Special Joint Information Meeting

TOWN COUNCIL & COUNTY COMMISSIONER MEETING

July 13, 2023
8:00 AM

County Chambers

Chair: Luther Propst

NOTICE: THE VIDEO AND AUDIO FOR THIS MEETING ARE STREAMED TO THE PUBLIC VIA THE INTERNET AND MOBILE DEVICES WITH VIEWS THAT ENCOMPASS ALL AREAS, PARTICIPANTS AND AUDIENCE MEMBERS. PLEASE SILENCE ALL ELECTRONIC DEVICES DURING THE MEETING

I. ZOOM LINK FOR PUBLIC PARTICIPATION

To join, click the link or copy to your browser: https://us02web.zoom.us/j/84047827734
If the link does not work, join at zoom.com with Webinar ID **840 4782 7734**
or join by phone **1 669 900 6833** with Webinar ID **840 4782 7734**

II. CALL TO ORDER AND ROLL CALL

III. DISCUSSION/ACTION ITEMS

A. Housing Mitigation Policy

IV. ADJOURN

Please note that at any point during the meeting, the Chairman or Mayor may change the order of items listed on this agenda. In order to ensure that you are present at the time your item of interest is discussed, please join the meeting at the beginning to hear any changes to the schedule or agenda.

TOWN COUNCIL BOARD OF COMMISSIONERS

JOINT INFORMATION MEETING

AGENDA DOCUMENTATION

PREPARATION DATE: July 6, 2023

MEETING DATE: July 12 & 13, 2023

SUBJECT: Housing Mitigation Policy Review

SUBMITTING DEPT: Joint Long-Range Planning

DEPT. DIRECTORS: Chris Neubecker & Paul Anthony

PRESENTERS: Ryan Hostetter and Consultants Bruce Meighen and Wendy Sullivan

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STATEMENT/PURPOSE

1. Review policy recommendations for Affordable Workforce Housing mitigation and provide staff direction on each policy in the attached packet.

BACKGROUND/ALTERNATIVES

On March 6, 2023, the Town Council and Board of County Commissioners approved a contract with WSW Consulting Inc. to assist the County and Town with next steps related to the Housing Nexus Study completed in April of 2022 (staff report here). The Housing Nexus Study establishes the link between new development, job growth, and the need for affordable workforce housing and provides the legal framework for setting Town and County housing mitigation rates. The Town and County will determine the actual rates through the next process (outlined below) which includes reviewing amended Land Development Regulations (LDRs). During this two-day JIM session, we will discuss and seek your direction on several potential LDR mitigation policy updates to inform draft LDRs in Div. 6.3, which will then be further refined through public input and future meetings this fall.

The housing policy work to date this year has included four stakeholder meetings beginning late February through this May. The stakeholders include:

- Anna Olson, St. John's Health
- Skye Schell, Yellow Tree Strategy (former executive director of the Conservation Alliance)
- Rick Howe, Jackson Hole Chamber of Commerce
- Tyler Davis, Real Estate, Construction, and Property Management
- Melissa Turley, Executive Director of Teton Village Association & Jackson Hole Airport Board

- Rob DesLauriers, Real Estate and Construction
- Josh Haney, Construction
- Mekki Jaidi, Property Management
- Gavin Fine, Fine Dining Restaurant Group (unable to attend stakeholder meetings)

Specific results of the stakeholder meetings are included within the attached packet for review.

AGENDA FOR JIM SESSIONS ON JULY 12 & 13

Agenda: Day 1 – July 12th; 1:30-5:00pm

1. Opening remarks by Town Mayor and County Chair (10 min)
2. Introductions (10 min)
3. JIM purpose – why are we here? (5 minutes)
4. Policy review principles (5 min)
5. Process (Reminder) (5 min)
6. Baseline Context
   - What is the mitigation policy and goal? (5 min)
   - Role of mitigation (10 min)
   - Nexus study as the basis for mitigation (15 min)
   - Key premises of policy recommendations (10 min)

75 MINUTES

7. Exercise introduction: Prioritizing potential policy adjustments (20 minutes)
   - BREAK + PRIORITIZATION (20 minutes)
8. Prioritization discussion (2 hours)
   - Round robin – each person shares their priorities
9. Summary and plan for next day (5 min)

125 MINUTES

Agenda: Day 2 – July 13th; 8:00 am-12:00 pm

1. Welcome and orientation (10 min)
2. JIM Purpose reminder (5 min)
3. Summary of Day 1 (10 min)
4. Policy principles recap (5 min)
5. Policy adjustment exercise – introduction (10 min)
   - Discussion by policy topic
6. Identify recommendations for draft LDRs
7. Summary and next steps

3.5 HOURS

NEXT STEPS IN PROCESS

The steps following the two-day JIM sessions will lead to amended LDRs in Div. 6.3 for both the Town and the County. The direction provided to staff on each of the policy items will inform the draft LDRs. The next steps include the following:

- Draft LDRs for both the Town and County released for public review this fall
- Planning Commission recommendation meetings with both the Town and County (separately)
- Town Council and Board of County Commissioners hearings for adoption (separately)

STAKEHOLDER ANALYSIS

Stakeholders for the policy work include Town and County taxpayers, local working families, business owners, developers, and visitors. Input has been solicited from the stakeholder group, Housing Supply Board, Jackson Hole Chamber of Commerce, Jackson Hole Working, Shelter JH, and Jackson Hole Conservation Alliance.

FISCAL IMPACT

The cost for this work as outlined in the contract is for a total of $153,000.00 of which $25,000.00 is contingency. The Town of Jackson and Teton County are splitting the cost of the work.

STAFF IMPACT

The FY 24 Implementation Work Plan accounts for all the Joint Long-Range Planning Department's time. It also requires time from Town Planning Staff, County Planning Staff as well as other Town and County Departments.

LEGAL REVIEW

County: A. Moore
Town: L. Colasuonno

ATTACHMENTS

1. 2023 update to Commercial and Residential Employee Generation and Affordable Housing Nexus Study
2. Presentation for day 1 of the JIM
3. Packet from consulting team listing policy items including stakeholder and staff recommendations.

RECOMMENDATION

Staff recommendation is included in the attached packet for each policy item. Staff is requesting a straw poll on each policy item from the Town Council and County Commissioners for each policy item as facilitated by Bruce Meighen and Wendy Sullivan.

SUGGESTED MOTIONS

No motion is required at this time.

Joint Information Meeting Packet

JULY 2023

Affordable Workforce Housing Standards Update Workshop

(Land Development Regulations (LDRs), Div. 6.3)

JACKSON/TETON COUNTY, WYOMING

TOPIC: TOWN AND COUNTY HOUSING MITIGATION POLICY UPDATE

Land Development Regulations (LDRs), Div. 6.3 Affordable Workforce Housing Standards ("mitigation policy")

INTRODUCTION

The nexus between employee generation from new development and affordable housing forms an essential part of the Town of Jackson and Teton County housing programs and needs timely revisions and modifications to stay relevant to the evolving community and economy. In recognition of the relationship between new development and the need for employee housing, the Town and County adopted Land Development Regulations (LDRs), Div. 6.3 Affordable Workforce Housing Standards ("mitigation policy"), which first became effective in 1995. The mitigation policy works to balance the creation of workforce housing with new development by ensuring that new development contributes to the supply of local affordable and workforce housing, proportionate to its use, scale, and impact. The current mitigation policy emphasizes the development of affordable and workforce deed-restricted units, followed by the payment of in-lieu fees.

In 2022, the Employee Generation and Affordable Housing Nexus Study was updated, as directed by Town and County elected officials. Further revision occurred earlier this year to incorporate the most recent data available and provide an updated basis for determining what levels of mitigation could be required of different types of development.

With an updated Nexus Study in hand, the Town and County commissioned review of the mitigation policy to evaluate its effectiveness and identify potential improvement areas. This process began in February 2023 through a series of meetings with staff and a stakeholder group, resulting in initial recommendations and setting the stage for review and refinement by the community and elected officials[1].

The next phase of this policy update process involves a 2-day Joint Information Meeting (JIM) work session with elected officials on July 12th and 13th. We will discuss recommendations from stakeholders and staff and use your input to refine the recommendations. Information received will be used to create draft mitigation policy updates that will be further refined through public review and future meetings.

1 This process is discussed in more detail on page 5 of this packet. The list of stakeholders involved to-date is shown on page 8.

MEETING OBJECTIVES

This process will result in an updated draft mitigation policy and Land Development Regulations (LDR) recommendations that can be thoroughly reviewed and considered at future meetings. The Town and County will further refine the draft mitigation LDR through public outreach and future meetings.

MEETING AGENDA

Day 1

1. Opening Remarks
2. Introductions
3. Meeting Overview
4. Process Overview
5. Baseline Context for Mitigation Program
6. Response to Key Questions
7. Mitigation Policy Adjustment Exercise
8. Prioritization Discussion
9. Summary and Plan for Day 2

Day 2

1. Policy Adjustment Exercise
2. Discuss Pros and Cons of Various Approaches
3. Discuss Direction on LDR updates
4. Summary and Next Steps

TABLE OF CONTENTS

Mitigation Policy Update Process

The policy update process began last year with the update to the 2022 Employee Generation and Affordable Housing Nexus Study ("Nexus Study")[2] and Regional Housing Needs Assessment. The process to update the mitigation policy was put on hold and resumed in February 2023.

Beginning in February 2023, consultants (WSW Consulting, Inc; Economic and Planning Systems (EPS); and Logan Simpson) have:

- » Updated the figures in the 2022 Nexus with more recent data – 2023 update.
- » Met four times with stakeholders to discuss policy implications and key topic areas to consider for updates.
- » Drafted recommendations from the stakeholder discussions (included in this packet)[3].

NEXT STEPS

Next steps with consultant involvement include:

- » Draft mitigation policy and LDR language updates based on input from the JIM work sessions.

The draft policy and LDR changes will then be further refined by the Town and County through the public outreach and LDR adoption process.

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2 The Commercial and Residential Employee Generation and Affordable Housing Nexus Study ("Nexus study") was presented in April 2022 and numbers have been updated for 2023. Numbers presented in this packet represent the 2023 figures. We will be providing the updated Nexus study prior to thes July JIM session.

3 Link to stakeholder meeting recordings

Stakeholder Meeting 2 - https://youtu.be/sgXV_E-1Hq4
Stakeholder Meeting 3 - https://youtu.be/cdxTqVVY5XU
Stakeholder Meeting 4 - https://youtu.be/KH1kPSVXJPs

The 2022 study can be found here: *https://www.tetoncountywy.gov/DocumentCenter/View/22175/2022-Employee-Generation-by-Land-Use-Study-Nexus-Study-PDF*
The April 2022 staff report and .ppt presentation can be found here: *https://tetoncountywy.gov/DocumentCenter/View/21817/0411HNSFinal-Staff-Report-and-Attachments04112022*

Summary of 2022/23 Nexus Updates

Key changes between the 2022/23 Nexus Study and the current program in effect today include:

- Aligning the Land Development Regulations (LDRs) and mitigation program land use categories to minimize the need for "independent calculations."
- Distinguishing between detached single family development in the Town and in the County, and getting rid of the logarithmic relationship in the current code.
- Aggregating non-residential categories (retail/service/restaurant) to reduce change-of- use concerns. NOTE: stakeholders have recommended also aggregating Office into this category.
- Expanding the analysis of residential impacts to include some non-brick and mortar employment (using IMPLAN).
- Updating the affordability gap analysis, which reflects that development costs are increasing more quickly than incomes. Even if unit mitigation rates are kept the same as in the current code, mitigation fee levels will increase.

Pages 28-30 of this packet show the 2023 Nexus Study mitigation rates compared to the 2013 study and the mitigation rates in the current LDR.

LINKS TO STAKEHOLDER MEETING RECORDINGS

Stakeholder Meeting 2 - https://youtu.be/sgXV_E-1Hq4
Stakeholder Meeting 3 - https://youtu.be/cdxTqVVY5XU
Stakeholder Meeting 4 - https://youtu.be/KH1kPSVXJPs

Summary of Stakeholder Recommendations

The following table summarizes input and direction that was received over the course of four meetings with stakeholders. The table identifies the policy topic, the current LDR policy, stakeholders' recommended adjustments, some benefits and potential drawbacks from recommended changes that were discussed by stakeholders and consultants at these meetings, and additional notes for consideration.

For each policy topic, we are interested in your comments and questions and to understand what other information you need to either accept, reject, or alter the recommendations presented.

LIST OF STAKEHOLDERS:

Anna Olson	St. Johns Health
Gavin Fine	JH Fine Dining, Restaurateur
Josh Haney	Two Ocean Builders
Mekki Jaidi	Outpost Jackson Hole
Melissa Turley	Teton Village Association, Airport Board Member
Rick Howe	JH Chamber
Rob DesLauriers	Terra Asset Group, Developer
Skye Schell	Shelter JH
Tyler Davis	JH Working, Developer

BASE LDR RECOMMENDATION CONCEPTS/UNDERSTANDING:

The following bullets identify some base principles discussed by stakeholders and that form the basis for their recommendations:

» The mitigation program cannot do it all – mitigation can only address housing needs that are directly tied to new development.

» The less that new development mitigates its impacts, the more that public subsidies and other programs need to step in to fill the gap.

» Simplify LDR application/administration and reduce post-development impacts on local businesses (i.e., "change of use" concerns).

» Updated mitigation rates should not fall below current LDR mitigation rates.

Ultimately, mitigation rates need to balance unit and fee requirements on new development with inputs from public subsidies, other housing programs, and other public/private/non-profit development, as well as the state legislative climate.

SUMMARY OF STAKEHOLDER RECOMMENDATIONS

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
MITIGATION LEVELS - COMMERCIAL (LDR §6.3.3.A)	Varying rates apply based on nexus requirements for specific use categories: Commercial – 7 total: -Office (26%) -Industrial (27%) -Retail/service (30%) -Restaurant/bar (30%) -Storage -Lodging (incl. STR) (38%) -Institutional/recreation (ind calc) NOTE: current mitigation rates as a percentage of the 2013 nexus maximums are shown in parenthesis after each category (the 2013 study is the basis for the existing code).	**Reorganize the commercial categories into four categories:** • Industrial • Institutional/recreation/amusement • Office/retail/service/restaurant/bar • Lodging (includes STR)] **Policy Question 1: Should office, retail, service, and restaurant/bar be consolidated into one category as recommended by stakeholders?** "Benefits/drawbacks" columns discuss the tradeoffs. **Policy Question 2: What mitigation rates are appropriate for use categories?** Stakeholder input mostly ranged between keeping the mitigation unit rates the same as the current code, up to about 75% mitigation. (see Mitigation Rates Tables below for more information) Even if mitigation unit requirements are kept the same, fees paid in lieu of building will increase due to the rise in land and construction costs in relation to incomes.	☑ Reduces change of use impacts on local businesses by consolidating categories ☑ Simplifies code interpretation & administration ☑ Levels mitigation requirements among various business types, meaning that mitigation rates are less likely to disincentivize certain types of development over others.	☒ Consolidating categories loses nuances of differing impacts ☒ The adopted rate will likely mean a reduction for some businesses and increase for others compared to current standards.	Mitigation rates need to balance unit and fee requirements on new development with inputs from public subsidies, other housing programs, and other public/private/non-profit development, as well as the state legislative climate. Ultimate rates should consider unit requirements as well as fee levels for development impacts. Independent calculation will remain in the LDRs, but the new institutional /recreation/ amusement category will remove some need to use this option.	**1. Commercial Consolidated Category** Staff prefers keeping bar/restaurant as its own use category recognizing its higher proportionate housing impact. This way, retail/service/office would not have to be penalized by being in the same category. Staff can, however, support the stakeholder recommendation. As part of this recommendation, staff also recommends getting rid of any fees for change of uses (except if changing from a residential use to a commercial or lodging use). Staff recognizes that some new developments may take advantage of this if use categories have significantly different mitigation rates. **2. Commercial Mitigation** Staff is comfortable with rates of 30% to 40%. • Prior to dropping mitigation rates in 2020, commercial rates in the code ranged between 50% to 77% - staff felt this is too high.

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
MITIGATION LEVELS - RESIDENTIAL (LDR §6.3.3.A)	Varying rates apply based on nexus requirements for specific use categories: Residential – 4 total: 1. **Attached Single Family (local)** 2. **Attached Single Family (non-local) (73% est.)** 3. **Detached Single-family (local)** 4. **Detached Single-family (non-local) (83% est.)** NOTE: estimated mitigation rates as a percentage of the 2013 nexus maximums are shown in parenthesis after each category (the 2013 study is the basis for the existing code).	Residential categories include: • **Attached Single Family** • **Detached Single-family – Town** • **Detached Single-family – County** Notes: Input on mitigation for detached single family homes ranged from about 50% up to 100%; attached single-family from 50% to 70%. (see Mitigation Rates Tables below for more information)	☑ **Simplifies code interpretation & administration** ☑ **Removes complicated logarithmic formula and replaces it with a linear mitigation rate like what is currently used for commercial uses.** ☑ **Recognizes size, price, and job generation differences between market-rate market-rate detached single family housing in the town and county.**	☒ **The constant mitigation rate may also be seen as a drawback for those that prefer the mitigation rate to increase on a per square foot basis as the size of home increases.**	Stakeholders generally felt that detached single-family homes should mitigate at a higher percentage of the nexus maximum than attached units. This reflects that attached units are more likely than detached units to provide housing for residents.	Staff is comfortable with 70% to 80% rates for detached single family units. Staff would support keeping attached single-family unit requirements the same as present, which is 60% of the 2023 nexus maximum. Staff would also consider a scaled mitigation rate for detached units – e.g. ranging from 0% for small units (<500 sq ft) up to 70% to 80% maximum for large units. Town staff, however, would prefer to keep rates simple – a scaled rate adds complication. • **Residential rates did not change when reductions were made to commercial rates in 2020.**

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
ORDER OF COMPLIANCE (LDR §6.3.5.B)	Preferred order: 1. Build units 2. Land in lieu 3. Banked units 4. Restrict existing unit 5. In-lieu fee	**Continue with current policy (appears to be working)** *Consider requiring a higher fee if mitigation is by fee-in-lieu (stakeholders were mixed on whether or not this should occur)	☑ **Incentivizes building units** ☑ **Increased fees would better cover actual cost to build/manage units**	☒ **A higher fee in lieu would impacts small additions/new developments that require a fraction of a unit.**	Current development in Town mostly builds required units; development in the County mostly pays fees due to the detached single family dominance/ fractional unit requirements. If adjustments are made to de-minimus exceptions (below), higher fees for small developments/ additions paying fractional unit	Staff agrees with Stakeholder recommendation and consideration of additional administrative fee added to in-lieu fee collections to account for housing and fee administrative costs and delays between when fees are collected and actually used.

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
CHANGE OF USE (LDR §6.3.3.A.4)	If a higher employee-generating use moves into a space built for a lower employee-generating use, the business must fill the gap in mitigation.	**Reduce the need for "change of use"** **1. Consolidate commercial uses into fewer categories while retaining residential separate** (see Mitigation Rates policy, above) **2. Retain change of use between defined categories**	☑ Reduces the impacts on local businesses ☑ Simplifies administration	☒ Consolidated category loses the nuances of impact from the individual categories ☒ The updated mitigation rate for the consolidated category may result in a higher rate for some business types and a lower rate for others compared to the current LDR. Businesses that paid higher rates in the past may perceive a reduction as unfair.	Current issue of concern: Businesses (rather than the developer of the building) pay for change of use mitigation – either directly or through landlord charges. Many businesses cannot afford to move as a result. The four proposed commercial categories will decrease "change of use" between commercial uses by roughly 80 to 90%. (Town).	Staff supports getting rid of change of use between commercial uses because of its impact on individual businesses. Staff recommends eliminating all change of use mitigation requirements except for changes from a residential to a lodging or commercial use.

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
HOUSING CREDITS APPLIED IN LDR §6.3.3.A.3 (EXPANSION) AND §6.3.3.A.4 (CHANGE OF USE)	Full credit is given for existing commercial space even if the space was not required to mitigate for housing when it was built; new sq. ft. (or rooms) added mitigates under current requirements (see example in the "considerations" column);	**No change for redeveloped/ renovated space;** **Demolition/ replacement gets credit only for space that was required to mitigate**	☑ Supports businesses investing in/ upgrading existing space ☑ Gives mitigation credit only if demolished building was built post-1995 ☑ Encourages retention of historic character of older buildings by discouraging full tear downs of pre-1995 buildings.	☒ May impact desired rebuilds in the community ☒ Administrative complications – reviewing developments for "demolition" threshold	Current issue of concern example: New high service hotel is required to provide zero mitigation if it tears down/replaces an existing lodge built pre-1995 that has the same number of rooms. Stakeholder notes: *Policy should not discourage necessary redevelopment *If current "change of use" policy stays in place, this recommendation may change. *Credit employers for employee units they have provided in the past (where applicable)	Staff supports the stakeholder recommendation.

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
REQUIRED MEDIAN FAMILY INCOME (MFI) RANGE OF UNITS (LDR §6.3.4.B)	Units built are required to meet the following: <50% MFI 50-80% 80-120% > 120%-200% (This last category is the "Workforce" restriction – local work requirements only; no income or price requirements)	**Revise MFI range targets to include:** **< 80%,** **80% - 120%,** **120% - 160%** **All categories would have income, price and local work requirements.** **Note: Workforce units will continue to be produced by other programs in the town/ county.**	☑ Focuses mitigation on the primary units needed by employees ☑ Recognizes that other programs are producing units	☒ The program would no longer be required to produce units at every income level	The 2:1 bonus program produces Workforce units (no income/price cap, requires local employee occupancy) and is very successful. Therefore, we do not need to include Workforce units as part of housing requirements. There is a growing gap between deed restricted Affordable units and the market – adding an Affordable category above 120% helps fill this gap and meet employee needs.	Staff agrees with the stakeholder recommendation.

