



Navigating the Path to a \$15 Minimum Wage- Lessons from California and other states.

Partnered by:



Tuesday, February 9, 2021 | 10:30AM

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State of the Restaurant Industry Report:



The 2021 State of the Restaurant Industry report is considered the most authoritative source for restaurant industry sales projections and trends. It is based on analysis of the latest economic data and extensive surveys of 6,000 restaurant operators and 1,000 adult consumers.

The report covers:

- The restaurant sales forecast for 2021
- Operational changes including off-premises business and accelerated tech adoption
- Consumer influencers, opinions and intentions
- Food & menu trends including best sellers
- Employment levels by state
- And more...

The report confirms 2020 was the most challenging year ever experienced by the restaurant industry.

[GET THE REPORT HERE!](#)

*This webinar is being recorded and will be available at www.frla.org/webinars .





Minimum Wage Website:

<https://frla.org/minimum-wage/>

YEARLY WAGE	MINIMUM WAGE	% INCREASE OF MINIMUM WAGE	REQUIRED CASH WAGE	% INCREASE OF REQUIRED CASH WAGE
2020 Wage	\$8.56	Current	\$5.54 (8.56-3.02)	Current
2021 Wage	\$10.00	16.82%	\$6.98 (10.00-3.02)	25.99%
2022 Wage	\$11.00	10.00%	\$7.98 (11.00-3.02)	14.33%
2023 Wage	\$12.00	9.09%	\$8.98 (12.00-3.02)	12.53%
2024 Wage	\$13.00	8.33%	\$9.98 (13.00-3.02)	11.14%
2025 Wage	\$14.00	7.69%	\$10.98 (14.00-3.02)	10.02%
2026 Wage	\$15.00	7.14%	\$11.98 (15.00-3.02)	9.11%

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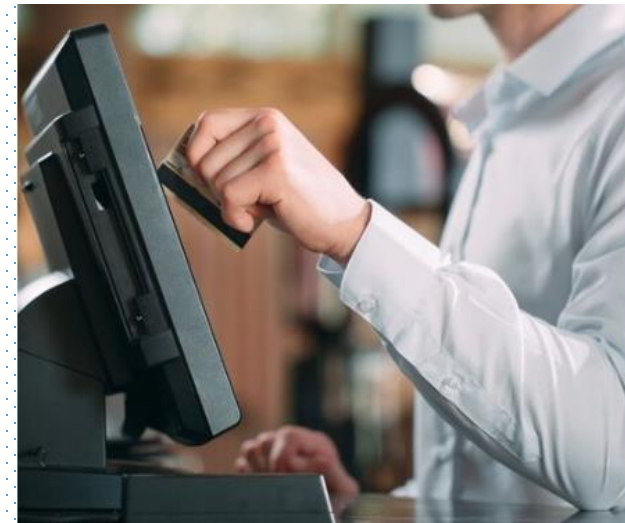




Serving Multi-unit Restaurant
Owners & Investors

About FTR Hospitality

- FTR is a full service restaurant consulting, accounting and technology company serving multi-unit restaurant groups
- We help owners streamline and manage back office functions so they can fully focus on operations and business growth
- As veteran industry owners and executives, we understand the pain points restaurant owners face because we've felt them and have a proven track record of solving them
- We offer customized solutions based on each restaurant group's unique needs



Basics of the law

- \$10.00 minimum wage on 9/30/21 up to \$15.00 on 9/30/26
- Tipped wage increase to \$6.98 per hour on up to \$11.98 on 9/30/26

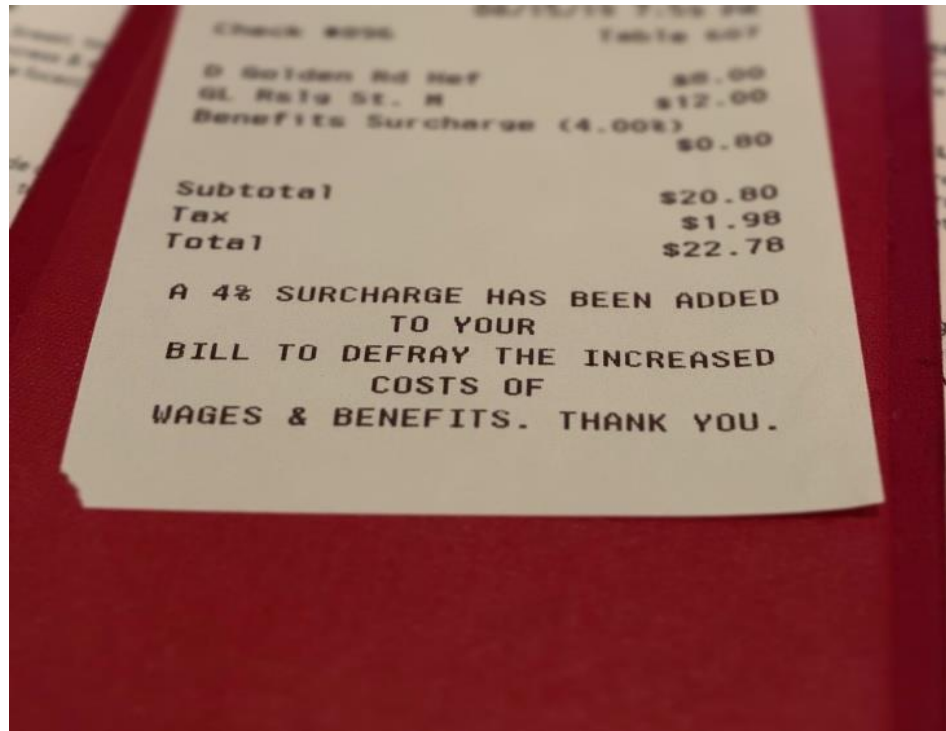
Lessons from Clients

When to increase price?

- Price sensitivity
- Too large of an increase too quickly may provide a short term revenue bump but long term decline in transaction counts
- Tiered/by location approach
- Strategic price increases
 - Target certain items on the menu

The Check Surcharge

- Potential for bad publicity
- Negative image



Importance of Detailed Labor Reporting

- Being able to measure labor efficiently through the use of POS and Software is critical
 - Restaurant365
 - CTUIT/Compeat
 - Hotschedules
- For multi-unit brands, labor benchmarking becomes vital
 - Store level comparisons

Other areas of improvement

- G&A reductions
- Support center rightsizing
- Streamlining your technology stack
 - Does your POS talk to your middleware/accounting software?
- Third Party Aggregator
 - For Delivery/Pickup heavy brands, using an integrated third party aggregator or streamlined delivery is critical



Questions?