Austin committed to 3D printing from plastic waste and creating 500 jobs in 5 yrs globally, we are honored to have the opportunity to weigh in on these conversations and consider how we can support similar brainstorming efforts long term.
33	Aug 04 2017 01:13 PM	NO
34	Aug 04 2017 11:33 AM	Too much money spent on WORTHLESS programs that do not do any good. City spends MY hard earned money to bring in businesses that 1. do not use my services, and DO NOT EMPLOY MOSTLY LOCAL residents. 2 result in requiring costly expansion of infrastructure, but city uses MY taxes to construct. IF WE COULD GET RID OF ABIG EMPLOYER, LIKE APPLE, SAUSAGE, ETC., TRAFFIC WOULD IMPROVE, RENT AND TAXES WOULD GO DOWN.
35	Aug 03 2017 09:28 AM	Go Austin!
36	Aug 02 2017 10:32 AM	If Austin does not have equitable access to affordable housing, we will fail as a city.
37	Aug 02 2017 09:07 AM	I would like to see the City invest less in Fortune 500 companies and more in MWBE companies.
38	Aug 02 2017 06:38 AM	I think the city of Austin is an amazing resource and our leadership has created a beautiful thriving city. Now is the perfect time to tweak the smaller details and ensure that we grow in ways that benefit our culture and community values.
39	Aug 01 2017 03:43 PM	Thanks.
40	Aug 01 2017 02:58 PM	To be mindful of the future decisions you make that will impact the reasons why people live here to begin with. We do not have to look and feel like Any Big Town, USA.
41	Aug 01 2017 11:26 AM	I am a college graduate and CEO of my company. I can't figure out what the survey is even about. I'm not sure how this will help the city. Why make things so difficult?
42	Aug 01 2017 11:25 AM	N/A
43	Aug 01 2017 10:46 AM	Thank you for asking for input on these issues. My daily life is centered on helping people in our community to start, run, and grow their own businesses — and the idea of some actual, real support from the City to amplify what we do, and allow us to reach more people with it, to help Austin develop a stronger, more resilient, more diverse, and more interesting and unique local business landscape... that idea overwhelms me with hope for the future of Austin. A lot of the people in my community despair that Austin doesn't really want them and their contributions because they're small, and not big, sexy tech companies. My biggest hope: please trust that if you give small business owners and creatives some space, some resources, and be responsive to what they ask for, be open to what they develop and allow them to grow — without the City taking control of or dictating the direction it must go. Give them the fertile soil and the right conditions for growth, don't expect that they can bear the weight of the same regulations and paperwork and time that bigger companies can bear, and then watch them grow. They want to grow. I want to grow. SO many ideas and possibilities — but the present hurdles and lack of resources are pretty formidable barriers for those on the ground.
44	Aug 01 2017 09:30 PM	This survey instrument needs major improvement. The format is confusing and difficult to navigate. The questions are difficult to understand relative to the answers.
45	Jul 31 2017 09:30 PM	As a professional and individual involved in development, business recruitment and economic development, the City of Austin political animosity towards economic incentives and permitting over-regulation has pushed new business recruitment and expansion towards other areas of the state that are more business friendly. In order to diversify economically, and to encourage business growth, local affordability, and regional stability, Austin must revise it's economic incentive policy to remain regionally competitive.
46	Jul 31 2017 07:29 PM	Not at this time
47	Jul 31 2017 04:55 PM	There's a missing bit not in any of the program options - the city encouraging public and private partnership and putting out RFPs to encourage missing sector growth. Thanks for this, very comprehensive work!