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
EXEMPTIONS: DE-MINIMUS (LDR SECTION 6.3.2.C)	De-minimus exemption exists in the County's LDRs: No mitigation for detached single family home <2,500 sq. ft; If a home expands above 2,500, then the owner must mitigate for the full size of the home (i.e, 2,500 sq. ft. + Addition)	**Keep the de-minimus exemption the same in the County** **Add exemption for small residential additions (single- and multi-family) in town and County** *Consider the applicability of a minimum detached single family home size exemption in the town for new builds	☑ **Make it easier/ less expensive for residents to build and/ or stay in the community** ☑ **Reduces cost of bedroom/ small additions, helping those who are modifying their home to meet changing family needs**	☒ **Applies to residences whether or not owned by permanent residents**	Home modification requests from residents have increased in recent years (Town observation). Few that make their living locally can afford to build even small homes today. Note: a scaled mitigation rate that varies based on sq. ft. may serve the same purpose as an exemption (e.g. 0% mitigation for <500 sq ft up to x% for 4,000 sq ft+).	County staff would support removing the 2,500 exemption in the county and replacing it with a scaled detached single family mitigation rate (see mitigation rate – residential recommendation above) based on the size of the new addition/home. The 2,500 exemption is currently rarely used. The portion of the Northern South Park development that is not under Suburban zoning will be exempt from this potential change. Town staff would not support adding a 2,500 exemption for detached single-family like what is in the county due to the different scale of development in the town. Staff does support an exemption for small additions (e.g., 25% of existing house size or 500sf, whichever is less). Small additions should be exempt for both attached and detached single-family units

POLICY TOPIC	CURRENT POLICY	STAKEHOLDER RECOMMENDATION	BENEFITS	DRAWBACKS	CONSIDERATIONS	STAFF RECOMMENDATIONS
EXEMPTIONS: PUBLIC/SEMI PUBLIC ZONE (LDR SECTION 6.3.2.C)	Town and County: Public/Semi-Public zone development exempt from mitigation requirements	**Require development in the Public/Semi-Public zone to mitigate, but at a reduced rate** ***Provide credit for units already built by the public/semi-public uses**	☑ Intended to balance the need for public uses to provide housing with the public service benefits that these sectors provide ☑ Helps address negative public perception of current exemption	☒ Mitigation requirements may impact services/ expansion for uses such as library, church, museums, hospital, schools, etc. ☒ Public dollars are now expended on producing housing for employees in general – will divert some funds to instead house specific employees	Many public uses now provide housing by their own standards of need – they can build units according to their specific needs instead of the Town/ County formula. Public/government should lead by example and provide required housing.	Staff supports keeping this zone exempt. Staff is uncertain how much impact removing the public/semi-public zone exemption would have. This zone includes land owned by government, which are providing needed community services. Much public and semi-public development is exempt from town and county codes due to state and federal legislative limits. The town/county also has a housing department that already produces housing for the community.

MITIGATION RATES TABLES

The following tables show the results of the 2023 Nexus update for each commercial, lodging, and residential category placed on a scale from 0% mitigation up to the 100% Nexus maximum. For each mitigation percentage level, both the number of units required and the fee corresponding to the unit requirement is shown.

Each table shows:

» Current LDR housing mitigation unit and fee requirements;

» The range of mitigation that stakeholders felt was appropriate. Stakeholders did not reach a consensus on one mitigation rate. Input varied mostly between keeping unit mitigation requirements the same or increasing requirements.

All Non-Residential Categories except Lodging (presented to Stakeholders at Meeting #4)

	Percent of 2023 Nexus-Based Max	Units (per 10,000 sq.ft.)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results Blue = Current LDR Unit Requirement	0%	0.0	$0
	10%	0.8	$46
	15% (Industrial)	1.2	$69 ($37 current LDR)
	20%	1.6	$92
	22% (Retail/Service)	2.16	$124 ($78 current LDR)
	30%	2.4	$138
	31% (Office)	2.48	$142 ($86 current LDR)
	40%	3.2	$184
	50%	4.0	$230
	60%	4.8	$275
	70%	5.6	$321
	75% (Restaurant/Bar)	6.0	$344 ($218 current LDR)
	80%	6.4	$367
	90%	7.2	$413
	100%	8.0	$459

STAKEHOLDER POLLING RANGE

Retail/Service/Restaurant + Office (Recommended for consideration at the JIM)

	Percent of 2023 Nexus-Based Max	Units (per 10,000 sq.ft.)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results	0%	0.0	$0
	10%	0.9	$53
	20%	1.8	$107
	30%	2.8	$160
	40%	3.7	$213
	50%	4.6	$267
	60%	5.5	$320
	70%	6.4	$373
	80%	7.2	$426
	90%	8.3	$480
	100%	9.2	$553

This table reflects the recommendation that came out of meeting #4 with stakeholders – that only retail/service/restaurant and office should be merged together. This means that Industrial and Institutional/Recreation/Amusement would remain as independent categories.

Industrial

	Percent of 2023 Nexus-Based Max	Units (per 10,000 sq.ft.)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results Blue = Current LDR Unit Requirement	0%	0.0	$0
	10%	0.5	$29
	20%	1.1	$59
	22%	1.2	$65 ($37 current LDR)
	30%	1.6	$88
	40%	2.2	$118
	50%	2.7	$147
	55%	2.9	$162
	60%	3.2	$176
	70%	3.8	$206
	80%	4.3	$235
	90%	4.9	$265
	100%	5.4	$294

STAKEHOLDER POLLING RANGE

Institutional/Recreation/Amusement

	Percent of 2023 Nexus-Based Max	Units (per 10,000 sq.ft.)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results NOTE: Recreation/ Amusement uses are currently required to provide an independent calculation.	0%	0.0	$0
	10%	0.4	$22
	20%	0.8	$44
	27.5%	1	$61
	30%	1.1	$66
	40%	1.5	$88
	50%	1.9	$110
	60%	2.3	$132
	70%	2.7	$154
	75%	2.85	$165
	80%	3.0	$176
	90%	3.4	$198
	100%	3.8	$220

STAKEHOLDER POLLING RANGE

Lodging

	Percent of 2023 Nexus-Based Max	Units (per 10,000 sq.ft.)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results Blue = Current LDR Unit Requirement	0%	0.0	$0
	10%	0.5	$37
	20%	1.1	$73
	30%	1.6	$110
	37%	2.0	$136 ($74 current LDR)
	40%	2.2	$147
	50%	2.7	$184
	60%	3.2	$220
	70%	3.8	$257
	80%	4.3	$294
	87%	4.7	$319
	90%	4.9	$330
	100%	5.4	$367

STAKEHOLDER POLLING RANGE

Attached Single-Family

	Percent of 2023 Nexus-Based Max	Units (per unit)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results Blue = Current LDR Unit Requirement	0%	0.000	$0.00
	10%	0.010	$4.46
	20%	0.019	$8.91
	30%	0.029	$13.37
	40%	0.039	$17.82
	50%	0.049	$22.28 ($10.39)
	60%	0.058	$26.73
	65%	0.063	$28.95
	70%	0.068	$31.19
	80%	0.078	$35.64
	90%	0.087	$40.10
	100%	0.097	$44.55

STAKEHOLDER POLLING RANGE

Detached Single Family Town

	Percent of 2023 Nexus-Based Max	Units (per unit)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results Blue = Current LDR Unit Requirement	0%	0.000	$0.00
	10%	0.020	$2.78
	20%	0.040	$5.56
	30%	0.061	$8.34
	40%	0.081	$11.12
	50%	0.101	$13.90
	54%	0.11	$15.01 ($7.77 current LDR)
	60%	0.121	$16.68
	70%	0.141	$19.46
	80%	0.162	$22.24
	90%	0.182	$25.02
	100%	0.202	$27.80

STAKEHOLDER POLLING RANGE

Detached Single Family County

	Percent of 2023 Nexus-Based Max	Units (per unit)	Fee (per sq.ft.)
Shaded Boxes = Range of Stakeholder Polling Results Blue = Current LDR Unit Requirement	0%	0.000	$0.00
	10%	0.039	$5.30
	20%	0.077	$10.60
	30%	0.116	$15.90 ($5.95 current LDR)
	40%	0.154	$21.20
	50%	0.193	$26.51
	60%	0.231	$31.81
	70%	0.270	$37.11
	80%	0.308	$42.41
	90%	0.347	$47.71
	100%	0.385	$53.01

STAKEHOLDER POLLING RANGE

Background Information

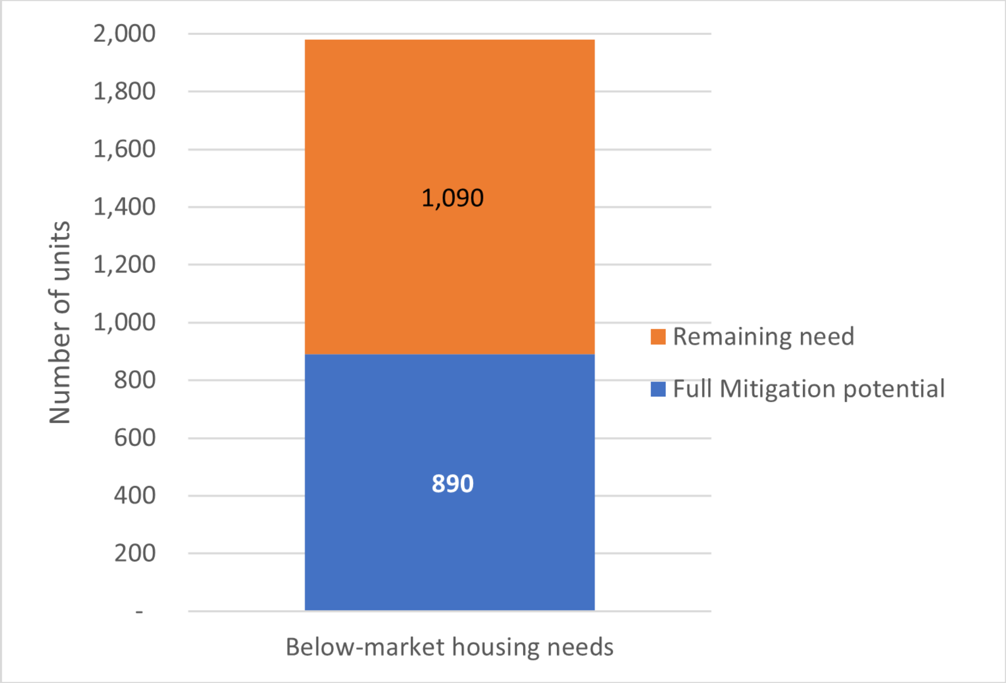
POTENTIAL CONTRIBUTION OF MITIGATION TO BELOW-MARKET HOUSING NEEDS

Applicable policy topic: Mitigation level, Order of compliance

Recognize that mitigation can only address impacts tied to new development – meaning that it cannot do it all:

» Total below-market housing needs between 2022 and 2027 (1,980 units) includes more than just job growth (e.g., existing housing deficit, retirees) (see 2022 Teton Region Housing Needs Assessment).
» Full mitigation can address up to 70% of new job growth, or **45% of total below-market housing needs.**
» Public subsidies, public-private development, and other programs are necessary to fill in the gap. The less that new development mitigates for its impacts, the more that other programs and subsidies are needed.

Estimated Below-Market Housing Needs (2022 to 2027)



Source: 2022 Teton Region Housing Needs Assessment, 2022 Commercial and Residential Employee Generation and Affordable Housing Nexus Study

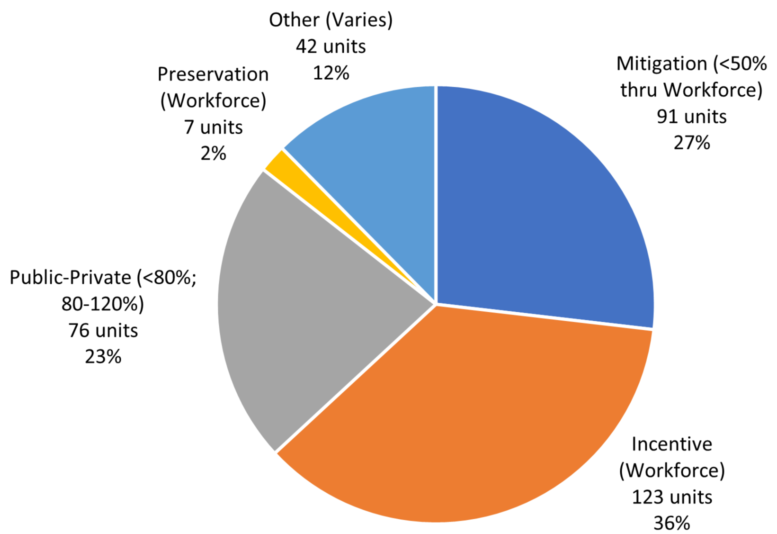
CONTRIBUTIONS FROM CURRENT PROGRAMS TO AFFORDABLE AND WORKFORCE HOUSING INVENTORY

Applicable policy topic: Mitigation level, MFI Range, Order of compliance

The pie chart, below, shows the number and percentage of units produced by different housing programs in the county between 2018 and 2022. The primary level of affordability produced by each program is also identified in parenthesis. As shown:

- Between 2018 and 2022, the mitigation program contributed about 27% (91 units total) of the Affordable and Workforce housing units built in Teton County. Looking forward, relative unit contributions from mitigation are expected to decline due to recent reduced commercial construction activity, the approximately 50% decline in mitigation rates in December 2020, and increased public-private unit development.
- Current LDR mitigation policy requires new development to produce deed restricted units at various affordability levels. This includes units that are price-and-income restricted for households earning <50% AMI, 50-80% AMI, and 80-120% AMI, plus units with a "Workforce" deed restriction (which has employee requirements, but no price nor income limits). Workforce units serve households earning over 120% AMI.
- The Workforce incentive program began in 2018 and has had a significant impact on the number of Workforce units built (123 total; 36% of all deed restricted units constructed since 2018).

Affordable and Workforce Unit Construction: 2018-2022 (339 total)



Source: Jackson/Teton County Affordable Housing Dept. data, consultant team

CONTRIBUTIONS FROM CURRENT PROGRAMS TO AFFORDABLE AND WORKFORCE HOUSING INVENTORY CONTINUED

» Fee collections from the mitigation program vary, ranging from about $590,000 to $2.9M since 2018. Fee collections have been highest in the past three years, exceeding $2.6M per year.
» Developers in the town satisfy their mitigation by mostly building units. Fees are collected for fractional unit requirements. In recent years, some developers have built an additional unit to meet the fractional unit requirement.
» Most development in the county pay fees to meet mitigation requirements. Detached single family home development predominates for which fractional units are often required.
» Mitigation fees help fund public/private developments and other housing programs. Since FY2019/2020, Housing Supply Program budget estimates project that mitigation contributions will comprise about 27% to 30% of funding from local sources (excl. philanthropy).

Mitigation Program: Fee Collections (2018 – 2022)

Year	Town	County Residential Development	County Commercial Development	Total
2018	$36,792	$443,028	$113,267	$593,087
2019	$249,868	$1,113,757	$47,433	$1,411,058
2020	$291,029	$2,664,477	$209,595	$3,165,101
2021	$686,444	$2,011,106	$205,820	$2,903,370
2022	$431,234	$2,297,392	$14,000	$2,742,626
Total	$1,695,367	$8,529,760	$590,114	$10,815,242

Source: Jackson/Teton County Affordable Housing Dept., Town of Jackson Finance Director, Teton County Treasurer

EMPLOYEE INCOME LEVELS RELATED TO NEW DEVELOPMENT

Applicable policy topic: MFI Range

The tables on the following page show the households generated by new development by income level based on updated 2023 nexus calculations.

This information is helpful to understand core employee housing and affordability needs. As shown:

- The vast majority of new employee households earn below 163% AMI. Based on the 2023 nexus, once households earn over 163% AMI, a development subsidy is no longer needed to produce units affordable to these households.
- The average working household in the County is occupied by 1.76 earners. Multiple-income households have trouble qualifying for units priced below 50% AMI. Under 50% AMI units primarily serve low-wage single income and seasonal income earners, as well as fixed-income occupants (retirees, disability).

2023 UPDATE: EMPLOYEE HOUSEHOLDS TO INCOME LEVEL (RESI)

- **The table below shows the households generated by 100 new housing units.**

*Not currently part of the mitigation fee calculation. There is **no subsidy required at or above 163% MFI.**

	Multifamily	Single Family	
		Town	*County[1]*
Total Households	**11.5**	**23.9**	**45.6**
≤ 80% MFI (Very Low and Low)	5.9	12.2	23.3
> 80% MFI, ≤ 120% MFI (Moderate)	1.8	3.7	7.1
> 120% MFI, ≤ 163% MFI (Workforce)	2.1	4.3	8.2
> 163% MFI, ≤ 200% MFI (Workforce)	0.4	0.9	1.7
> 200% MFI (Workforce)	1.3	2.8	5.3
Total Households Included in Mitigation*	**9.7**	**20.2**	**38.5**

[1] Excluding the Town of Jackson.

2023 UPDATE: EMPLOYEE HOUSEHOLDS TO INCOME LEVEL (NON-RES)

- **The table below shows the households generated by 10,000 square feet of new commercial use.**

*Not currently part of the mitigation fee calculation. There is **no subsidy required at or above 163% MFI.**

	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Total Households/10,000 Sq. Ft.	**12.3**	**5.4**	**9.8**	**5.4**	**3.8**
≤ 80% MFI (Very Low and Low)	4.2	1.8	8.9	4.9	2.3
> 80% MFI, ≤ 120% MFI (Moderate)	2.0	3.2	0.3	0.2	1.1
> 120% MFI, ≤ 163% MFI (Workforce)	2.6	0.4	0.4	0.4	0.3
> 163% MFI, ≤ 200% MFI (Workforce)	1.8	0.0	0.2	0.0	0.0
> 200% MFI (Workforce)	1.6	0.0	0.0	0.0	0.0
Total Households Included in Mitigation*	**8.8**	**5.4**	**9.8**	**5.4**	**3.8**

MITIGATION RATE COMPARISONS – 2013 AND 2023 NEXUS STUDIES

Applicable policy topic: Mitigation level

The following tables show maximum nexus mitigation rates calculated in 2013 compared to 2018 LDR mitigation rates, revised 2021 LDR mitigation rates, and updated 2023 maximum nexus mitigation rates.

As shown:

- Maximum nexus mitigation rates by commercial category in 2013 and 2023 are similar for most categories.
- Maximum nexus mitigation rates by residential category are slighter higher for all uses in 2023 compared to 2013. This is in part due to the updated methodology to calculate job generation based on household expenditures, capturing some jobs related to non-brick-and-mortar employment.
- Maintaining the mitigation rates at approximately the same level as current rates would still result in a substantial increase in mitigation fee levels due to the increase in land and development costs in the past several years.

MITIGATION COMPARISONS- TABLE 1

Study and Requirements	Nonresidential Land Use Categories					
2013 Employment Generation by Land Use Study[2] (Nexus-Based Maximum)	**Office**	**Industrial**	**Retail**	**Eating & Drinking**	**Hotel/ Lodging[1]**	**Institutional**
Housing Mitigation Requirement (per 10,000 Sq.Ft.)	9.8 DU	4.4 DU	7.3 DU	19.8 DU	5.3 DU	9.7 DU
2018 Affordable Workforce Housing Standards Prior to Policy Reduction (Town of Jackson)[3]	**Office**	**Industrial**	**Retail/ Service**	**Restaurant/ Bar**	**Conventional Lodging**	**Institutional**
Housing Mitigation Requirement (per 10,000 Sq.Ft.)	4.9 DU	2.5 DU	4.3 DU	12.0 DU	4.1 DU	Ind. Calc.
2021 Affordable Workforce Housing Standards Post Policy Reduction (Town of Jackson)[4]	**Office**	**Industrial**	**Retail/ Service**	**Restaurant/ Bar**	**Conventional Lodging**	**Institutional**
Housing Mitigation Requirement (per 10,000 Sq.Ft.)[5]	2.5 DU	1.2 DU	2.2 DU	6.0 DU	2.0 DU	Ind. Calc.
2023 EPS Employment Generation by Land Use Study (Nexus-Based Maximum, In Progress)	**Office**	**Industrial**	**Retail/ Service/ Restaurant**		**Lodging**	**Institutional/ Recreation/ Amusement**
Housing Mitigation Requirement (per 10,000 Sq.Ft.)	8.8 DU	5.4 DU	9.8 DU		5.4 DU	3.8 DU

[1] The average hotel/lodging room size is assumed to be 500 sq.ft. for comparison purposes on this table.
[2] From the 2013 Employee Generation by Land Use Study, Clarion Associates, August 2013 Public Review Draft (Page 10).
[3] From the 2018 Affordable Workforce Housing Standards (http://www.jacksontetonplan.com/DocumentCenter/View/1254/Affordable-Workforce-Housing-Standards-Adoption-Version-June-26-2018?bidId=)
[4] From Ordinance 1270, December 2020 (https://www.jacksonwy.gov/DocumentCenter/View/4108/Ordinance-1270-Affordable-Workforce-Housing-Mitigation?bidId=). 2020 revisions dropped commercial use mitigations by approx. 50%.
[5] Values calculated using the Town of Jackson's Affordable Housing Calculator (1/5/2022). Assumes 10,000 square feet of new development in the following uses: Office, Heavy/ Light Industry, Retail, Conventional Lodging, and Amusement.

Source: Town of Jackson, Teton County, Economic & Planning Systems, Inc.

MITIGATION COMPARISONS - TABLE 2

Study and Requirements	Residential Land Use Cateogries		
	Town Single Family	County Single Family	All Other Units [1]
Assumed Unit Size (Sq. Ft.) [2]	4,000	4,000	1,200
2013 Employment Generation by Land Use Study [3] (Nexus-Based Maximum)	**Town Single Family**	**County Single Family**	**All Other Units**
Housing Mitigation Requirement (per Unit)	.15 DU	.15 DU	.06 DU
2018 Affordable Workforce Housing Standards [4]	**Town Single Family**	**County Single Family**	**Apartment**
Housing Mitigation Requirement (per Unit)	.11 DU	.11 DU	.05 DU
2021 Affordable Workforce Housing Standards [5]	**Town Single Family**	**County Single Family**	**Apartment**
Housing Mitigation Requirement (per Unit) [6]	.11 DU	.11 DU	.05 DU
2023 EPS Employment Generation by Land Use Study (Nexus-Based Maximum, In Progress)	**Town Single Family**	**County Single Family**	**Multifamily**
Housing Mitigation Requirement (per Unit)	.20 DU	.39 DU	.10 DU

[1] Over time, the nomenclature of the nexus studies changed from “all other units” to “apartment” to “multifamily”. For purposes of this comparison analysis, there is no functional difference between “apartment” and “multifamily”.
[2] Unit size based on MLS data (2017 - 2021) for the Town of Jackson and Teton County.
[3] From the 2013 Employee Generation by Land Use Study, Clarion Associates, August 2013 Public Review Draft (Pages 43-45). Assumes non-local occupancy.
[4] From the 2018 Affordable Workforce Housing Standards (http://www.jacksontetonplan.com/DocumentCenter/View/1254/Affordable-Workforce-Housing-Standards-Adoption-Version-June-26-2018?bidId=)
[5] From Ordinance 1270, December 2020 (https://www.jacksonwy.gov/DocumentCenter/View/4108/Ordinance-1270-Affordable-Workforce-Housing-Mitigation?bidId=).
[6] Values calculated using the Town of Jackson or Teton County’s Affordable Housing Calculator (1/8/2021). Attached Single-Family and Detached SF Town assumed to be located in Town. Detached SF County assumed to be located in County. Assumes one unit of new development in the following corresponding uses: Apartment (Unrestricted), Town Detached Single Family Unit (Unrestricted), and County Detached Single Family Unit (Unrestricted).

Source: Town of Jackson, Teton County, Economic & Planning Systems, Inc.

Appendix A: Community Comparison table

COMMUNITY COMPARISON TABLE

POLICY TOPIC	JACKSON/TETON COUNTY	TELLURIDE	ASPEN	SNOWMASS VILLAGE	VAIL	CRESTED BUTTE	PARK CITY
Mitigation levels							
Commercial	26% to 30%	40%	65%	60%	20%	20%	20%
Lodging	38%	40%	65%	60%	20%	20%	20%
Residential	73% detached units; 83% attached units	90%	65%	60%	10% inclusionary zoning	Scaled: 3% under 500 sq ft up to 58% for 4,500 sq ft+	20% inclusionary zoning
Mitigation categories							
Commercial	7 categories	1 category	1 rate per zone; 15 zones	11 categories	7 categories	1 category	10 categories
Residential	4 categories	2 categories: SF, MF	1 category	3 categories: MF1, MF2, SF	NA - inclusionary zoning	1 category	NA - inclusionary zoning
Order of Compliance (in order of priority)							
	Build	Build	Build	Build	Build on site (50% must be built on site)	Build	Build
	Land	Restrict existing	Restrict existing	Land	Build off site	Land	Dedication of existing units
	Banked units	Fee (cannot exceed 10% of requirement)	Credits	Fee	Fee + administrative addition	Restrict ADU	Land
	Restrict existing unit	Land	Fee			Restrict existing unit	Fee
	Fee					Fee	
Change of Use							
	YEs	Yes - but limited due to categories	Yes - but limited due to categories	Yes	No	Yes - but limited due to categories	Yes

POLICY TOPIC	JACKSON/TETON COUNTY	TELLURIDE	ASPEN	SNOWMASS VILLAGE	VAIL	CRESTED BUTTE	PARK CITY
Housing Credits							
Renovation/ remodel	Credit for existing space	Credit for existing space	Credit only if space mitigated in the past; scaled mitigation required if existing space did not mitigate (33% current up to 65% in 2034)	Credit for existing space	Credit for existing space	Credit for existing space (unless converting from residential to non-residential use - then no credit)	Credit for existing space
Demolition	Credit for existing space	Credit only if existing space mitigated in the past	Credit only if existing space mitigated in the past, unless necessary for maintenance/ safety	Credit for existing space	Credit for existing space	Credit for existing space (unless converting from residential to non-residential use - then no credit)	Credit for existing space
Affordability Range of Units required							
MFI level	<50%, 50-80%, 80-120%, >120%	<120% (tier 1), <180% (tier 2)	<50, 50-85, 85-130, 130-205, 205-240	Low, moderate, middle income	Varies	<80%, 80-120%	50-80% (rent), <80% (own)
Exemptions							
	• Affordable/Workfoce housing units • Public/semi-public zone • <=2,500 sq ft detached unit (county) • Historic Building • Agriculture • Natural Disaster Replacement • Mobile home • Dormitory • Group Home • Daycare • Accessory Use • Education (county) • Temporary use (county) • Alta reduction 25% (county)	Deed restricted units	• ADUs • Deed restricted units • Essential public facilities - exemption on case-by-case review	Deed restricted units	• Remodels/ demolition not adding square feet • Deed restricted units	• Town-owned buildings • Deed restricted units	Affordable housing units Institutional mitigated at 50%

Appendix B: Permitted Uses by Commercial Category and Public/ Semi-Public zone

Category		County Uses	Town Uses
Industrial			
	Light Industry	1. Sheet metal fabrication and wood work 2. Building contractors such as cabinetry, carpet/ flooring, insulation, roofing, plumbing 3. Processing and packing meat and game 4. Wholesale sales and distribution 5. Welding and machine shop 6. Industrial laundries 7. Food service and distribution 8. Cleaning and janitorial service and supply	Same as County
	Heavy Industry	1. Truck and transport terminal 2. Bulk storage and distribution facilities for fuels, explosives, pesticides, solvents 3. Disinfecting or pest control services 4. Paving, excavation, hauling and other contracting involving heavy equipment 5. Maintenance of trucks and heavy equipment 6. Lumber milling 7. Stone, clay and glass manufacturing	Same as County
	Disposal	1. Landfill 2. Sludge disposal and storage 3. Recycling and resource recovery 4. Composting 5. Trash compaction 6. Transfer station	Same as County
	Junkyard	Junkyard	Same as County
	Gravel extraction and processing	Gravel extraction and processing	Same as County

Category	County Uses	Town Uses
Office	1. Legal, accounting, investment and financial 2. Medical/dental/health 3. Engineering/architectural/design office 4. Insurance and real estate 5. Broadcast Studio 6. Administrative and sales office for business, industry and government provided only administrative, bookkeeping and clerical activities	(1-7). Same as County With additional use of... 7. Counseling and social services
Retail/Service (does not include restaurant/bar)	1. Retail sales of antiques, souvenirs, apparel, art, books, cameras, sporting goods, hardware store, liquor, home furnishings and other gnl merchandise 2. Food stores, deli, drug stores, bakeries 3. Candy and ice cream 4. Video rental 5. Incidental seating for consumption of goods that meet incidental use 6.1.2.B.2	Same as County
Service/ Non-Office	1. Banks 2. Laundry and dry cleaner 3. Beauty shops 4. Tanning and massage 5. Small appliance repair 6. Gunsmithing 7. Taxidermy 8. Photo studio 9. Mortuary 10. Pet grooming/kennel and vet service	Same as County

Category	County Uses	Town Uses
Heavy Retail	1. Lumber 2. Fuels/gas station 3. Feed store 4. Rental equipment 5. Farm implement 6. Outdoor storage 7. Vet 8. Landscaping services 9. Horse boarding	1-6 (Same As County) 7. Vet **and livestock services** 8. Landscaping services 9. Horse boarding
Restaurant/Bar	Restaurant/Bar	Restaurant/Bar
Institutional/Recreation/ Amusement		
Amusement	1. Bowling 2. Movie theatres 3. Music hall 4. Arcades 5. Mini golf 6. Pool hall 7. Shooting arcades	Same as County
Developed Recreation	1. Gymnasiums 2. Swimming pools 3. Tennis 4. Skateboarding 5. Rodeos 6. Skating rinks 7. Racquetball 8. Handball court 9. Rock climbing gym 10. Health club	Same as County
Outfitter	1. Rafting 2. Fishing 3. Raft/boat rental 4. Snowmobile tour 5. Mountain bike tour 6. Horseback trail rids and pack trips	Same as County

Category	County Uses	Town Uses
Assembly	1. Cemeteries 2. Places of worship 3. Community center 4. Libraries 5. Museum 6. Hospital 7. Reception hall	Same as County
Daycare/ Education	School & Childcare Center	Same as County
Lodging (Stays Less than 31 Days)	Hotels/Motels	Hotels/Motels
STR	Not allowed in zones unless in special PUD which is listed in LDRs	Not allowed in zones unless in special PUD which is listed in LDRs or in lodging overlay with a permit
	Does NOT include B&B, dude/guest ranches, campgrounds	Does NOT include B&B, dude/guest ranches, campgrounds

Public/Semi Public Zone Uses

Div. 4.2 (Town and County Code): Civic Zones

Civic zones accommodate public and semi-public uses that are necessary to the community and require flexibility from the standards of the complete neighborhood and rural area zones.

Div. 4.2.1.A (Town Code): Public/Semi-Public Zone

The purpose of the Public/Semi Public - Town (P/SP-ToJ) zone is to provide locations for new and existing uses and facilities of a public or semi-public nature. In particular, the P/SP-ToJ zone is intended to allow flexibility for public and semi-public uses and facilities that often have unique functional needs, such as for height, floor area, setbacks, and impervious surface, that cannot be accommodated in other zoning districts. Land in the P/SP-ToJ zone and/or facilities operated therein may be under the control of federal, state, or local governments, or other governmental entities such as a school district or hospital district. It is not the intent of these LDRs that property in the P/SP-ToJ zone retain that designation after the property is divested by the public entity. At the time P/SP-ToJ designated land is transferred, or is proposed to be transferred, into private ownership, the property shall be reclassified to an appropriate zoning district to allow private use pursuant to the Jackson/Teton County Comprehensive Plan.

Div. 4.2.1.A (County Code): Public/Semi-Public Zone

The purpose of the Public/Semi-Public - County (P/SP-TC) zone is to provide locations for new and existing uses and facilities of a public or semi-public nature. Land in the P/SP-TC zone and/or facilities operated therein shall be under the control of federal, state, or local governments, or other governmental entities such as a school district or hospital district.

Category	County Uses	Town Uses
Public/Semi-Public	1. Assembly 2. Daycare/education 3. Agriculture 4. Outdoor Recreation 5. Dormitory 6. Group home 7. Office 8. Service 9. Heavy retail/service 10. Mini-storage warehouse 11. Developed recreation 12. Light and heavy industrial, disposal 13. Junkyard (county only) 14. Gravel extraction and processing (county only) 15. Utility facility 16. Aviation (county only) 17. Home occupation 18. Acccessory residential unit 19. Some temporary uses - Christmas tree sales, farm stand, gravel extraction/processing, special event (county only)	1. Assembly 2. Daycare/education 3. Agriculture 4. Outdoor Recreation 5. Dormitory 6. Group home 7. Office 8. Service 9. Heavy retail/service 10. Mini-storage warehouse 11. Developed recreation 12. Light and heavy industrial, disposal 13. Utility facility 14. Home occupation 15. Acccessory residential unit 16. Home daycare center (town only)

Appendix C: Color Coded LDR

Updates to the LDRs will be needed to make the Nexus and Stakeholder policy directions actionable.

The existing town LDRs have been annotated to show where and what type of changes would occur. The LDR helps place the changes into context and shows the interrelationship of some of the policy changes.

Three categories of potential changes are illustrated with colored bars on the left side of the Town's LDR Division 6.3, Affordable Workforce Housing Standards. The three colors are defined as follows:

COLOR	TYPE OF LDR CHANGE
	Clerical Updates to the LDRs reflecting administrative changes or updates for consistency with other changes
	Minor Updates to the LDRs based on findings from the nexus and critical data revisions
	Major updates to the LDRs (areas primarily related to stakeholder recommendations)"

Div. 6.3. Affordable Workforce Housing Standards

6.3.1. Purpose and Findings (7/18/18, Ord. 1196)

No change

A. Purpose

The purpose of these affordable workforce housing standards is to ensure that affordable workforce housing is provided to the local workforce by employee generating development proportionate with the need for affordable workforce housing it creates.

B. Legislative Findings

In adopting this Section, the Town Council finds:

1. A local workforce is a defining feature of community character. An essential component of the community character and social, economic, and political fabric of Teton County and the Town of Jackson over the years is the presence of those persons and families that work in the community, live in the community, attend schools in the community, worship in the community, and vote in the community. Maintenance of a local workforce is key to a balanced and sustainable local economy and resilient level of critical service provision.

Add new data

2. Supply of local workforce housing is limited by affordability. One of the primary factors that historically allowed this special community character in Teton County and the Town of Jackson is that, until the mid-1990s, the cost of housing was affordable to those persons living and working in the community. Beginning in the mid-1980s, a significant second home market emerged in Jackson Hole. These home buyers came from different parts of the country and had substantially higher incomes than the local workforce. They have contributed to a dramatic increase in land and construction costs in the community, resulting in a substantial increase in the price of housing. This increase in housing prices, when coupled with slightly increasing or static local workforce wages (accounting for inflation), has made market-rate housing unaffordable to most of the local workforce, forcing many to move outside the community. Review of state and national census and other wage and labor data demonstrate this trend.

    a. In 1986, median sales prices of homes ($90,000) in Teton County and the Town of Jackson were on target with the affordable housing price for a median income household ($90,667). From that point in time forward, housing prices have increased so that they no longer align with what is affordable to median income households.

    b. By 2000, the median sales price ($565,000) was nearly 3 times the price that was affordable to a median income household ($196,333).

    c. In 2007, the median sales price ($1,075,000) was approximately 4 times the price affordable to a median income household ($270,000).

Add new data

Update numbers per new Nexus Study

Potential updates for consistency

d. While the Great Recession had an impact on housing prices, even during the downturn housing was never affordable to most of the workforce. In 2012, the median sales price of housing ($853,150) was more than 2.6 times the price that is affordable to a median income household ($320,667).

e. By 2016, the affordability gap had returned to pre-Great Recession levels with the median sales price ($1,130,000) at 3.95 times the price that is affordable to a median income household ($286,000).

3. **Local housing supply has not been added at the same rate as local jobs.** In conjunction with the decrease in affordability, there is a shortage of local workforce housing because job growth has outpaced housing growth. Since 2000, jobs have grown at an annual rate of 2.1% while the number of housing units has only grown at an annual rate of 1.6%.

4. **As a result, the percentage of the workforce living locally has declined.** These phenomena have resulted in a number of persons employed in the community and their families being forced to move outside the community, to places like Teton County, Idaho and Lincoln County, Wyoming. Estimates indicate that in 1986 approximately 91% of the workforce lived locally. In 1995 this number had decreased to approximately 80%. By 2005 it was 68%. By 2015, it was estimated only 58% of the workforce resided locally.

5. **The decline in the local workforce has resulted in a deterioration of community character.** This decline in the percentage of the workforce living locally has resulted in an impairment of the social, economic, and political fabric of the community, along with the community's character. Estimates indicate this problem will continue to worsen in the future, unless additional housing is provided within price and rental ranges that are affordable to the workforce. More specifically:

   a. A local workforce household is more likely to reinvest socially, civically, and economically in the community. As a greater percentage of the workforce commutes, their children no longer attend schools in the community, they no longer worship in the community, and they no longer express their ideas at the ballot box.

   b. A local workforce results in a more balanced and sustainable local economy and resilient provision of critical services. As the community becomes more reliant on commuters, it also becomes more susceptible to weather events that adversely impact the local economy and the provision of critical community services.

   c. A local workforce also results in a healthier ecosystem. A commuter workforce generates more traffic than a local workforce, which results in greater impact to wildlife and the environment in general.

   d. The lack of local affordable workforce housing opportunities will result in the loss of generational continuity. If there are few housing opportunities available that are affordable to the workforce, there is little chance

No change

Update reference

No change

children who grow up in the community can raise their own families in the community, and continue to support and participate in the civic and social life of the community which they have been a part of their entire lives.

6. **As a result the community set a workforce housing goal.** To address the impacts from this loss of the local workforce, in 2012 Teton County and the Town of Jackson set a goal in the Jackson/Teton County Comprehensive Plan to ensure a variety of workforce housing opportunities exist in the community so that at least 65% of those employed locally live locally.

7. **To implement this goal, development must provide mitigation for the need for affordable workforce housing it creates.** To assist in the implementation of this goal, these standards require employee generating development to provide affordable workforce housing proportionate to the need it creates.

8. **For these reasons,** these affordable workforce housing standards, are hereby adopted by the Town Council.

C. Technical Support

The technical support and analysis upon which these affordable workforce housing standards are established is based upon The Teton County and Town of Jackson Employee Generation Land Use Study (August 22, 2013), as amended, which is incorporated herein by reference.

D. Authority

The Town Council of the Town of Jackson has the authority to adopt these affordable workforce housing standards in accordance with Article 13, Section 1 of the Wyoming Constitution, and Section 15-1-601, et. seq., Wyoming Statutes, and such other authorities and provisions that are established in the statutory and common law of the State of Wyoming.

6.3.2. Applicability (2/1/21, Ord. 1278)

These affordable workforce housing standards apply to any employee generating development, unless exempted below.

A. Employee Generating Development

Employee generating development is a new building or use not currently in existence, as further defined below.

1. **Existence.** For the purpose of this standard existence shall mean a building or use existing on December 18, 1995, or the building or use legally established since that date with the highest affordable workforce housing requirement. The burden of identifying the existing building or use shall be the responsibility of the landowner. The landowner shall provide the Planning Director photos, permits, licenses, records, or other documentation that establishes the existing building or use.

EXAMPLE: On December 18, 1995 the use of a property was a restaurant/bar. In 2000 the use of the property changed to retail. In 2010 the use of the property changed to office. The exiting use for the purpose of this standard is restaurant/bar because restaurant/bar use has the highest affordable workforce housing requirement of the legal uses since December 18, 1995.

EXAMPLE: An office space built as permitted in 2004 is considered existing for the purpose of this standard, regardless of the employee mitigation provided in 2004.

a. This definition of existence shall not apply to an attached single-family unit or apartment for which housing mitigation has not been provided. (It shall apply to other residential uses.)

EXAMPLE: An existing apartment building built prior to 1995 is being razed to build a new apartment building. Because the apartment building being razed did not provide any affordable housing mitigation when it was built, the new apartment building would be subject to this Division as though the apartment building being razed did not exist.

2. **Other types of development.** This division only applies to new building and use. A non-building physical development, development option, or subdivision is not employee generating development and not subject to this Division, except that 4.3.1.F.6 requires a Planned Resort Master Plan to include an estimation of the affordable workforce housing that will be required for the entire resort and a housing mitigation plan for the entire resort.

EXAMPLE: This Division does not apply to an application for a single-family subdivision. This Division will be applied to each lot in the subdivision at the time a building permit is submitted.

B. Approved Unbuilt Development

1. **Approval prior to December 18, 1995.** Employee generating development approved prior to December 18, 1995 which has not yet been developed shall also be subject to this Division upon submittal of any required application to complete the development.

EXAMPLE: There is no “credit” for an existing vacant lot. A subdivision completed in 1992 approved construction of a detached single-family unit on each of the lots in the subdivision. Upon application for a building permit to build a unit on one of the lots in the subdivision, this Division shall apply.

EXAMPLE: A Planned Unit Development approved in 2004 allows commercial and residential development on a site, but does not include a specific housing mitigation plan outlining the required number of affordable and employee housing units. Upon application for a development plan, building permit, or use permit under that PUD this Division shall apply.

No change

No change

2. **Substantial amendment to prior approval.** In addition, this Division shall apply to all employee generating development not completed under an existing approval when that existing approval is substantially amended, regardless of whether the amendment applies to the entire uncompleted portion of the approval, and regardless of the approved Housing Mitigation Plan (or Housing Mitigation Agreement). A substantial amendment is any amendment that would increase the amount of affordable workforce housing required.

> **EXAMPLE:** A Sketch Plan was approved for a 3 building development and included a Housing Mitigation Plan. Only 1 building has been built, and only the required housing associated with the built building has been provided. An amendment to the Sketch Plan is proposed to increase the size of 1 of the unbuilt buildings. The amount of affordable workforce housing required to approve the amendment would be equal to the current requirement for both unbuilt buildings.

Update per exemptions recommendations

C. Exemptions

The following are exempt from the standards of this Division.

1. **Housing Department Unit.** A residential unit subject to a deed restriction administered by the Housing Department.

2. **Other Workforce Housing.** A residential unit subject to a deed restriction administered by the Jackson Hole Community Housing Trust or Habitat for Humanity of the Greater Teton Area; or an apartment in the NL-5 zone.

3. **Historic Building.** Use of a building included on the Jackson Historic Register. Furthermore, any addition to a Registered Historic Resource that obtains approval of a Certificate of Appropriateness is exempt from affordable workforce mitigation requirements..

> **EXAMPLE:** A 2,000 square foot historic cabin used currently as an office but being converted into a restaurant would be exempt from this Division. Furthermore, a 3,000 sf addition that gets a Certificate of Appropriateness is also exempt from the mitigation requirements. .

4. **Agriculture.** An agriculture use (6.1.3.B.).

5. **Replacement after Damage by Natural Disaster.** Replacement of an attached single-family unit (6.1.4.C.) or apartment (6.1.4.D.) that is demolished or destroyed by a natural disaster or through any manner not willfully accomplished by the owner, regardless of the extent of the demolition or destruction. The replacement shall be complete, or an application to complete shall be sufficient, within 18 months of the date of destruction.

6. **Mobile Home.** A mobile home (6.1.4.E.) or mobile home park (Sec. 7.1.4.).

7. **Dormitory.** A dormitory (6.1.4.F.).

8. **Group Home.** A group home (6.1.4.G.).

Update per exemptions recommendations

9. **Daycare.** A day care or early childhood education use.

10. **Accessory Use.** An accessory use (Sec. 6.1.11.).

11. **Temporary Use.** A temporary use (Sec. 6.1.12.).

12. **Workforce Housing Unit Incentive.** A residential unit approved pursuant to Div. 7.8., whether deed restricted or not.

13. **Public/Semi-Public Zone.** Employee generating development in the public/semi-public zone.

Change per mitigation discussion

6.3.3. Amount of Affordable Workforce Housing Required

(12/23/20, Ord. 1270)

A. Requirement

Any employee generating development to which this Division applies shall provide at least the amount of affordable workforce housing determined by the following calculations. The calculations vary by the use being proposed and are the function of the size of the proposal. The calculations are based on the analysis found in the Teton County and Town of Jackson Employee Generation Land Use Study (August 22, 2013), as amended, and assume an affordable workforce housing unit houses 1.8 local employees.

Required Affordable Workforce Housing	
Use	Affordable Workforce Housing Units Required
Detached Single-Family Unit (6.1.4.B.) (Non-Local Occupancy, A.8)	0.000017 * sf + (Exp(-15.49 + 1.59*Ln(sf)))/2.176
Detached Single-Family Unit (6.1.4.B.) (Local Occupancy, A.8)	0.000017 * sf + (Exp(-16.14 + 1.59*Ln(sf)))/ 2.176
Attached Single-Family Unit (6.1.4.C.), Apartment (6.1.4.D.) (Non-Local Occupancy, A.8.)	0.000017 * sf + (Exp(-14.17 + 1.59*Ln(sf)))/ 2.176
Attached Single-Family Unit (6.1.4.C.), Apartment (6.1.4.D.) (Local Occupancy, A.8)	0.000017 * sf + (Exp(-14.82 + 1.59*Ln(sf)))/ 2.176
Conventional Lodging (6.1.5.B.), Short-Term Rental Unit (6.1.5.C.)	0.102 * room
Office (6.1.6.B.)	0.000247 * sf
Retail (6.1.6.C.), Service (6.1.6.D.), Nursery (6.1.6.H.), Amusement (6.1.7.B.), Adult Entertainment Business (6.1.7.F.)	0.000216 * sf
Restaurant/Bar (6.1.6.E.)	0.000599 * sf
Mini-Storage Warehouse (6.1.6.G.)	0.000007 * sf
Heavy Retail/Service (6.1.6.F.), Industrial Uses (Sec. 6.1.9.), Transportation/ Infrastructure Uses (Sec. 6.1.10.)	0.000123 * sf
Outdoor Recreation (6.1.3.C.), Developed Recreation (6.1.7.D.), Outfitter/Tour Operator (6.1.7.E.), Institutional Uses (Sec. 6.1.8.)	independent calculation

1. **Schedule and Calculator Available.** A schedule of the requirement for employee generating development of various sizes and a calculator to use in determining the requirement are both available in the Administrative Manual. The residential

Update reference

Update per change of use and housing credits recommendations

No change anticipated

requirement is a logarithmic equation because there is an exponential relationship between the size of a unit and the number of operations and maintenance employees generated.

2. Use Not Listed. For uses not listed, the Planning Director shall either find a use comparable to the proposed employee generating development and utilize the comparable calculation, or require the applicant to conduct an independent calculation pursuant to 6.3.3.B. to determine the requirement.

3. Expansion. In the case of an expansion to an existing building or use (6.3.2.A.1), the amount of affordable workforce housing required shall be calculated based on the difference between the requirement for the proposed and existing employee generating development.

> **EXAMPLE:** A 5,000 sf office building proposing to add 1,500 sf would be required to provide 0.37 affordable workforce housing units (0.000247 * 6,500 - 0.000247 * 5,000 = 0.37). A 3,000 sf detached single family home proposing to add 500 sf would be required to provide 0.017 affordable workforce housing units ((0.000017 * 3,500 + Exp(-15.49 + 1.59*Ln(3,500))/2.176) - (0.000017 * 3,000 + Exp(-15.49 + 1.59*Ln(3,000))/2.176) = 0.017).

4. Change of Use. In the case of a change of use, the amount of affordable workforce housing required shall be the difference between the requirement for the proposed use and the requirement for the existing use (6.3.2.A.1).

> **EXAMPLE:** A proposal to use a 2,000 sf retail space as an office would be required to include 0.062 affordable workforce housing units (0.000247 * 2,000 - 0.000247 * 2,000 = 0.062).

5. Unknown Use. For the development of floor area with an unknown use, the allowed use in the zoning district with the greatest need for affordable workforce housing shall be used, except that Restaurant/Bar use shall only be required in association with a Restaurant/Bar use permit.

6. Sf. In the calculations "sf" is equal to the habitable floor area (in square feet), including basement, of each residential, lodging, or nonresidential unit.

    a. The calculation for a multi-unit building shall be the sum of the calculation for each unit.

    b. Common hallways, entryways, stairways, and other circulation areas in buildings with multiple residential or nonresidential units, that are not within any individual unit, shall not be included in the calculation.

7. Room. In the calculations "room" is equal to a single lodging room. In the case of a conventional lodging or short-term rental with multiple bedrooms per unit, the number of rooms used in the calculation shall be the number of bedrooms, not the number of units.

No change anticipated

8. **Local Occupancy Restriction.** The calculation for non-local occupancy shall be applied to all residential uses. In order to utilize the local occupancy calculation, a restriction shall be placed on the unit that requires compliance with the occupancy qualification requirement of the Housing Department Rules and Regulations. Placement of an affordable restriction or workforce restriction on a unit, as defined in the Housing Department Rules and Regulations, shall exempt the unit from any requirement pursuant to 6.3.2.C.1. However, 6.3.2.C.1 does not apply to an occupancy restriction placed to utilize the local occupancy calculation.

> **EXAMPLE:** An applicant proposing to build 3 – 1,000 square foot attached single-family units would be required to provide 0.108 affordable workforce housing units (3 * (0.000017 * 1,000 + Exp(-14.17 + 1.59*Ln(1,000))/2.176) = 0.108). If a workforce restriction is placed on the units, they are exempt from the requirements of this Section. If an occupancy restriction is placed on the units, 0.081 affordable workforce housing units would be required (3 * (0.000017 * 1,000 + Exp(-14.82 + 1.59*Ln(1,000))/2.176) = 0.081)..

9. **Removal of a Voluntary Restriction.** An affordable, workforce, or occupancy restriction voluntarily placed on a unit may be removed. In order to remove such a restriction, the affordable workforce housing required on the date of the removal shall be provided. In the case of removal of an occupancy restriction the affordable workforce housing requirement shall be calculated as a change of use from local to non-local occupancy.

10. **Update Requirement Regularly.** The determination of need for affordable workforce housing shall be evaluated and updated at least every 5 years to account for changes in the economic and demographic trends in the community. Updates shall be based on update to The Teton County and Town of Jackson Employee Generation Land Use Study (August 22, 2013), as amended.

Update per mitigation recommendations

B. Independent Calculation

Where applicable, an independent calculation shall establish the amount of affordable workforce housing required. The intent of the independent calculation is to identify a requirement for an industry that is proportional to the demand for affordable workforce housing that industry generates, where the general circumstances surveyed in the Teton County and Town of Jackson Employee Generation Land Use Study (August 22, 2013), as amended, do not represent unique circumstances of the industry. The independent calculation is not intended to be business specific.

1. Applicability

   a. **Applicant option.** An applicant may elect to prepare an independent calculation of the required affordable workforce housing if the applicant believes the nature, timing, or location of the proposed employee generating development is likely to create less need for affordable workforce housing than otherwise required in this Section.

   b. **Unspecified use.** The Planning Director may require an independent calculation of the need created for required affordable workforce housing if:

Update per mitigation recommendations

i. A calculation for the proposed use is not established in 6.3.3.A; or

ii. A proposed use does not rely on floor area; or

iii. The proposal is a Planned Resort estimating housing need pursuant to 4.3.1.F.6 or

iv. The Planning Director finds the employee generating development to be unique from the general circumstances surveyed in The Teton County and Town of Jackson Employee Generation Land Use Study (August 22, 2013), as amended.

2. **Calculation Methodology.** An independent calculation shall use the methodology used in the Teton County and Town of Jackson Employee Generation Land Use Study (August 22, 2013) to generate the calculations in 6.3.3.A. That methodology is represented by the following equation:

Requirement (units per sf/room) = [A/30/X*Y] + [B/X*Y] + [C/X*Y] + [D/X*Y]

a. A = the number of construction workers needed to construct one sf or room of the use.

b. B = the post-construction workers needed to operate one sf/room of the use. In the case of residential development, these are the operations and maintenance employees such as landscapers, trash collectors, and property managers. In the case of nonresidential development, these are the employees who work at the use.

c. C = the number of fire and emergency medical personnel needed to serve one sf/room of the use.

d. D = the number of law enforcement personnel needed to serve one sf/room of the use.

e. 30 = the 30 year average career of a construction worker.

f. X = the average number of workers in the household of an employee in a specific industry.

g. Y = the percentage of workers in a specific industry that cannot afford market housing.

3. **Calculation Values.** The values in the Teton County and Town of Jackson Employee Generation Land Use Study (August 22, 2013), as amended, shall be used in the independent calculation except pursuant to the following standards.

a. **Values that may be altered.** In the equation for independent calculation an alternate value shall only be used for A, B, or the X and Y values associated with an altered A or B.

b. **Alternate values.** The alternate value proposed shall be calculated using:

i. Generally recognized principles and methods of impact analysis; and

Update per mitigation recommendations

ii. Verifiable local information and data; and

iii. Data that is industry specific rather than business specific; and

iv. In the case of B, the year-round (including dual seasonal), post-construction occupancy of the space.

> **EXAMPLE:** A space that is leased to a raft guiding operation in the summer and snowmobile guiding operation in the winter. For a space that size, a raft guiding operation averages 10 employees and a snowmobile guiding operation averages 7 employees. "B" for that use of that space = 7.

Update per MFI Recommendations

6.3.4. Type of Affordable Workforce Housing Required (7/18/18, Ord. 1196)

The affordable workforce housing required by this Division shall comply with the following requirements to ensure its affordability and livability.

A. Unit types allowed.

A required affordable or workforce housing unit shall be a detached single-family unit (6.1.4.B.), attached single-family unit (6.1.4.C.), apartment (6.1.4.D.), or accessory residential unit (6.1.4.B.). No other residential or lodging unit type shall be required affordable workforce housing.

B. Affordability.

1. **Restriction.** Each affordable or workforce housing unit shall be subject to one of the following restrictions.

   a. **Less than 50% of Median Income.** An affordable rental restriction, as defined in the Housing Department Rules and Regulations, ensuring affordability for households making 50% of family median income or less.

   b. **50%-80% of Median Income.** An affordable rental restriction, as defined in the Housing Department Rules and Regulations, ensuring affordability for households making above 50% up to 80% of family median income.

   c. **80%-120% of Median Income.** An affordable rental or affordable ownership restriction, as defined in the Housing Department Rules and Regulations, ensuring affordability for households making above 80% up to 120% of family median income.

   d. **120%-200% of Median Income.** A workforce rental or workforce ownership restriction, as defined in the Housing Department Rules and Regulations, for households making above 120% up to 200% of family median income.

2. **Allocation of restrictions.** The above restrictions shall be allocated to the required units in the following order. For requirements above 7 units, the order of allocation shall repeat. A fractional requirement shall be the last allocated.

Update per MFI Recommendations

Allocation of Affordability Restrictions				
Units Required	< 50%	50% - 80%	80% - 120%	120% - 200%
1	0	0	1	0
2	1	0	1	0
3	1	0	2	0
4	1	1	2	0
5	1	1	3	0
6	2	1	3	0
7	2	1	3	1

a. The Housing Director may adjust the restriction allocation in accordance with the procedure of Sec. 8.8.2. and the following standards.

i. The adjustment shall not reduce the required number of units.

ii. The restriction allocation shall meet the following distribution.

Distribution of Affordability Restrictions	
Affordability Restriction	% of Required Units
< 50%	At least 25%
50% - 80%	At least 19%
80% -120%	No more than 43%
120% - 200%	No more than 13%

3. **Allocation of restrictions by unit size.** To the maximum extent practicable, the allocation of restrictions shall be evenly distributed across all unit sizes.

C. Unit Size - Allocation of bedrooms per unit.

The size of the required units, in number of bedrooms, shall be determined in the following order. For requirements above 7 units, the order of allocation shall repeat. A fractional requirement shall be the last allocated.

Allocation of Number of Bedrooms			
Units Required	1 Bedroom or Studio	2 Bedroom	3 Bedroom
1	0	1	0
2	1	1	0
3	1	2	0
4	2	2	0
5	2	2	1
6	3	2	1
7	3	3	1
*Assumed Employees per Unit	1.45	2.0	2.1

1. **Administrative Adjustment.** The Housing Director may adjust the bedroom allocation in accordance with the procedure of Sec. 8.8.2 and the following standards.

   a. The adjustment shall not reduce the required number of units.

   b. The maximum number of bedrooms in any unit shall be 3.

   c. The bedroom mix shall serve the needs of the local workforce.

   d. The bedroom allocation shall provide housing for a total number of workers equal to the required number of units times 1.8 workers per unit. The number of workers housed through the proposed bedroom allocation shall be calculated using the employees per unit assumed in the above table.

D. Required components of livability.

Each required affordable or workforce housing unit shall include, at a minimum, the components of livability required by the Housing Department Rules and Regulations.

E. Compliance with Rules and Regulations.

Each required affordable or workforce housing unit shall comply with the Housing Department Rules and Regulations.

1. The Jackson/Teton County Affordable Housing Department is responsible for administration of any affordable or workforce housing units established in accordance with this Division, as well as other housing units it is directed to administer by the Town Council.

2. To assist in the administration of this Division, the Town and County have adopted the Jackson/Teton County Housing Department Rules and Regulations, which authorize the Housing Department to:

   a. Manage and oversee all affordable and workforce housing units.

   b. Enforce livability standards.

   c. Administer the marketing of the units.

   d. Establish rules for qualifying renters and buyers, and administer selection of renters and buyers.

   e. Establish rules for and monitor the units to ensure applicants, renters, and sellers comply with the requirements of this Division and the Rules and Regulations. The Rules and Regulations also include rules addressing:

      i. Renter and buyer non-compliance, which include but are not limited to requirements for disqualification and prosecution for fraud.

      ii. Seller non-compliance (for initial or subsequent sales), which include but are not limited to issuance of an affidavit affecting title and prosecution for fraud.

No change anticipated

iii. Housing Department reimbursement by the renter, seller, or applicant, for any attorney's fees and other costs associated with the Department's compliance enforcement.

6.3.5. Method for Providing Required Affordable Workforce Housing (7/18/18, Ord. 1196)

A. Standards Applicable to All Methods

Regardless of the method used to provide the affordable workforce housing required, each required affordable or workforce housing unit provided shall comply with the following standards.

1. **Type.** Each required affordable or workforce housing unit shall meet the standards of Sec. 6.3.4., as well as all other standards of these LDRs and the Housing Department Rules and Regulations.

2. **Location.** Each required unit shall be located in the Town of Jackson or in Teton County east of the Tetons, and shall be in an area determined suitable for affordable workforce housing.

3. **Phasing.** If the employee generating development is approved for phases, the required affordable workforce housing shall be provided in proportion to the phases of the employee generating development. The phasing plan shall be established in the Housing Mitigation Agreement. The phasing plan shall require a recalculation of the amount of affordable workforce housing required at each phase.

4. **Deed Restriction.** To ensure compliance with the standards of this Division, the property of each affordable workforce housing unit and the property of the employee generating development shall both be subject to a deed restriction and a Housing Mitigation Agreement. More specifically:

   a. **Deed restriction.** The property of the affordable workforce housing unit and the property of the employee generating development shall be subject to a deed restriction, in perpetuity, in a form established and approved by the Housing Department, and included in the Rules and Regulations.

   b. **Housing Mitigation Agreement.** The property of the affordable workforce housing unit and the property of the employee generating development shall also be subject to a Housing Mitigation Agreement which shall be recorded against the property of the employee generating development in a form acceptable to the Town Attorney.

B. Preferred Methods.

Each employee generating development subject to the requirements of this Division shall provide the required affordable workforce housing by one or a combination of the methods identified below, in order of priority. Alternate methods shall not be proposed.

No change anticipated

1. Construction of required affordable workforce housing on the site of the employee generating development, or off-site. Below are LDRs intended to facilitate construction of required affordable workforce housing.

    a. **FAR exemption for affordable or workforce housing units.** Applies in the DC, CR-1, CR-2, CR-3, OR, NH-1, and NM-2 zones, see Sec. 7.8.3.

    b. **25% FAR Bonus for affordable or workforce housing units.** Applies in the TS, UC, and BP zones, see the applicable zone.

    c. **FAR Increases for more units.** Applies in the NL-5 and NM-1 zones, see the applicable zone.

    d. **Shared parking between nonresidential use and affordable workforce housing.** Applies in all zones, see 6.2.2.B.1

2. Conveyance of land for affordable workforce housing.

3. Utilization of a banked affordable or workforce housing unit.

4. Restriction of an existing residential unit as an affordable workforce housing.

5. Payment of an in-lieu fee.

C. Priority Method Impracticable

A required affordable or workforce housing unit shall be provided through the highest priority method practicable. A lower priority method may be used upon making the following findings for each higher priority method.

1. **Less than one unit.** An in-lieu fee may be paid for an affordable workforce housing requirement of less than one unit.

    a. **Exception for change to short-term rental.** In buildings approved under the affordable workforce housing standards in place since July 18, 2018, change of use of a unit from attached-single family or apartment to short-term rental shall be mitigated by construction of the required housing regardless of the amount of the requirement.

2. **On-site provision impractical.** On-site provision of the required affordable workforce housing:

    a. Does not comply with other Town, County, State, or Federal laws; or

    b. Is unreasonable due to lack of infrastructure, inappropriate soils, or other site conditions.

3. **Off-site methods not reasonably available.** A good faith effort to provide the required affordable workforce housing off-site, is unsuccessful due to infrastructure, regulatory (either Town, County, State or Federal), or other site constraints of the land, or due to the price at which the land was available for sale. Conditions relevant to these constraints include but are not limited to factors like:

No change anticipated

No change anticipated

a. No off-site options are for sale that would support affordable workforce housing at an economically feasible density to provide the amount of affordable workforce housing required.

b. The inability to provide the needed infrastructure (e.g., roads, water supply, sewage disposal, telephone, electricity and gas) for the development of available off-site locations.

D. Standards Applicable to Specific Methods

In addition to the standards applicable to all methods, the following shall also apply to the specific method used for the provision of affordable workforce housing.

1. **Construction.** Construction of required affordable workforce housing shall comply with the following standards.

   a. **Timing.** Unless an alternate phasing plan is established in the Housing Mitigation Agreement, each required affordable or workforce housing unit shall be reviewed and constructed pursuant to the following standards. If an alternate phasing plan is established, the Housing Mitigation Agreement shall include financial assurances that the construction will occur.

      i. Each required affordable or workforce housing unit constructed shall receive a certificate of occupancy prior to the granting of the applicable certificate of occupancy or use permit for the employee generating development. If the Planning Director approves a performance bond pursuant to Sec. 8.2.11. to meet this requirement, the financial assurance shall be reviewed and updated annually.

      ii. The application to construct the affordable workforce housing shall be sufficient in order for an application for a building permit or use permit for employee generating development to be determined sufficient.

      iii. The approval process for the employee generating development shall occur concurrent with the approval process of the required affordable workforce housing development.

      EXAMPLE: An employee generating development proposes off-site required affordable workforce housing of a scale that requires a development plan. The development plan for the employee generating development shall not be approved until the development plan for the required affordable workforce housing is approved.

2. **Conveyance of Land.** Conveyance of land for affordable workforce housing shall comply with the following standards.

   a. **Acceptance.** Land conveyed shall only be approved and accepted at the discretion of the Town Council, regardless of the decision maker on the application for the employee generating development.

   b. **Conveyance.** The conveyance shall utilize the Town deed template.

No change anticipated

c. Timing. Land conveyance shall occur concurrently with approval of the development plan, use permit, or building permit, whichever occurs first, unless a different time of conveyance is established in the Housing Mitigation Agreement. If a different time is established, the Housing Mitigation Agreement shall include financial assurances that land conveyance will occur.

d. Amount. Land conveyed shall be in an amount that allows for economically feasible construction of at least the amount of affordable workforce housing required under the zoning applicable to the land, at the time of conveyance. The value of the land conveyed shall also be at least equal to the in-lieu fee that would be required.

e. Confirmation of fair market value. The fair market value of the land conveyed shall be confirmed at the time of conveyance. Fair market value shall be net of any customary real estate commission for the sale of land.

f. Clear title. Land conveyed shall have clear title, physical and legal access, and be free of any liens.

g. Onsite Infrastructure. Land conveyed shall be fully ready for development and ready for construction, with roads, water supply, sewage disposal, telephone, electricity and gas (if available), and other basic services in place to the property line of the land, as applicable. If this cannot be demonstrated, the applicant shall post a bond in accordance with Sec. 8.2.11., to complete the improvements. (In no event shall the bonded improvements be completed more than 1 year after the date of conveyance of the land to the Town.)

h. Suitability. Where there is concern about the suitability of soils or other site conditions to support affordable workforce housing, a soils report and/or other reports shall be prepared by an engineer or other consultant deemed qualified by the Town Council, at the applicant's expense, stipulating the land is suitable for the type of construction contemplated, stating any special construction techniques necessary for its development.

i. Use of conveyed land.

   i. Land conveyed shall be used for the development of affordable workforce housing units, and when accepted by the Town Council shall be conveyed to the Jackson/Teton County Housing Authority for that purpose.

   ii. Where it is determined by the Board of County Commissioners and Town Council that the goals of providing affordable workforce housing will be better met through sale of the conveyed land, the conveyed land may be sold by the Jackson/Teton County Housing Authority.

   iii. Proceeds from the sale of conveyed land shall be placed in the interest-bearing Affordable Housing Fund. Proceeds from the sale of conveyed land, and any interest accrued from the sale, shall be

No change anticipated

Update reference

used for development of affordable workforce housing that meets the standards of this Division, within a reasonable period of time after deposit into the fund.

3. Banked units.

   a. Banking of a unit. A voluntarily restricted affordable or workforce housing unit may be banked if it complies with the following standards.

      i. The voluntarily restricted unit shall not be tied to any requirement in these LDRs.

      ii. The deed restriction shall be approved by the Housing Department.

      iii. The deed restriction shall identify the unit as a banked unit and require re-recording of the restriction to associate the unit with the employee generating development that utilizes the banked unit.

      iv. The unit shall be banked for a maximum of 20 years.

   b. Utilization of a banked unit. Utilization of a banked unit to fulfill an affordable workforce housing requirement shall comply with the following.

      i. The banked unit shall have a deed restriction that complies with Sec. 6.3.4. (The deed restriction on a banked unit may be amended, if approved by the Housing Department, to meet this requirement.)

      ii. Prior to granting of the applicable certificate of occupancy, or use permit for the employee generating development, the deed restriction on the banked unit shall be re-recorded to reference the employee generating development it is mitigating. At the same time, the Housing Mitigation Agreement identifying use of the banked unit shall be recorded against the property of the employee generating development.

4. Restriction of an existing unit. Restriction of an existing residential unit as an affordable workforce housing unit shall comply with the following standards.

   a. Condition. The unit shall have been maintained to the standards required by the Rules and Regulations.

   b. Timing. A restriction approved by the Housing Department shall be placed on the existing unit prior to the granting of the applicable certificate of occupancy or use permit for the employee generating development.

5. Payment of an in-lieu fee. Payment of a fee in-lieu for affordable workforce housing shall comply with the following standards.

   a. Amount. The amount of the in-lieu fee shall be proportionate to the need created by the development as established in Sec. 6.3.3. based on the Teton County and Town of Jackson Employee Generation Land Use Study

Update reference

(August 22, 2013), as amended. The in-lieu fee amounts shall vary by affordability restriction and number of bedrooms. The current in-lieu fee amounts are included in the Administrative Manual.

b. **Fractional amount.** If a fraction of an affordable workforce housing unit is required, the same fraction of the in-lieu fee amount shall be required.

c. **Update.** The Town Council shall update the fee in-lieu amount annually, by Resolution, based on the cost of developing the required affordable workforce housing and the resale value of the required affordable workforce housing.

i. The cost of development shall be provided by the Housing Director to reflect the full development cost of habitable floor area, including land and non-habitable floor area, based on recent past development.

ii. Unit sizes shall be assumed to be

a). 1 Bedroom/Studio: 650 sf habitable

b). 2 Bedroom: 900 sf habitable

c). 3 Bedroom: 1,150 sf habitable

iii. The maximum sales and rental prices shall be as established by the Housing Department annually pursuant to the Rules and Regulations.

iv. The capitalization rate for rental units shall be assumed to be eight percent (8%).

d. **Timing.** The in-lieu fee shall be paid prior to the granting of the applicable certificate of occupancy or use permit for the employee generating development, whichever occurs first.

e. **Payment.** In-lieu fees collected shall be immediately deposited into the interest-bearing Affordable Housing Fund.

f. **Use of Fees.** In-lieu fees, and any interest accrued from in-lieu fees, shall be used for the development of affordable workforce housing that meets the standards of this Division.

g. **Refund of in-lieu fees.**

i. **Clawback.** In-lieu fees shall be refunded at the below levels if the required affordable workforce housing is provided by a higher priority method within 2 years.

a). **Provision within 1 year.** If the required affordable workforce housing is provided by a higher prior method within 1 year of the payment of the in-lieu fee, 97% of the in-lieu fee shall be refunded.

b). **Provision within 2 years.** If the required affordable workforce housing is provided by a higher prior method within 2 years of the payment of the in-lieu fee, 95% of the in-lieu fee shall be refunded.

No change anticipated

ii. **Seven year limit.** In-lieu fees shall be refunded upon written request by the current owner of the employee generating development for which in-lieu fees are paid, if the fees are not expended within 7 years from the date the fees are paid.

a). Notwithstanding this provision, if the Town Council earmarks the fees for expenditure on a specific affordable workforce housing project, then the Town Council may extend the time period by up to 3 additional years.

b). In-lieu fee payments shall be deemed expended on the basis that the first payment in shall be the first payment out.

c). The written request shall be submitted to the Planning Director within 1 year from the end of the seventh year, or 1 year from the end of the extended refund time period.

iii. **Expired approval or permit.** An in-lieu fee required for an employee generating development for which approval has expired shall be refunded upon a written request from the current owner of the property for which the fee was paid. Such request shall be submitted to the Planning Director within 3 months of the date of the expiration.

iv. **Written request.** In all instances where a refund of an in-lieu fee is available, the current owner must submit proof of ownership of the property and proof of payment of the in-lieu fee.

6.3.6. Housing Mitigation Plan and Housing Mitigation Agreement (7/18/18, Ord. 1196)

A. Housing Mitigation Plan

An application for employee generating development shall demonstrate compliance with, or exemption from, this Division through a Housing Mitigation Plan.

1. **Part of application.** The Housing Mitigation Plan shall be a required component of a sufficient application for the employee generating development.

2. **Review and decision.** The decision maker on the application, for which the Housing Mitigation Plan is a part, shall review and make a decision on the Housing Mitigation Plan as part of the review of the application, except that only the Town Council can accept a proposal to convey land.

3. **Contents of Mitigation Plan.** The Housing Mitigation Plan shall be in the form of the Housing Mitigation Plan template provided in the Administrative Manual and include the following.

a. **Applicability.** A statement that the requirements of this Division apply, or the proposed employee generating development is exempt from this Division in accordance with Sec. 6.3.2., along with an explanation why.

No change anticipated

No change anticipated

b. **Calculation of Requirement.** Calculation of the amount of required affordable workforce housing created by the employee generating development in accordance with Sec. 6.3.3.

c. **Tabulation of unit types.** Demonstration how the unit types required by Sec. 6.3.4. will be provided.

d. **Proposed method of provision.** The method (or combination of methods) by which affordable workforce housing is to be provided in accordance with Sec. 6.3.5. The method of provision proposed shall include the following, as applicable.

   i. Findings to justify that higher priority methods are impracticable (e.g., construction of affordable workforce housing, on-site or off-site) if they are not used.

   ii. Location of the proposed units, if applicable.

   iii. The time by which the units or another method of mitigation will be provided.

   iv. A completed Housing Department Deed Restriction Worksheet for each unit.

   v. Demonstration of compliance with the standards of 6.3.5.D for the specific method(s) proposed.

   vi. In the case of construction of units, the application number(s) for the permit(s) to construct the units.

   vii. In the case of a conveyance of land:

      a). A topographic and boundary survey of the land to be conveyed.

      b). An analysis of the residential development allowed on the land by the current zoning.

      c). Evidence that on-site infrastructure needed for development is on the site, or when it will be provided by the person conveying the land.

      d). A title report on the land demonstrating clear title, physical and legal access, any liens, easements, and other information necessary to fully describe the legal status of the land to be conveyed.

      e). An appraisal of the fair market value of the land.

      f). Any additional information or studies determined by the Planning Director to be necessary to demonstrate compliance with 6.3.5.D.2.

viii. In the case of restriction of an existing unit, the certificate of occupancy for the unit, and an inspection of the maintenance of the unit to the standards of the Rules and Regulations completed by a qualified professional inspector.

ix. In the case of payment of an in-lieu fee, calculation of the in-lieu fee amount.

B. Housing Mitigation Agreement

As a condition of approval of the employee generating development, the owner of the property on which the employee generating development is proposed shall enter into a Housing Mitigation Agreement with the Town. The Housing Mitigation Agreement shall include: the approved Housing Mitigation Plan; all terms and conditions of the approval of the Housing Mitigation Plan; and all applicable deed restrictions.

1. In signing the agreement, the applicant agrees to comply with the terms and conditions of the approved Housing Mitigation Plan and the Housing Mitigation Agreement.
2. The requirement for a Housing Mitigation Agreement may be waived if the required affordable workforce housing is provided prior to approval of the employee generating development.
3. The Housing Mitigation Agreement shall be recorded against the property of the employee generating development.
4. The Housing Mitigation Agreement shall be in a form acceptable by the Town Attorney.
5. The Housing Mitigation Agreement shall be amended only in accordance with its original approval.

No change anticipated

Affordable Workforce Housing Standards Update Workshop (“Housing Mitigation Policy”)

JIM Meeting
July 12 & 13, 2023
DAY 1

Land Development Regulations (LDRs), Div. 6.3 Affordable Workforce Housing Standards

AGENDA

1. Opening remarks by Town Mayor and County Chair (10 min)
2. Introductions (10 min)
3. JIM purpose – why are we here? (5 minutes)
4. Policy review principles (5 min)
5. Process (Reminder) (5 min)
6. Baseline Context
   - What is the mitigation policy and goal? (5 min)
   - Role of mitigation (10 min)
   - Nexus study as the basis for mitigation (15 min)
   - Key premises of policy recommendations (10 min)

75 MINUTES

7. Exercise introduction: Prioritizing potential policy adjustments (20 minutes)
8. BREAK + PRIOIRITIZATION (20 minutes)
9. Prioritization discussion (2 hours)
   - Round robin – each person share out their priorities
10. Summary and plan for next day (5 min)

125 MINUTES

JIM PURPOSE

GET YOUR POLICY DIRECTION

Your direction will inform draft updates to the mitigation policy for further refinement through public outreach, review, and future meetings.

HOW?

Accept or alter stakeholder recommendations in the following policy areas:

- Commercial and residential mitigation rates
- Order of compliance
- Change of use requirements
- Housing Credits for existing development
- Range of affordability for mitigation units produced
- Exemptions for residential development and public/semi-public zone development

Goal – get your recommendations for DRAFT policy changes

Further refinement will occur through public outreach and future meetings.

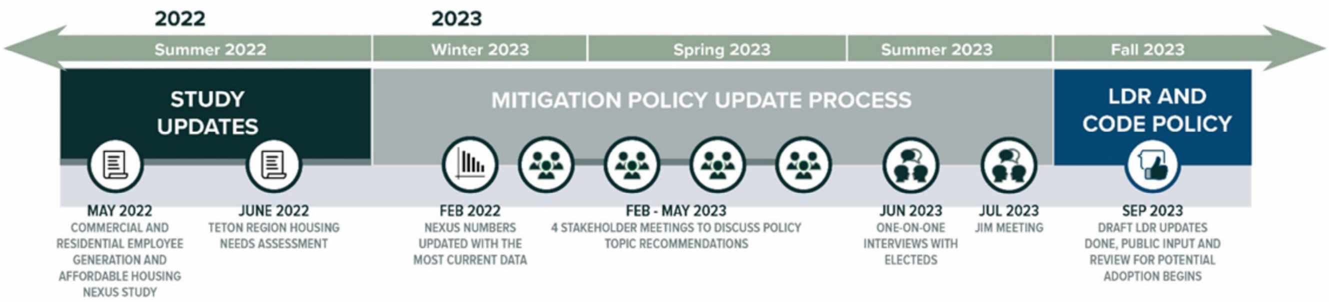
We will use today and tomorrow to understand and review stakeholder policy recommendations in six primary topic areas. We will review the pros and cons of suggested changes, consider various approaches, and get direction from you on initial draft policy adjustments.

POLICY REVIEW PRINCIPLES

1. Move forward
2. Listen and learn from each other
3. Build on stakeholder's recommendations
4. Consider guiding documents, goals of the community, and the role of mitigation in your housing program
5. Make the policy better, more transparent, and easier to understand and administer, including:
   - Update to current conditions
   - Simplify
   - Fix primary concerns

This slide sets up key principles to keep in mind when considering policy adjustments, which, as we will cover, largely encompass the principles for the nexus update and stakeholder recommendations.

POLICY UPDATE PROCESS



The mitigation policy update process began with nexus and housing needs assessment study updates: completed in the summer of 2022.

Beginning in February through May 2023, nexus numbers were updated and four meetings were held with stakeholders to identify policy adjustments.

The outcome: stakeholder recommendations covering 6 primary topic areas for discussion at this JIM.

Pre-JIM interviews helped us prepare JIM information and format.

Today we will provide an overview of where we have been and where we are, and use your input to prioritize topics for tomorrow's discussion on potential policy adjustments. By the end the session tomorrow, we plan to have some policy direction that can be drafted for further review.

Draft updates for review are scheduled to be completed in September 2023.

BASELINE CONTEXT

What is the mitigation policy and its role?
What is the basis for recommended updates?
Stakeholder recommendations principles

The housing mitigation policy was first adopted in December 1995. The requirements:

- Are imposed upon the development of new residential and commercial space;
- Are intended to help increase the supply of affordable workforce housing in the community; and
- Are supported and framed by the nexus study, which establishes the link between new development, job generation, and housing needs.

These concepts frame the application, purpose, and framework for the mitigation policy.

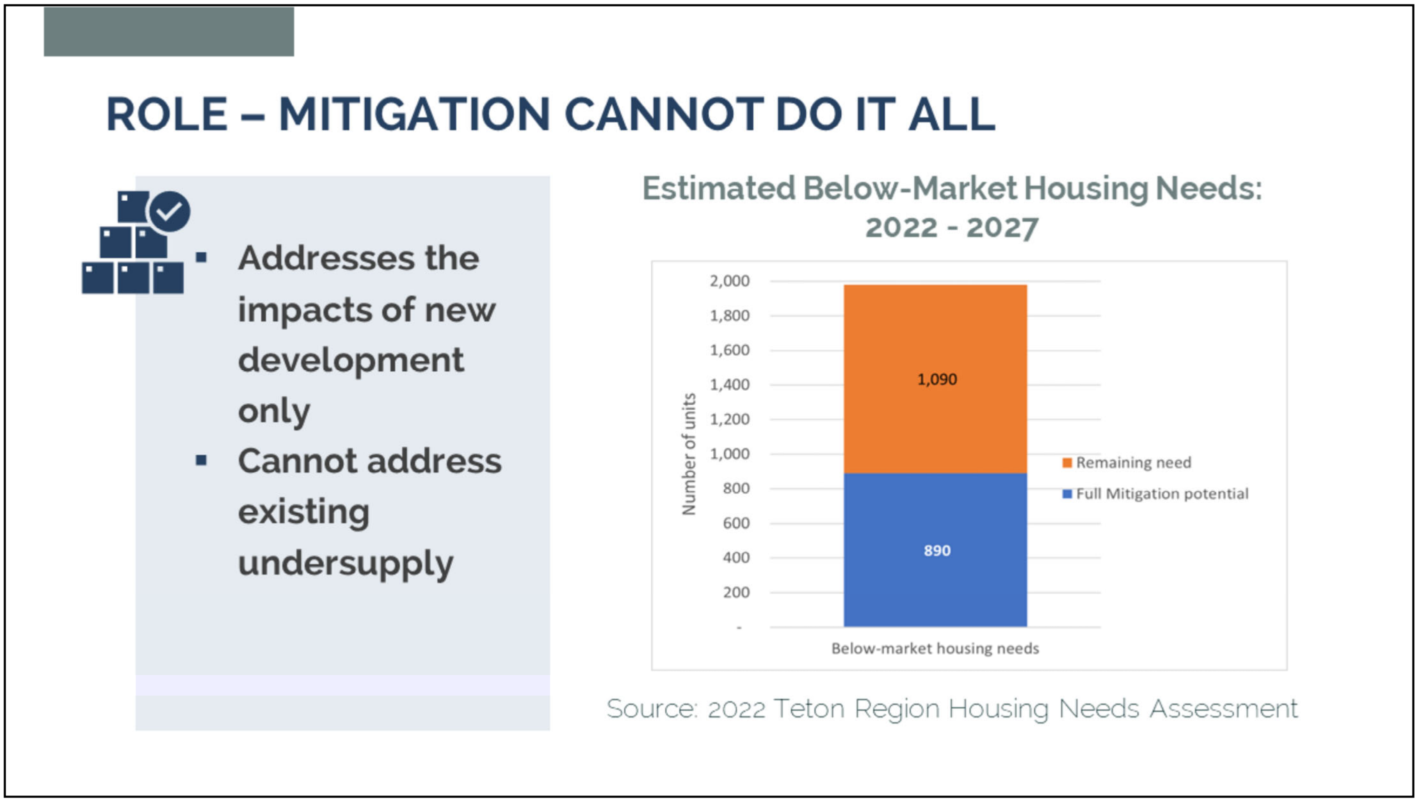
ROLE OF THE MITIGATION POLICY

1. The mitigation policy cannot do it all
2. One of several housing strategies - fills a niche

Ultimately, the mitigation policy should balance mitigation requirements and fees on new development with other affordable/workforce housing programs and production, public subsidies, and development goals of the community.

To set the stage, it is important to keep in mind the role of the mitigation program in your overall housing program:

- The mitigation program cannot do it all
  - The program is set according to “nexus logic.” The nexus establishes a reasonable relationship between new development and the impacts of new development
  - A nexus-based mitigation program like this is forward looking; it cannot be used to address existing undersupply
- The program establishes one-time mitigation requirements on new development
- The program is just one tool in the toolbox. It fills a niche in your housing needs that complements your overall housing strategy.



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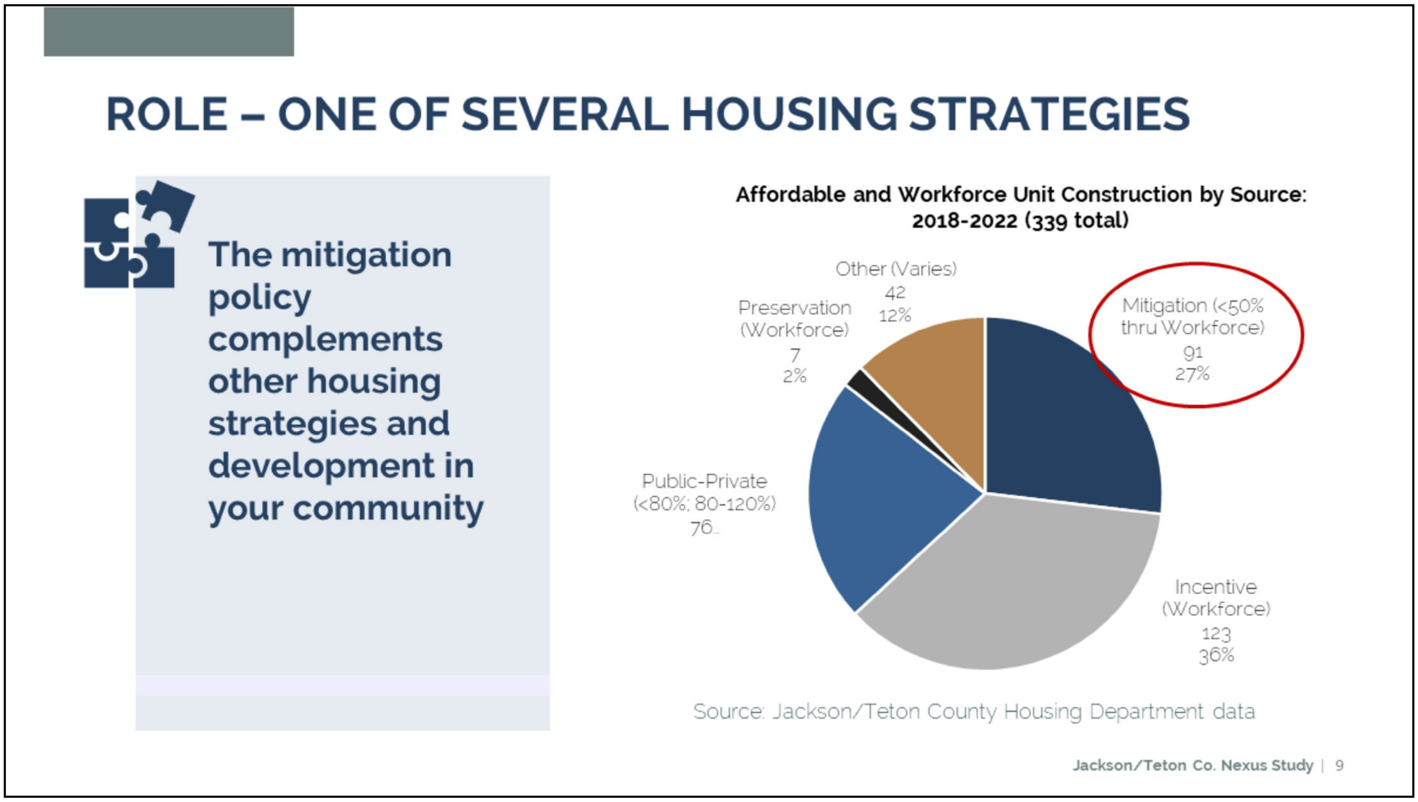


The pie chart shows the number and percentage of units produced by different housing programs in the county between 2018 and 2022.

This illustrates that the mitigation program is just one piece of the pie – it is intended to and should complement other programs you have in your community from other contributors (public, private developers, non-profits, other housing programs, etc.).

Between 2018 and 2022, the program has contributed to about 1/3 of affordable workforce units built in the county through direct construction (shown in this chart) and fee collections. The approximately $10.8 million paid in fees between 2018 and 2022 has helped finance some of the units built through public/private developments.

NOTE: mitigation rates were dropped by 50% in 2020. Units produced through mitigation shows a significant drop since 2020, with public-private partnerships and incentive comprising a larger share of production.

NEXUS STUDY AS THE BASIS FOR THE POLICY

BASIS:

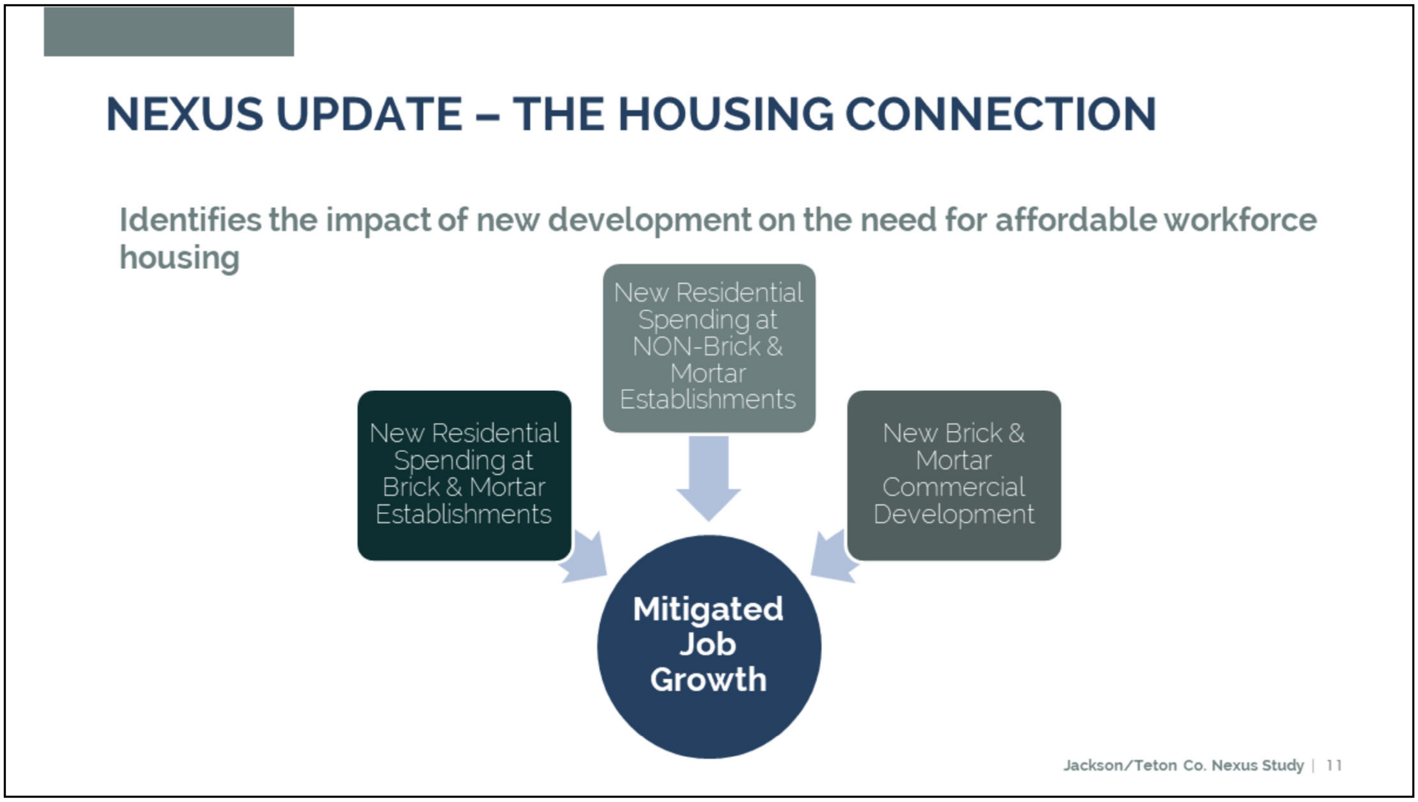
The nexus study establishes the link between new development, job growth, and the need for affordable workforce housing and calculates the maximum mitigation requirements and fees that can be justified.

RECENT HISTORY:

- Prior nexus study completed in 2013
- Housing mitigation policy updated in 2018 and rates adjusted in 2020
- Nexus study update completed in May 2022
- Nexus data updated this year – sets context for policy updates

How do we understand the role that mitigation can play? This is where the housing nexus study comes in…

The housing mitigation policy is supported and framed by the nexus study, which establishes the link between new development, job generation, and housing needs. The study establishes the maximum mitigation requirements that can be justified.



The nexus analysis calculates the relationship between new residential and commercial development and job growth. This includes evaluating the employee generation induced by the spending of new resident households on goods and services at local businesses: this updated methodology captures a portion of non-brick and mortar jobs, which were not captured in prior studies. And the employee generation induced by development of new commercial space and employees needs to fill/work in that space.

Based on nexus relationships, new development accounts for about 70% of all job growth – there is some job growth not captured through this program, the impact of which would need to be addressed through a combination of other programs. This includes job growth due to direct tourism/visitor activity and spending, more intensive use of existing business space over time, and non-brick-and-mortar jobs not related to resident spending (e.g., the software developer that works out of home office for clients in other states).

This is why it is important to understand that this program cannot do it all and why it needs to be a part of and complement to the entire housing program in the county (public/private partnerships, incentives, housing programs) – the program helps fill a unique niche in your program, and complements all of the work being done by other sectors to ensure that impacts on affordable/workforce housing are being addressed by all who contribute to the need and benefit from its production.

NEXUS UPDATE – POLICY CONSIDERATIONS

1. SIMPLIFY
   - Transparency – public data sources
   - Complexity – simplify formulas
   - Administration – use categories, consistency
2. ADDRESS CONCERNS
   - Reduce "Change of Use" issues (i.e., when businesses move into a different space)
   - Include non-brick and mortar employment impacts
3. REFLECT CURRENT CONDITIONS
   - Updated nexus data
   - Updated fees

The nexus update was framed by several policy considerations raised at the time of the analysis based on the community's experience implementing the existing mitigation policy. This included:

- Simplifying the policy for added transparency, understanding, and ease in administration;
- Addressing concerns, including reducing the impact on individual businesses and accounting for some non-brick and mortar employment; and
- Updating the potential mitigation rates and related fees to reflect existing conditions.

STAKEHOLDER RECOMMENDATIONS PRINCIPLES

BASE PRINCIPLES OF STAKEHOLDER RECOMMENDATIONS:

- **The mitigation policy is beneficial**
- **The mitigation policy should be part of the housing solution**
- **The policy is not perfect – so let's take this opportunity to improve it:**
  - Reduce impacts on local businesses (i.e., "change of use" concerns)
  - Build employee housing at needed prices
  - Ensure all types of job generating development mitigates for its impacts (e.g., public/semi-public uses and tear-down/rebuilds)
  - Make sure policy exemptions help employees
- **Don't lose ground**
  - Retain current mitigation rates at a minimum
  - Update fee levels to reflect increased gap between development costs and incomes

Policy discussion with stakeholders built upon the nexus considerations. Core concepts that guided recommendations included:

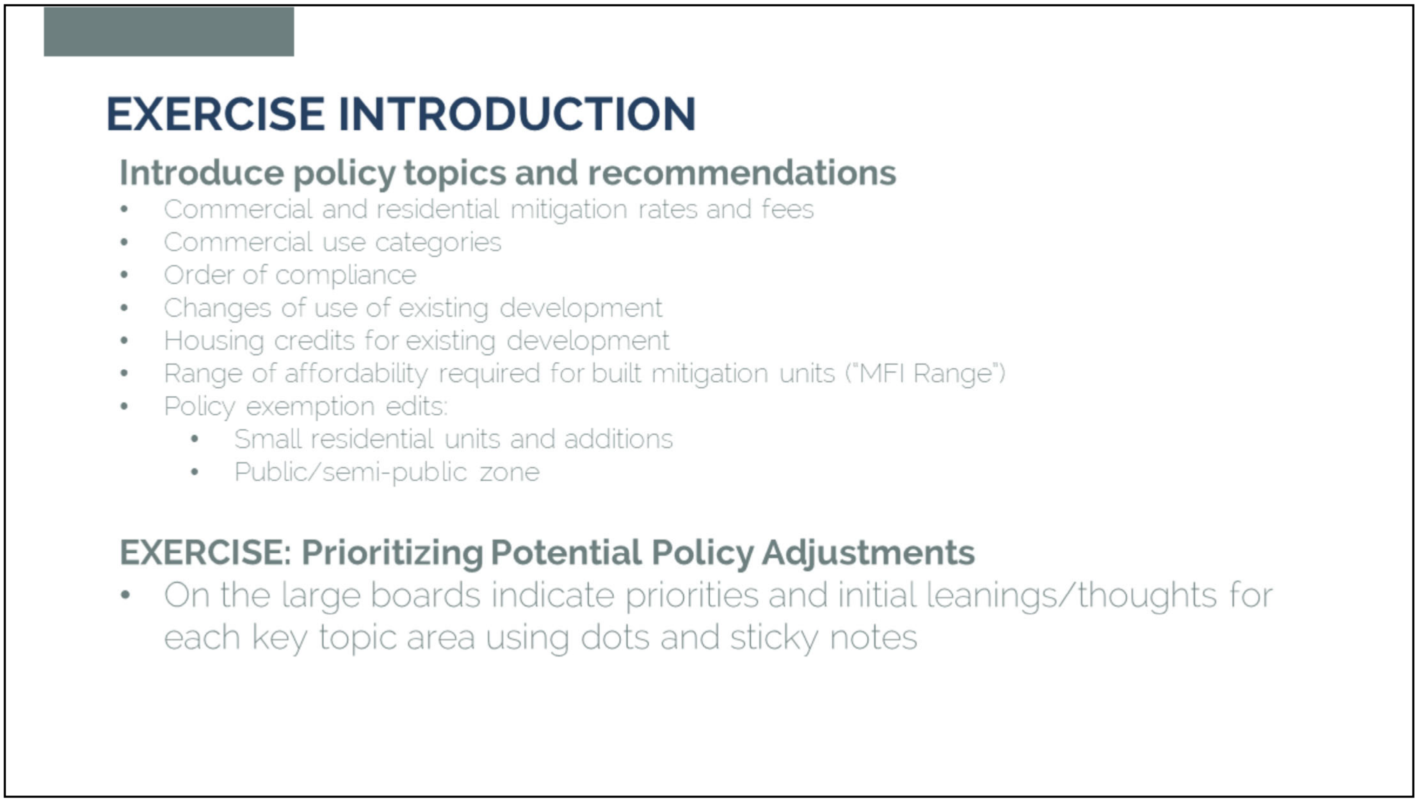
1- recognition that the policy is beneficial to businesses, employees, and the community and should be part of the solution;

2- recognition that improvements can be made to reduce impacts on businesses, better target core employee needs and supplement other programs, ensure all job-generating development is mitigating, and make sure policy exemptions help employees; and

3- The updated policy should not lose ground – current mitigation rates should be retained at a minimum and fees should be updated to reflect current costs.

EXERCISE

PRIORITIZING POTENTIAL POLICY ADJUSTMENTS



For each topic area:

- What is it
- Current policy
- Recommendation

20 MINUTE BREAK

Indicate priorities and initial leanings/thoughts on the boards

PRIORITIZATION DISCUSSION

120 MINUTES

Round robin – each person share their priorities and thoughts

WRAP UP/NEXT STEPS

DAY 2 OBJECTIVES

On the second day, we will:

1. Do a deep dive into potential policy adjustments;
2. Discuss pros and cons of various approaches; and
3. Receive direction on specific LDR updates.
   - Thumbs up/thumbs down
4. Summary and next steps

The Economics of Land Use

Updated Report

Commercial and Residential Employee Generation and Affordable Housing Nexus Study

Prepared for:
Town of Jackson and Teton County, Wyoming

Prepared by:
Economic & Planning Systems, Inc.

June 26, 2023

EPS #211030

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Table of Contents

List of Tables and Figures

1.0 INTRODUCTION AND EXECUTIVE SUMMARY

This updated Commercial and Residential Employee Generation and Affordable Housing Nexus Study (Nexus Study or Study) documents current links between the construction of new commercial and residential development, the employees generated or induced by the development, and those employees' need for housing.[1] In addition, the Nexus Study calculates a set of maximum commercial and residential linkage fees based on the number of new employee households generated by new development and the subsidies required to provide housing at affordable levels.

The Jackson/Teton County Housing Department defines "workforce" housing as deed-restricted housing that is affordable to working households earning between 120 percent Median Family Income (MFI) and 200 percent MFI. To be eligible for workforce housing, at least one person in the household must work full-time for a local business. "Affordable" is defined to mean that a household spends no more than 30 percent of its income on housing. Affordable homes are deed-restricted and intended to serve households earning up to 120 percent MFI.

Study Objectives

The goal of the study is to provide the Town of Jackson (Town) and Teton County (County) with a technically robust and legally defensible fee program that accurately reflects the impact of new development on the need for affordable, workforce housing. The study uses primarily publicly available and trusted data sources, tailored by local input and conditions. This approach allows for a transparent process and straightforward fee updates in the future.

It is important to recognize that while this Study estimates the employment generation impacts of new development, it is not intended to explain all new job growth. Job growth may also occur if existing businesses increase staffing or the number of remote "work from anywhere" positions increases. As an example, the job growth that can be explained by new residential and commercial development in the past five years accounts for 70 percent of total employment growth in the County during the same period. Even if future policy is set at the maximum-justified mitigation rates, the mitigation program will not address 100 percent of new job growth in the region. Other tools and funding sources will be required.

Context and Rationale

The Town and County are committed to increasing the supply of stable, affordable housing for the local workforce to meet community goals related to Quality of Life, Ecosystem Stewardship, and Growth Management. The Jackson/Teton County Comprehensive Plan includes a variety of strategies to achieve this goal, including Policy 5.3.a, which

[1] This June 2023 Report updates the data and calculations presented in the May 2022 Report.

recommends developers mitigate their impact on the availability of housing that is affordable to the local workforce.

The Town and County currently have a housing mitigation program, a land use tool that requires new residential and nonresidential development to provide affordable housing onsite to mitigate the impacts of the new development. In the case of an existing land use changing to a higher impact land use, the difference must be mitigated. The Town of Jackson Land Development Regulations and Teton County Land Development Regulations list the satisfactory mitigation methods, ordered by preference:

1) Build units onsite (preferred) or offsite
2) Conveyance of land
3) Utilization of banked unit
4) Deed restrict or acquire units
5) Pay mitigation fee

The current mitigation program was updated in 2018 based on employee generation numbers derived from the 2013 Employee Generation by Land Use Study conducted by Clarion Associates. The 2018 update reflected increases in regional household incomes and development costs, as well as changes to zoning in the Town of Jackson, Town and County Housing Requirements, and the rules that govern the housing program.

Summary of Key Changes from Prior Program

The evolution of the mitigation program and the key changes reflected in this 2023 study are summarized at a high-level in **Figure 1**.

Figure 1 History of the Employee Mitigation Program in Jackson/Teton County

1994

- Employee Mitigation Program established
- Inclusionary Housing requirement of 15% on new subdivision and new multifamily (subdivision and multifamily largely prohibited by zoning adopted at the same time)
- Fee ($2,400) on new single family homes on lots not mitigated at subdivision (County only)
- Linkage requirement on nonresidential to account for seasonal employees that could not afford housing (calculated at about 33% of seasonal workers in 1994)

2002

- Employee generation linkage study completed

2008

- Inclusionary requirement increased to 25%
- Fee on new residential construction on unmitigated lots updated to reflect current affordability gap (County only)
- Linkage requirement on nonresidential increased by 67% (proportional to inclusionary increase from 15% to 25%)

2013

- Comprehensive employee generation study by Clarion Associates

2018

- Introduced mitigation for year-round employees
- Updated affordability gap analysis
- Increased mitigation on nonresidential relative to residential and required direct mitigation
- Refined approach to implementation and administration of program
- Eliminated some exemptions (i.e., for non-profits and educational uses)
- Created a calculator to help developers estimate onsite mitigation requirement and fee

2023

- Aligns LDRs and mitigation program land use categories to minimize the need for "independent calculations"
- Distinguishes between single family development in Town and County and eliminates logarithmic relationship
- Aggregates non-residential categories (retail/service/restaurant) to reduce change-of-use concerns
- Expands analysis of residential impacts to include some non brick and mortar employment (using IMPLAN)
- Updates affordability gap analysis and reflects that development costs are increasing more quickly than incomes

Summary of Maximum Mitigation Requirements

This section presents a summary of the maximum mitigation requirements and fees for new or expanded commercial and residential development in the Town and County, as calculated in this nexus study. The summary results are shown in **Table 1** and

For new or expanded residential development, the mitigation requirements vary by type and location. **Appendix A** provides additional definition.

- For each new unit of market-rate **multifamily** development, the maximum-justified mitigation requirement is 0.10 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $44.55.
- For each new unit of market-rate **single family development in the Town**, the maximum-justified mitigation requirement is 0.20 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $27.80.
- For each new unit of market-rate **single family development in the County**, the maximum-justified mitigation requirement is 0.39 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $53.01.

Table 2. The methodology used to establish maximum justifiable fees is summarized below and described in detail in the subsequent chapters.

For new or additional commercial development, the mitigation requirements vary depending on the land use category.

- For every 1,000 square feet of new **office** development, the maximum-justified mitigation requirement is 0.88 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $447.
- For every 1,000 square feet of new **industrial** development, the maximum-justified mitigation requirement is 0.54 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $294.
- For every 1,000 square feet of new **retail, service, or restaurant** development, the maximum-justified mitigation requirement is 0.96 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $621.
- For every 1,000 square feet of new **lodging** development, the maximum-justified mitigation requirement is 0.54 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $366.
- For every 1,000 square feet of new **institutional, recreation, or amusement** development, the maximum-justified mitigation requirement is 0.38 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $220.

Appendix A provides a list of the land use categories used in this study and aligns each category with the Town's and County's development regulations to help define the types of uses that fall into each land use category. **Appendix D** presents mitigation and equivalent fee calculations for alternative land use combinations.

Table 1 Summary of Commercial Mitigation Requirements and Maximum Fees (Town and County)

Mitigation Requirement	Commercial Land Use Category: Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Number of Affordable Units (per 1,000 sq.ft.)	0.88	0.54	0.96	0.54	0.38
Mitigation Fee (per 1,000 sq.ft.)	$446,725	$293,981	$620,547	$365,599	$219,788
Mitigation Fee (per sq.ft.)	$447	$294	$621	$366	$220

Source: Economic & Planning Systems

For new or expanded residential development, the mitigation requirements vary by type and location. **Appendix A** provides additional definition.

- For each new unit of market-rate **multifamily** development, the maximum-justified mitigation requirement is 0.10 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $44.55.
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- For each new unit of market-rate **single family development in the County**, the maximum-justified mitigation requirement is 0.39 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be $53.01.

Table 2 Summary of Residential Mitigation Requirements and Maximum Fees

Mitigation Requirement	Multifamily	Single Family: Town	Single Family: County[1]
Number of Affordable Units (per Market Rate Unit)	0.10	0.20	0.39
Mitigation Fee per Unit	$53,455	$111,204	$212,052
Average Unit Size (Sq. Ft.)	1,200	4,000	4,000
Mitigation Fee (per sq.ft. of Market Rate Development)	$44.55	$27.80	$53.01

[1] Excluding the Town of Jackson.

Source: Economic & Planning Systems, Inc.

Maximum Fees versus Adopted Fees

While this study establishes the impacts of new development on the need for affordable housing in the region, thereby establishing the level of mitigation that is needed to fully address the identified impacts, a lower mitigation requirement or a lower fee level may be appropriate given a range of development feasibility and economic development considerations.

There are several factors compounding the issue of housing affordability; insufficient wages relative to development costs constitutes just one factor. Market forces, land use regulations, construction costs, and entitlement costs also affect housing affordability. In addition, any potential fee revenue generated through a mitigation program is just one source of potential subsidy funds to help finance affordable housing projects, as will be explored in a subsequent phase of work.

The mitigation requirements and fees calculated in this study represent the maximum fees and not necessarily adopted policy.

Summary of Methodology

The methodology for commercial and residential mitigation requirements and associated linkage fees is based on the premise that new commercial or residential development generates or induces additional worker households. The mitigation requirement specifies the number of new affordable homes that are necessary to offset or mitigate the new households generated by new development. The linkage fee is calculated to reflect the gap between how much the household can afford and the cost of developing the housing.

Commercial Nexus Methodology

As summarized in **Figure 2**, new commercial development brings in new jobs across a range of wages, which requires workers to fill those jobs. Workers need housing. The wage determines what the household can afford for housing. For many of the new worker households, there will be a gap between what the workers can afford and the cost of housing.

The jobs and wages generated by new commercial development are determined directly by the land use type. New Retail/Service/Restaurant, Office, or Lodging developments generate different numbers of jobs per square foot of development, and wage levels also vary by the type of industry and occupation typical in these building types. In the nexus framework, the required mitigation for land use types that generate more jobs, or lower paying jobs, will be higher than for land uses that generate fewer jobs, or higher paying jobs.

The nexus analysis uses employment density assumptions informed by national standards, the current mitigation program, the 2021 Housing Needs Assessment survey data, and input from stakeholders to estimate the relationships between new development and job generation. The steps taken in the analysis are summarized below. For a more detailed explanation of the process, refer to **Chapter 3 Commercial Employee Generation Analysis and Fee Calculation.**

Analysis Steps

- **Jobs generated by NAICS –** The analysis uses a 10,000 square foot prototype for each commercial land use. Based on assumed employment density ratios, the number of jobs created by each land use prototype is calculated. Next, the land uses and jobs are assigned North American Industrial Classification System (NAICS) codes.
- **Jobs to employees (multiple job holder adjustment) –** An adjustment is made to acknowledge that many workers have more than one job (e.g., two or more part-time jobs or a full-time and a part-time job). So as not to overestimate the number of unique *employees* generated, the number of jobs is reduced using a factor of 1.16 jobs per employee.
- **Employees by NAICS to occupation and wages –** Using the average wage by NAICS category would not yield enough detail on the spectrum of wages generated by each land use type to accurately portray household formation and income characteristics. The range of wages and occupations generated by new development is better represented by the 21 Standard Occupational Classifications defined by the Bureau of Labor Statistics (BLS). The National Industry by Occupation Matrix published by the BLS provides the estimated distribution of occupations for each NAICS category (2-Digit NAICS). Where appropriate, more detailed industries (i.e., 3-digit) are used to provide more precise information. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Wyoming to the average wage in that industry for Teton County.
- **Household formation –** Another adjustment is made to account for the fact that many households are occupied by more than one earner. The additional earner also earns wages, and thus increases household income. In Teton County, there are an average of 1.76 earners per household. In this analysis, the first earner earns the wage generated from the economic impact analysis and allocation to occupations. The “second” 0.76 earners make the average wage in the same industry and occupation as the first 1.0 primary earner.
- **Tabulation of households by Median Family Income (MFI) Range –** The last step involves identifying the number of households generated in each income range. The analysis identifies all employee households generated regardless of household income, but only includes households earning up to 163 percent MFI in the mitigation calculation. The affordability gap analysis (**Chapter 2**) finds that a development subsidy is required to provide housing for households earning below 163 percent MFI, while no subsidy is required to provide housing for households earning above 163 percent MFI.

Figure 2 Commercial Employee Generation and Linkage Fee Methodology

Nonresidential	
Employee Generation	New nonresidential development **creates** or **supports employment.** This employment occurs in various sectors (e.g., retail, real estate, services) and occupations (e.g., management, service, legal etc.).
Household Income	New **employees** earn an income based on their industry and occupation. This is translated to a **household** income for new employee-households.
Employee Housing Needed	These new employee-households require housing. The number of units needed is based on the employment generated and employees-per-household conversion
Mitigation Method	**External decision - not part of model** 1) Build units onsite (preferred) or offsite; 2) Conveyance of land; 3) Utilization of banked unit; 4) Deed restrict or acquire units; 5) Pay fee-in-lieu
Affordability Gap	Based on their income, new employee-households pay 30% (+/-) of their income on housing. There is a gap between what these new households can afford and what it costs to develop affordable, workforce housing.
Fee Calculation	This **affordability gap** is used to generate the **commercial linkage fee** that new nonresidential developers pay to mitigate the demand for affordable housing generated by the new development.

Residential Nexus Methodology

For residential development, the same overall rationale holds except that the indirect impacts of household spending are used to determine the number of jobs. As summarized in **Figure 3**, new residential development houses residents with incomes that vary according to the price or rent of their home. These households spend disposable income on things such as retail purchases, eating out, and repair and maintenance services. This new household spending generates new jobs in the affected industries at various wages. For many workers, depending on wage and income levels, there will be a gap between what they can afford and the cost of housing.

The nexus analysis uses an economic impact model, Impact Analysis for Planning (IMPLAN), which estimates the relationships between new residential development and job generation. IMPLAN is widely used by state and federal agencies, academic researchers, and local economic development organizations to evaluate the economic impacts of proposed policies, new industries, and land use changes.

The steps taken in the analysis are summarized below. For a more detailed explanation of the process, please refer to **Chapter 4 Residential Employee Generation Analysis and Fee Calculation.**

Analysis Steps

- **Household income –** The first step in the residential nexus analysis is calculating household income of residents occupying new market-rate residential development. Using Multiple Listings Service (MLS) data, the sales prices of newly constructed homes (homes built between 2018 through early 2023) in the Town of Jackson and Teton County are identified. A ratio of 4:1 is used to estimate household income based on sales prices, and assumes that monthly payments (including principle, interest, taxes, insurance and HOA dues) do not exceed 30 percent of income.
- **Jobs generated by NAICS –** The household income associated with these new households is used as an input to the IMPLAN model. IMPLAN applies an expenditure profile specific to different household income ranges and estimates the spending in the local economy and the jobs generated in the 20 major industries in the North American Industrial Classification System (NAICS).
- **Jobs to employees (multiple job holder adjustment) –** An adjustment is made to acknowledge that many employees have more than one job, such as two part time jobs or a full time and a part time job. So as not to overestimate the number of *employees* generated, the number of jobs is reduced using a factor of 1.16 jobs per employee (this is the same factor used in the commercial nexus study).
- **Employees by NAICS to occupation and wages –** The IMPLAN model provides estimates on the number of jobs by NAICS category. Using the average wage by NAICS category would not yield enough detail on the spectrum of wages generated by each land use type to accurately portray household formation and income characteristics. The range of wages and occupations generated by new development is better represented by the 21 Standard Occupational Classifications defined by the Bureau of Labor Statistics (BLS). The National Industry by Occupation Matrix published by the BLS provides the estimated distribution of occupations for each NAICS category. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Wyoming to the average wage in that industry for Teton County.

Figure 3 Residential Employee Generation and Linkage Fee Methodology

Residential	
Housing Construction	New, market-rate housing (all types) is constructed. Occupants of this housing have an assumed income level, based on the cost of the home.
Resident Spending	Occupants of new housing spend money in the local economy. This spending flows through the economy across all sectors.
Employee Generation	The spending from occupants of new housing **generates employment**. This employment occurs in various sectors (e.g., retail, real estate, services) and occupations (e.g., management, service, legal etc.).
Household Income	New **employees** earn an income based on their industry and occupation. This is translated to a **household** income for new employee-households.
Employee Housing Needed	These new employee-households require housing. The number of units needed is based on the employment generated and employees-per-household conversion.
Mitigation Method	**External decision - not part of model** 1) Build units onsite (preferred) or offsite; 2) Conveyance of land; 3) Utilization of banked unit; 4) Deed restrict or acquire units; 5) Pay fee-in-lieu
Affordability Gap	New employee-households pay 30% (+/-) of their income on housing. There is a gap between what these new households can afford and what it costs to develop affordable, workforce housing.
Fee Calculation	This **affordability gap** is used to generate the **residential linkage fee** that developers of new housing pay to mitigate the demand for affordable housing generated by new occupant spending in the local economy.

- **Household formation –** Another adjustment is made to account for the fact that many households have more than one earner. This has the effect of raising the income of the employees generated from preceding steps. In Teton County, there are an average of 1.76 earners per household. In this analysis, the first earner earns the wage generated from the economic impact analysis and allocation to occupations. The "second" 0.76 earners make the average wage in the same industry and occupation as the first 1.0 primary earners.
- **Tabulation of households by MFI Range –** The last step involves identifying the number of households generated in each income range. The analysis identifies all employee households generated regardless of household income, but only includes households earning up to 163 percent MFI in the mitigation calculation. The affordability gap analysis (**Chapter 2**) finds that a development subsidy is required to provide housing for households earning below 163 percent MFI, while no subsidy is required to provide housing for households earning above 163 percent MFI.

Data Sources

To estimate the mitigation requirements and fees, EPS relied on numerous sources of data, including the following:

- U.S. Bureau of Labor Statistics (BLS)
    - Teton County jobs and wages from "2021 Quarterly Census of Employment and Wages."
    - National jobs and wages by occupation from "May 2021 Occupational Employment and Wage Statistics Research Estimates by State and Industry."
- U.S. Census Bureau American Community Survey (ACS)
    - Persons per household in Teton County from 5-Year Estimates (2017-2021).
    - Total number of workers in Teton County from 5-Year Estimates (2017-2021).
- U.S. Census Bureau Longitudinal Employer-Household Dynamics (LEHD)
    - Jobs per employee in Teton County (2019).
- Multiple Listing Service (MLS)
    - Home price data for Town of Jackson and Teton County from 2018 to 2023 (YTD).
- IMPLAN
    - Comprehensive residential spending patterns and job generation, including traditional industries (e.g., housecleaning, home repair/maintenance) as well as services that may not require physical (i.e., "brick and mortar") establishments (2021).
- Jackson/Teton County Affordable Housing Department
    - Jackson/ Teton County annual income limits for FY 2022, derived from U.S. Department of Housing and Urban Development (HUD) income limits.

  - Maximum affordable rents based on the annual income limits, which are the same as those used in the area's housing qualification processes.

- 2021 Regional Housing Needs Assessment Employer Survey
  - Commercial employment densities (i.e., square feet of commercial usage per job).

- Technical Stakeholder Group and Town of Jackson and County Planning Staff
  - Input received and incorporated regarding affordability levels, recently developed affordable housing projects, market assumptions, and nexus study methodology.

Organization of Report

Following this **Introduction and Executive Summary**, this study includes the following chapters:

- **Chapter 2** explains the affordability gap analysis, or the development subsidy required to provide housing that is affordable to households in each income category.
- **Chapter 3** describes the methodology used to calculate the commercial mitigation requirements and fee.
- **Chapter 4** describes the methodology used to calculate the residential mitigation requirements and fee.

2.0 AFFORDABILITY GAP ANALYSIS

For any nexus-based affordable housing fee calculation, whether residential or commercial, it is necessary to estimate the affordability gap, or the subsidy, required to construct housing units relative to the value of the units. This mitigation program targets households earning at or below 163 percent MFI because households earning less than 163 percent MFI are unable to afford the rents needed to justify the cost of new construction. Based on the following affordability gap analysis, at about 163 percent MFI, the required subsidy is reduced to $0, meaning a developer would be incentivized to build the unit.

Product Type

To estimate the development cost of a "typical" affordable unit, a development prototype is defined. The prototype is intended to represent an efficient way to develop and provide affordable housing in the region. The affordable units are assumed to be 2-bedroom, multifamily apartments, developed at a density of 40 units per acre with a mix of tuck-under and surface parking at a ratio of 1.5 parking spaces per unit. These assumptions are intended to reflect the maximum reasonable density given local land development regulations.

The Jackson/Teton County Affordable Housing Department Rules and Regulations specify that a 2-bedroom unit should be assumed to be occupied by a 2-person household, and this assumption is used in this analysis. Commonly, a 2-bedroom rental unit in the Teton County region has a gross size of about 1,000 square feet (accounting for shared lobbies, hallways, etc.) and a net size of 900 square feet.

Development Cost Assumptions

Affordable housing development costs include land costs, direct costs (e.g., labor and materials), indirect or "soft" costs (e.g., architecture/engineering, permits, and fees, etc.), and developer profit. Operating costs, including property management and maintenance as well as common utilities, and property taxes also must be incorporated into the analysis. Data from recent developments and land transactions in Teton County have been combined with stakeholder input to estimate appropriate development cost assumptions. These assumptions are shown below in **Table 3** and result in per unit development costs of $793,000. Stakeholders note that development costs are increasing rapidly and may have increased by the time mitigation fees are adopted.

Table 3 Development Prototype and Cost Assumptions

	3-Story Multifamily Building with Tuck-Under Parking			
Item	Very Low Income ≤ 50% MFI	Low Income > 50% MFI ≤ 80% MFI	Moderate Income > 80% MFI ≤ 120% MFI	Workforce > 120% MFI ≤ 163% MFI
Development Program Assumptions				
Density/Acre[1]	40	40	40	40
Gross Unit Size	1,000	1,000	1,000	1,000
Net Unit Size	900	900	900	900
Number of Bedrooms	2	2	2	2
Occupants per 2-bedroom Unit[2]	2	2	2	2
Parking Spaces/Unit	1.5	1.5	1.5	1.5
Development Cost Assumptions				
Land Cost per Acre[3]	$7,700,000	$7,700,000	$7,700,000	$7,700,000
Land Cost per Unit	$192,500	$192,500	$192,500	$192,500
Direct Costs				
Site Preparation (per Sq.Ft. of Land)	$20	$20	$20	$20
Direct Construction Costs per Gross Sq.Ft.[4]	$350	$350	$350	$350
Direct Construction Costs per Unit	$350,000	$350,000	$350,000	$350,000
Parking Construction Costs per Space	$10,000	$10,000	$10,000	$10,000
Parking Construction Costs per Unit	$15,000	$15,000	$15,000	$15,000
Subtotal, Direct Costs per Unit	$386,780	$386,780	$386,780	$386,780
Indirect Costs as a % of Direct Costs[5]	30%	30%	30%	30%
Indirect Costs/Unit	$116,034	$116,034	$116,034	$116,034
Developer Return (as % of Land, Direct, and Indirect Costs)	14%	14%	14%	14%
Return Amount	$97,344	$97,344	$97,344	$97,344
Total Cost per Unit (rounded)	**$793,000**	**$793,000**	**$793,000**	**$793,000**

[1] This prototype is most likely to be built in the Town where density can range from 35 - 50 dwelling units per acre.
[2] Assumes number of occupants is equal to the number of bedrooms, per the Jackson/Teton County Housing Department.
[3] Based on 2022/23 appraisals of land value prepared for Teton County.
[4] Includes vertical construction (labor and materials), overhead and builder fees. The cost estimate reflects wood-frame construction. Parking is excluded and calculated separately.
[5] Includes costs for architecture and engineering; entitlement and fees; project management; appraisal and market study; marketing, commissions, and general administration; financing and charges; insurance; and contingency.

Sources: Town of Jackson/Teton County; Input from local residential developers; and Economic & Planning Systems

Revenue and Value Assumptions

To calculate the values of the affordable units from the perspective of the developer based on the rental revenue that each unit will generate, assumptions must be made regarding the applicable income level and the maximum allowed rent for each income cohort. In addition, translating these assumptions into unit values requires estimates of operating expenses and capitalization rates. The following assumptions were used in these calculations:

- *Income Levels*—This analysis estimates the subsidy required to develop units for two-person households earning incomes at very low, low, moderate, and workforce levels. Using the approach from Jackson/ Teton County Affordable Housing Department, maximum monthly affordable rental rates plus utilities are calculated by taking 30 percent of the low end of the income range and dividing by 12. As shown in **Table 4**, the low end of the 0 – 50 percent income range is 30 percent of the median income within that range. To determine rates for different bedroom counts in units, one person per bedroom is used. For example, a two-person household is assumed for a two-bedroom unit and a three-person household is assumed for a three-bedroom unit.

Table 4 Income Limits for Affordable Housing

Income Category	Definition	Maximum Income (2-Person Household)	Maximum Allowed Rents
Very Low	≤50% MFI	$49,200	$738
Low	51% to ≤80% MFI	$78,720	$1,230
Median [1]	100% MFI	$98,400	n/a
Moderate	81% MFI to ≤120% MFI	$118,080	$1,968
Workforce [2]	120% MFI to ≤163% MFI	$147,600	$2,952

[1] The Median Family Income for a 2-person household is provided as a reference only. Households earning the median income are included in the Moderate Income category.
[2] The Jackson/Teton County Housing Department defines “workforce” housing as deed-restricted housing that is affordable to working households earning between 120% MFI and 200% MFI. This study limits the mitigation at 163% MFI, the household income at which a development subsidy is no longer required.

Sources: Jackson/Teton County Affordable Housing Department; United States Department of Housing and Urban Development; Economic & Planning Systems.

- *Maximum Allowed Rents*—The Housing Department Rules and Regulations specify the maximum allowed monthly rents by household size for each income cohort, as shown on **Table 4**. The maximum rents assume households earn at the low end of the defined range and spend no more than 30 percent of their household income on rent and utilities. There is no maximum rent specified for workforce units, so for this analysis, EPS followed the methodology used to calculate maximum allowed rental rates described above and assumes the Workforce rental rate is based on the low end of the range at 121 percent MFI.[2]
- *Operating Costs for Rental Units*—Based on input from stakeholders, the analysis assumes that multifamily apartment operators incur annual operating costs of $8,500 per unit, which includes the cost of utilities.

[2] Current policy defines “Workforce” households as earning between 120% MFI and 200% MFI.

- *Capitalization Rates*—The capitalization rate is used to determine the current value of a property based on estimated future operating income, and is typically a measure of estimated operating risk.

Based on the preceding assumptions, **Table 5** calculates the value potential of the affordable units. The higher the rent a household can afford, the higher the value to the developer and when compared with development costs, the lower the required subsidy. As shown, unit values range from $7,120 for Very Low-income units to $254,520 for Workforce units.

Table 5 Affordability Gap/Subsidy Analysis

	3-Story Multifamily Building with Tuck-Under Parking			
Item	Very Low Income ≤ 50% MFI	Low Income > 50% MFI ≤ 80% MFI	Moderate Income > 80% MFI ≤ 120% MFI	Workforce > 120% MFI ≤ 163% MFI
Total Cost/Unit (rounded)	**$793,000**	**$793,000**	**$793,000**	**$793,000**
Maximum Supported Value				
Maximum Affordable Rental Rates[1]	$8,856	$14,760	$23,616	$35,424
(less) Operating Expenses per Unit/Year[2]	($8,500)	($8,500)	($8,500)	($8,500)
Net Operating Income	$356	$6,260	$15,116	$26,924
Capitalization Rate[3]	5.0%	5.0%	5.0%	5.0%
Total Supportable Unit Value[4]	$7,120	$125,200	$302,320	$538,480
Affordability Gap	**$785,880**	**$667,800**	**$490,680**	**$254,520**

[1] Town/County 2022 maximum affordable rental rates The maximum monthly rental rates for Affordable Rental Units are calculated by taking 30% of the low end of the income range and dividing by 12. The low end of the 0 - 50% income range is 30% of the median income.

[2] Operating expenses based on conversations with local rental property managers. Expenses are inclusive of utility costs.

[3] The capitalization rate is used to determine the current value of a property based on estimated future operating income, and is typically a measure of estimated operating risk.

[4] The total supportable unit value is determined by dividing the net operating income by the capitalization rate.

Sources: Town of Jackson/Teton County; Input from local residential developers; and Economic & Planning Systems, Inc.

Affordability Gap Results

Table 5 above shows the estimated gaps, or subsidies required, for construction of affordable rental units for 2-person Very Low, Low, Moderate, and Workforce households. With an average development cost of $793,000 per unit, the affordability gaps per unit are as follows:

- $786,000 for a 2-person, very low-income unit (income assumed at 30 percent of MFI)
- $668,000 for a 2-person, low-income unit (income assumed at 50 percent of MFI)
- $491,000 for a 2-person, moderate-income unit (income assumed at 80 percent of MFI)
- $254,000 for a 2-person, workforce unit (income assumed at 120 percent of MFI)

These housing affordability gaps are used to calculate the maximum-justifiable, nexus-based fees by multiplying the required subsidies by the number of units required to house workers providing goods and services to new market-rate housing development and new employees generated by new commercial development. The fee calculations are discussed in more detail in the following chapters.

It is worth noting that the affordability gaps estimated in this analysis are consistent with Housing Department Rules and Regulations but higher than they might be using other assumptions. For example, the funding gaps for low-income units assume that prices are set to be affordable to households at 50 percent of median income, while the income cohort includes households earning up to 80 percent AMI. The current approach ensures affordability even for households earning at the lower end of the income range but results in higher subsidies.

3.0 Commercial Employee Generation Analysis and Fee Calculation

This chapter describes the impact that new commercial development in the Town and in the County has on the demand for affordable and workforce housing and calculates the defensible nexus-based mitigation requirements and fee levels that could be charged to commercial development. As new commercial development takes place, local employment will be generated. To the extent that these new jobs do not pay adequate wages for the employees to afford market-rate housing in the community, the new commercial development is creating a need for affordable housing. The logic is as follows:

(a) new commercial development will directly generate new jobs held by local employees;

(b) some of the employee-households will make lower incomes and will not be able to afford market-rate housing; and,

(c) mitigation requirements, including fees charged to commercial projects, can address the impact of those projects on the increased need for affordable housing.

The level of job generation varies depending on the commercial land use. In general, within a specific land use category, the number of employees needed to fill new jobs increases as the square footage increases. Thus, the fees calculated as part of this study can be applied based on the square footage of the commercial development.

Land Use Categories

The land use categories used in this Study were established with the goal of simplifying the mitigation program by aggregating land use categories to the extent possible, while staying aligned with the Town's and County's Land Development Regulations (LDRs). While most businesses clearly require certain types of spaces, others may be interchangeable as tenants may shift between building types (e.g., a personal services business locating in retail space). In this way, an aggregated land use category, such as Retail/Service/Restaurant, reduces uncertainty about the end-user.

Appendix A provides a list of the land use categories used in this study and summarizes how each land use category is aligned with the local LDRs. In general, each land use category is associated with a particular type of built space, to which the mitigation requirement or fees can be applied – not necessarily the type of business that may occupy the space and which can change over time. Note that the tax status of a business does not affect the land use category. For example, a non-profit professional services business likely fits into the "Office" category, just as for a for-profit professional services business would.

Development Prototype and Job Density Assumptions

Employment requirements vary by land use category, with some categories showing more variation than others. Industrial uses, for example, often do not require a significant number of employees but do require a significant amount of building square footage. Office space, on the other hand, may not require a significant amount of square footage, but traditionally requires a significant number of employees. The number of building square feet anticipated per worker is termed the "job density" of each land use category.

The commercial nexus analysis begins with the job generation for each land use category, using job density assumptions informed by national standards, the current mitigation program, the 2021 Housing Needs Assessment survey data, and input from stakeholders. Commercial prototypical developments and job density assumptions are summarized in **Table 6**. As shown, office has the highest job density ratio, while institutional/ recreation/ amusement has the lowest ratio. To the extent a new office use or recreation use employs people onsite and offsite (i.e., non-bricks and mortar jobs), these non-bricks and mortar jobs are partially addressed through the induced employment from new residential spending as described in the next chapter.

Potential for Overlap

In **Chapter 4**, the employee generation induced by the spending of new resident households reflects spending on goods and services at local businesses. It is theoretically possible that some of these businesses may occupy newly-constructed space, which, at the time of development, would be required to mitigate for the new employees that would work in that space. However, there is a temporal disconnect that reduces concern about potential overlap. Spending from new residents at existing businesses may require that businesses "staff up" to meet immediate demand but will not necessarily result in real-time construction of new commercial space. Rather, new commercial space is developed when developers or business owners see sustained demand and an emerging business opportunity or when the rents that a developer can achieve justify the development costs.

To further explore the likelihood of this potential overlap, the Town's development trends during the past five years were evaluated. Using the employee generation ratios calculated in this study, the job growth attributable to the new development was calculated. The employment calculated from *both* residential and nonresidential development does not explain all the employment growth that occurred in the County during the same period. This is not surprising, as new commercial development occurs in response to more than just new resident demand. New commercial development also serves increases in existing resident demand and visitor demand. At the same time, new residential spending induces demand for goods and services that may be met by employees who do not occupy bricks and mortar spaces.

During the past five years, the job growth that can be explained by new residential and commercial development accounts for 70 percent of total employment growth in the County during that same period of time. In light of this and the other identified sources of employment growth that cannot be attributed to new development, there is no technical indication that an overlap adjustment is needed.

Table 6 Commercial Prototypical Development

Description	Building Sq. Ft.		Jobs Generation		Total Jobs
Office	10,000	*sq. ft.*	**400**	*sqft/job*	25.0
Industrial	10,000	*sq. ft.*	**900**	*sqft/job*	11.1
Retail/ Service/ Restaurant	10,000	*sq. ft.*	**500**	*sqft/job*	20.0
Lodging	10,000	*sq. ft.*	**900**	*sqft/job*	11.1
Institutional/ Recreation/ Amusement	10,000	*sq. ft.*	**1,300**	*sqft/job*	7.7

Source: Economic & Planning Systems

The first step is then to assign each land use type to a mix of industries. The land uses are assigned to one or more NAICS sectors as presented in U.S. Census LEHD Data. In cases where a 2-digit NAICS code is too broad to assign to a land use category, a 3-digit NAICS code is used to provide more detailed information about the industry.

Office employment is comprised of a mixture of information, financial, professional, and government services as shown in **Table 7**. Industrial employment is comprised of construction and trades, manufacturing, and transportation and warehousing firms. Lodging (including new residential development located in the short-term rental overlay zone) falls solely in the accommodations sector, and retail/service/restaurant development is in the retail trade and food services sectors. Institutional/recreation/amusement is a blend between educational, government, arts, recreation, and entertainment sectors.

Table 7 Land Use to Industry Category Conversion

	Land Use to NAICS Conversion				
Description[1]	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Industrial Sectors					
11 Ag, Forestry, Fish & Hunting	0%	0%	0%	0%	0%
21 Mining	0%	0%	0%	0%	0%
22 Utilities	0%	0%	0%	0%	0%
23 Construction	0%	73%	0%	0%	0%
31-33 Manufacturing	0%	7%	0%	0%	0%
42 Wholesale Trade	0%	0%	0%	0%	0%
44-45 Retail trade	0%	0%	49%	0%	0%
48-49 Transportation & Warehousing	0%	14%	0%	0%	0%
51 Information	4%	0%	0%	0%	0%
52 Finance & insurance	12%	0%	0%	0%	0%
53 Real estate & rental	16%	0%	0%	0%	0%
54 Professional- scientific & tech svcs	26%	0%	0%	0%	0%
55 Management of companies	1%	0%	0%	0%	0%
56 Administrative & waste services	18%	2%	0%	0%	0%
61 Educational svcs	0%	0%	0%	0%	18%
621 Ambulatory health care services	12%	0%	0%	0%	0%
622 Hospitals	0%	0%	0%	0%	0%
623 Nursing and residential care facilities	0%	0%	0%	0%	0%
624 Social assistance	0%	0%	0%	0%	0%
71 Arts- entertainment & recreation	0%	0%	0%	0%	57%
721 Accommodation	0%	0%	0%	100%	0%
722 Food services and drinking places	0%	0%	51%	0%	0%
811 Repair and maintenance	0%	3%	0%	0%	0%
812 Personal and laundry services	0%	0%	0%	0%	0%
813 Membership associations and organizations	4%	0%	0%	0%	0%
91-99 Government & non NAICS	5%	0%	0%	0%	25%
Total	**100%**	**100%**	**100%**	**100%**	**100%**

[1] NAICS sector 814 "Private Households" is excluded because it is not tied to commercial land uses.

Source: LEHD; Economic & Planning Systems

Household Formation

To estimate the number of households generated, the jobs must first be converted to full time employees. In today's economy and in Teton County, it is not uncommon for people to hold more than one job. Without this adjustment, the analysis would potentially overestimate the affordable housing demand created from jobs. To step down from jobs to full time employees, jobs are divided by a factor of 1.16 jobs per employee. As shown in **Table 8**, the 25 jobs generated by the office, for example, result in 21.5 full time employees after adjusting for multiple jobs holders.

Table 8 Full Time Employees Generated per 10,000 Sq. Ft. by Industry

	Employees by Land Use				
Description[1]	**Office**	**Industrial**	**Retail/ Service/ Restaurant**	**Lodging**	**Institutional/ Recreation/ Amusement**
Industrial Sectors					
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	7.03	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.67	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	8.40	0.00	0.00
48-49 Transportation & Warehousing	0.00	1.37	0.00	0.00	0.00
51 Information	0.94	0.00	0.00	0.00	0.00
52 Finance & insurance	2.64	0.00	0.00	0.00	0.00
53 Real estate & rental	3.55	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	5.69	0.00	0.00	0.00	0.00
55 Management of companies	0.27	0.00	0.00	0.00	0.00
56 Administrative & waste services	3.98	0.20	0.00	0.00	0.00
61 Educational svcs	0.00	0.00	0.00	0.00	1.05
621 Ambulatory health care services	2.53	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	3.28
721 Accommodation	0.00	0.00	0.00	9.58	0.00
722 Food services and drinking places	0.00	0.00	8.84	0.00	0.00
811 Repair and maintenance	0.00	0.30	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organization	0.94	0.00	0.00	0.00	0.00
91-99 Government & non NAICS	1.00	0.00	0.00	0.00	1.42
Total	**21.55**	**9.58**	**17.24**	**9.58**	**5.75**

[1] NAICS sector 814 "Private Households" is excluded because it is not tied to commercial land uses.

Source: LEHD; Economic & Planning Systems

The next adjustment for estimating housing demand is to account for multiple earners per household. In other words, one new employee does not equate to demand for one new housing unit; rather, on average, there are 1.76 earners per household in Teton County. This adjustment takes the 21.5 employees generated from office development to 12.3 employee-households, and so on for each prototype as shown on **Table 9**. At this point, the total number of households includes households from all income ranges (i.e., below *and* above 163 percent MFI). The next few sections will describe how household incomes are estimated and which households require subsidized housing.

Table 9 Commercial Employment and Household Generation

Item	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Prototype Size (sq.ft.)	10,000	10,000	10,000	10,000	10,000
Employment Density (sq.ft. per job)	400	900	500	900	1,300
Total Jobs per 10,000 sq.ft.[1]	25.0	11.1	20.0	11.1	6.7
Total Employees per 10,000 sq.ft.[2]	21.5	9.6	17.2	9.6	5.7
Total Employee Households per 10,000 sq.ft.[3]	**12.3**	**5.4**	**9.8**	**5.4**	**3.3**

[1] Based on employment density assumptions informed by national standards, the current mitigation program, the 2021 Housing Needs Assessment survey data, and input from stakeholders.

[2] Based on a ratio of jobs to employee of 1.16 from 2019 U.S. Census Longitudinal Employer-Household Dynamics data.

[3] Assumes 1.9 earners per household based on 2017-2021 5-Year Estimate data from the U.S. Census American Community Survey. Includes households at all income levels (i.e., both below and above 163% MFI).

Sources: U.S. Census American Community Survey; U.S. Census Longitudinal Employer-Household Dynamics; 2021 Regional Housing Needs Assessment Employer Survey; Economic & Planning Systems.

Occupational Category and Wage Distribution

Because using the average wage for a given industry would mask the upper and lower extremes, the jobs by NAICS classification are converted to more specific occupation categories to obtain a more detailed distribution of wage levels for the new jobs. As noted in the Data Sources section, the BLS National Industry by Occupation Matrix provides the estimated distribution of occupations for each NAICS category. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Wyoming to the average wage in that industry for Teton County. See **Appendices B and C** for more detail on the wages and occupations.

As displayed in **Table 10**, Teton County wages roughly match or exceed national averages across almost all occupation categories. EPS applied these adjustment factors to the nationwide income level data by industry sector to estimate the wages for Teton County.

Table 10 Adjustment Factors - Converting National Wages to Teton County Wages

Industry	Average National Wage	Average Teton County Wage	County-National Wage Index
Agriculture, Forestry, Fishing & Hunting	$41,862	$41,862	1.00
Mining	$109,477	$109,477	1.00
Utilities[1]	$107,815	$107,815	1.00
Construction	$69,576	$65,512	0.94
Manufacturing	$76,628	$45,686	0.60
Wholesale Trade[1]	$90,347	$90,347	1.00
Retail Trade	$39,717	$50,121	1.26
Transportation and Warehousing	$59,344	$51,601	0.87
Information	$147,749	$87,327	0.59
Finance and Insurance	$131,448	$285,306	2.17
Real Estate and Rental and Leasing	$69,654	$78,634	1.13
Professional and Technical Services	$114,071	$143,013	1.25
Management of Companies and Enterprises	$141,628	$2,878,145	20.32
Administrative and Waste Services	$50,200	$55,254	1.10
Educational Services	$58,191	$49,551	0.85
Ambulatory health care services	$70,441	$68,412	0.97
Hospitals	$74,073	$74,073	1.00
Nursing and residential care facilities	$39,862	$39,862	1.00
Social Assistance	$30,242	$30,242	1.00
Arts, Entertainment, and Recreation	$45,365	$48,000	1.06
Accommodation	$39,182	$41,092	1.05
Food Services and Drinking Places	$23,818	$37,301	1.57
Repair and Maintenance	$51,793	$53,858	1.04
Personal and Laundry Services	$33,788	$41,652	1.23
Membership associations and organizations	$55,466	$72,196	1.30
Government & Non-NAICS	$72,905	$63,437	0.87
Unclassified	$70,265	$149,174	2.12

[1] Not reported by BLS

Source: Bureau of Labor Statistics, Economic & Planning Systems

EPS also used BLS nationwide data regarding industries and occupation categories to estimate the proportion of occupations likely to be represented under each employment category. For jobs generated by commercial development, top occupations are: office and administrative support; sales; food preparation and service; business and financial operations; and management.

The next step in the employee and household generation analysis is to estimate household incomes (assuming 1.76 earners per household). For purposes of this analysis, the primary earner is the IMPLAN-calculated employee and this earner is assigned the median wage in a given occupation. The second earner (the 0.76 of the 1.76 earners per household) is assumed to make the same wage as the primary earner. The resulting figure is assumed to represent the annual household income assuming workers form households with those of similar earning potential. While certainly there will be some variation in wages per employee within a household, in the absence of more specific data, this analysis assumes comparable levels of education and training among all workers in a household.

For example, EPS evaluated the occupation categories for the lodging industry to determine the proportional distribution of occupations for the employment category "Lodging." **Table 11** presents an example of this calculation, and **Appendix C** contains the full detail of household incomes for each occupation by industry.

Commercial Mitigation Requirements

The last step is to tabulate the employee-households at income levels of 163 percent of MFI or less. Each occupation, wage, and household income category is counted by MFI level. For 10,000 square feet of office development, there are 8.8 employee households generated that earn less than 163 percent of MFI, as shown in **Table 12**. Of the 12.3 total employee-households generated for that prototype, 72.1 percent are at incomes of 163 percent MFI or less.

In the target income ranges, industrial development generates 5.4 employee households, and retail/ service/ restaurant development generates 9.6 employee households. Lodging generates 5.4 employee households per 10,000 square feet. Institutional/ recreation/ amusement generates 3.8 employee households.

Table 11 Illustration of Employees' Household Income Calculation

Item	Example	Source
Land Use Category	Lodging	Jackson/ Teton County and EPS
Industry	Accommodation (NAICS Code 721000)	BLS
Nationwide Average Wage for Industry	$39,182	BLS
County Average Wage for Industry	$41,092	BLS
Regional Wage Adjustment Factor for Industry	105%	BLS and EPS
Occupation Category	Buildings & Grounds Cleaning & Maintenance	BLS
Nationwide Average Income for Occupation	$28,695	BLS
County Adjusted Average Income for Occupation	$30,094	
Workers per Household with Earnings	1.76	US Census ACS
Average Income per Household	**$52,926**	BLS and EPS
Income Category for 3-Person Household	**Very Low Income (< 50% MFI)**	Jackson/ Teton County Affordable Housing Department

Source: Bureau of Labor Statistics, U.S. Census American Community Survey, Jackson/ Teton County Affordable Housing Department, Economic & Planning Systems

Z:\Shared\Projects\Oakland\211000s\211030_Jackson-Teton Co Nexus Study and Needs Assessment\Model\[211030_TetonCounty_LinkageModel_commercial_2023May10.xlsx]Example

Table 12 Households by MFI Generated by New Commercial Development

Households Generated per 10,000 Sq. Ft.	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Total Households Generated	**12.3**	**5.4**	**9.8**	**5.4**	**3.8**
Households by Income Range					
≤ 50% MFI (Very Low)	0.1	0.3	0.0	1.7	0.1
> 50% MFI, ≤ 80% MFI (Low)	4.1	1.6	8.9	3.3	2.2
> 80% MFI, ≤ 120% MFI (Moderate)	2.0	3.2	0.3	0.2	1.1
> 120% MFI, ≤ 163% MFI (Workforce)	2.6	0.4	0.4	0.4	0.3
Total - Target Income Ranges	**8.8**	**5.4**	**9.6**	**5.4**	**3.8**
Percent Included in Mitigation[1]	**72.1%**	**99.8%**	**98.3%**	**100.0%**	**100.0%**

[1] Includes households up to 163 percent MFI.

Source: Bureau of Labor Statistics, Jackson/ Teton Affordable Housing Department, Economic & Planning Systems

This analysis assumes that the mitigation requirements for nonresidential development will result in demand for affordable housing for all new workers generated whose households earn up to 163 percent MFI. In practice, only a portion of Teton County's workers reside in the County as many workers commute *in* to the County from other areas for a variety of reasons, one of which is the relative cost of housing among different communities. However, if every jurisdiction were to adopt a policy that it would only mitigate housing for the fraction of its locally generated workers that choose to live within the County, in aggregate, the larger region's affordable housing demand would be grossly underrepresented and underfunded.

Commercial Fee Calculation

In this section, the calculation of the commercial linkage fee is described. The affordability gap per household in each income category described in **Chapter 2** ranges from $786,000 for households earning up to 50 percent of MFI to $255,000 for households earning up to 163 percent of MFI.

The number of households generated in each income category are multiplied by the gap per household to calculate the total affordability gap generated by each prototype. **Table 13** details the number of households, affordability gap, and total gap by land use. For example, the total gap for office development is approximately $4.5 million for the 10,000 square foot prototype.

As the final step, dividing the total gap by the number of square feet results in the maximum fee amount. **Table 13** shows the maximum fees for each of the commercial land uses. The maximum commercial linkage fees range from $220 per square foot for institutional/ recreation/ amusement space to $620 per square foot for office space.

Table 13 Commercial Maximum Linkage Fee Calculation

Item		Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Households by Income Range	**A**					
≤ 50% MFI (Very Low)		0.1	0.3	0.0	1.7	0.1
> 50% MFI, ≤ 80% MFI (Low)		4.1	1.6	8.9	3.3	2.2
> 80% MFI, ≤ 120% MFI (Moderate)		2.0	3.2	0.3	0.2	1.1
> 120% MFI, ≤ 163% MFI (Workforce)		2.6	0.4	0.4	0.4	0.3
Total per 10,000 Sq.Ft.		**8.8**	**5.4**	**9.6**	**5.4**	**3.8**
Gap per Household by AMI Range	**B**					
≤ 50% MFI (Very Low)		$785,880	$785,880	$785,880	$785,880	$785,880
> 50% MFI, ≤ 80% MFI (Low)		$667,800	$667,800	$667,800	$667,800	$667,800
> 80% MFI, ≤ 120% MFI (Moderate)		$490,680	$490,680	$490,680	$490,680	$490,680
> 120% MFI, ≤ 163% MFI (Workforce)		$254,520	$254,520	$254,520	$254,520	$254,520
Total Gap						
≤ 50% MFI (Very Low)		$80,942	$208,083	$0	$1,323,349	$61,150
> 50% MFI, ≤ 80% MFI (Low)		$2,729,936	$1,055,163	$5,938,656	$2,172,861	$1,498,968
> 80% MFI, ≤ 120% MFI (Moderate)		$983,923	$1,586,464	$160,867	$79,870	$559,876
> 120% MFI, ≤ 163% MFI (Workforce)		$672,447	$91,971	$105,949	$91,791	$77,881
Total	**C**	**$4,467,248**	**$2,941,681**	**$6,205,472**	**$3,667,871**	**$2,197,875**
Building Size	**D**	**10,000**	**10,000**	**10,000**	**10,000**	**10,000**
Maximum Fee per Sq. Ft.	**C / D**	**$446.72**	**$294.17**	**$620.55**	**$366.79**	**$219.79**
Maximum Fee per 1k Sq. Ft.		**$446,725**	**$294,168**	**$620,547**	**$366,787**	**$219,788**

Source: Jackson/ Teton Affordable Housing Department, Bureau of Labor Statistics, U.S. Census American Community Survey, U.S. Census Longitudinal Employer-Household Dynamics, IMPLAN, Input from local residential developers, Economic & Planning Systems

4.0 RESIDENTIAL NEXUS ANALYSIS

This chapter describes the impact that the development of market-rate housing in the Town and in the County has on the demand for affordable and workforce housing and calculates the defensible nexus-based mitigation requirements and fee levels that could be charged to new market-rate housing development. As new market-rate households are added to the community, local employment also will grow to provide the goods and services required by the new households. To the extent that these new jobs do not pay adequate wages for the employees to afford market-rate housing in the community, the new households' spending is creating a need for affordable housing.

The mitigation requirement and associated fee calculated in this study represents the maximum mitigation that may be charged to new market-rate housing units to address their impacts on the region's affordable housing supply. Based on subsequent policy direction, the Town and County adopted fees may be lower than the maximum fees calculated in this study. The link (or nexus) between market-rate housing and increased demand for affordable housing is as follows:

(a) residents of market-rate housing have disposable incomes and spend their money on a variety of goods and services;

(b) the provision of those goods and services will require some workers who make lower incomes and cannot afford market-rate housing; and,

(c) mitigation requirements, including fees charged to market-rate projects, can address the impact of those projects on the increased need for affordable housing.

Because more expensive market-rate housing units require owners to have higher incomes, *and* higher income households create more jobs through their spending, the nexus impacts and thus the justified mitigation requirements for new residential units vary in relation to the price of the market-rate units. The price of the unit is typically a function of its size, and the fees calculated as part of this study can be applied based on the square footage of the market-rate units.

Development Prototypes and Household Income

To estimate typical household incomes of different types of market-rate residential development, three development prototypes were modeled: new single-family homes in the Town, new single-family homes in the County, and new multifamily units. Key assumptions regarding unit size and value are based on Multiple Listings Service (MLS) data and reflect the sales prices of newly constructed homes (homes built between 2018 through early 2023) in the Town of Jackson and Teton County. This data is used as an indication of future residential development patterns and potential values. Due to notable and significant differences between the sizes and values of new single family development in the Town and the County (and the presumed incomes and spending patterns of the occupants), two distinct land use categories are used in this study: Single Family Town and Single Family County.

A ratio of 4:1 is used to estimate household income based on sales prices, and assumes that monthly payments (including principle, interest, taxes, insurance and HOA dues) do not exceed 30 percent of income. The ratio of 4:1 is conservative in that it acknowledges home prices have increased more quickly than incomes since the 2013 Employee Generation Study and 2018 update, and it leaves room for interest rates to rise above current rates. These calculations are shown on **Table 14**.

- **Multifamily –** The multifamily prototype is modeled on a 1,200 square foot condominium with a value of $1,660,000. This requires an annual gross income of at least $415,000 to afford and results in disposable, or net (i.e., excluding payroll taxes), income of $271,000.
- **Single Family (Town) –** This prototype has a market value of $3.7 million. Residents of this home would have an annual gross household income of at least $937,000 as shown. After adjusting for payroll taxes, total annual disposable income for this prototypical household would be $564,000.
- **Single Family (County) –** These homes are located within Teton County but outside of the Town of Jackson. This prototype has a value of $7.4 million. This requires an annual gross income of at least $1.86 million to afford. After adjusting for payroll taxes, total annual disposable income for this prototypical household would be $1.1 million.

For each prototype the disposable household income is an input to the IMPLAN model. To avoid small decimal figures in the results, 100 units of each prototype are modeled. This does not affect the mitigation requirement or fee calculation, as a per unit adjustment is made to calculate the final mitigation requirements.

Table 14 Residential Development Prototypes

Description	Multifamily	Single Family Town	Single Family County
Average Value per Unit	$1,660,000	$3,749,000	$7,444,000
Gross Household Income per Unit[1]	$415,000	$937,250	$1,861,000
Minus Payroll Tax[2]			
Federal	$112,297	$301,897	$643,777
FICA	$25,730	$58,094	$115,382
Medicare	$6,018	$13,587	$26,985
State	$0	$0	$0
Total Deductions	**$144,045**	**$373,578**	**$786,144**
Net Pay (Disposable Income)	**$270,955**	**$563,672**	**$1,074,856**
Disposable Income per 100 Units	**$27,095,548**	**$56,367,200**	**$107,485,600**

[1] Gross household (HH) income estimated at a value to income ratio of approximately 4:1. Household income is used to establish household income category for IMPLAN.
[2] Payroll tax amounts estimated by ADP Salary Paycheck Calculator.

Sources: IMPLAN, MLS, ADP Salary Paycheck Calculator, Economic & Planning Systems

Household Expenditures and Job Creation by Income Level

Having established typical income requirements for purchasing single family and multifamily homes in the region, the mitigation calculation then requires an analysis of the household spending patterns at those income levels. This section summarizes the jobs and employees generated by new residential development, based on household spending calculated in the preceding section.

The household income generated from the new households in each 100-unit prototype is input to the IMPLAN model to estimate the jobs supported by the new spending, as shown in **Table 15**. Using IMPLAN allows for a comprehensive analysis of residential spending patterns, including in traditional industries like housecleaning, home repair/maintenance, landscaping, and construction but also on services that may not require physical (i.e., "brick and mortar") establishments.

The industries with the most jobs include health care, accommodations and food services (mostly restaurants and bars); finance and insurance; and real estate (including property management). The pattern of job generation depends on the household income level. In this model, all households have a gross income greater than $200,000 per year and thus exhibit the same general spending pattern.

Table 15 Jobs by Industry Generated from Household Spending

Description	Jobs by Land Use (IMPLAN Results)		
	Multifamily	Single Family Town	Single Family County
Industrial Sectors			
11 Ag, Forestry, Fish & Hunting	0.19	0.40	0.76
21 Mining	0.00	0.01	0.01
22 Utilities	0.01	0.02	0.04
23 Construction	0.23	0.48	0.92
31-33 Manufacturing	0.07	0.14	0.27
42 Wholesale Trade	0.29	0.61	1.16
44-45 Retail trade	3.03	6.31	12.03
48-49 Transportation & Warehousing	0.38	0.79	1.51
51 Information	0.31	0.65	1.24
52 Finance & insurance	3.84	7.99	15.24
53 Real estate & rental	3.01	6.27	11.95
54 Professional- scientific & tech svcs	1.27	2.64	5.03
55 Management of companies	0.08	0.17	0.33
56 Administrative & waste services	0.74	1.54	2.93
61 Educational svcs	1.38	2.87	5.47
62 Health & social services	2.70	5.61	10.70
71 Arts- entertainment & recreation	0.64	1.33	2.53
72 Accomodation & food services	2.70	5.62	10.71
81 Other services	2.47	5.14	9.80
91-99 Government & non NAICs	0.10	0.20	0.39
Total	**23.45**	**48.78**	**93.01**

Source: IMPLAN, Economic & Planning Systems

Household Formation

To estimate the number of households generated, the jobs must first be converted to employees. In today's economy, and in Teton County in particular, it is not uncommon for people to hold more than one job. Without this adjustment, the analysis would potentially overestimate the affordable housing demand created from jobs. To step down from jobs to employees, jobs are divided by a factor of 1.16 jobs per employee. As shown in **Table 16**, the 23.4 jobs generated by the multifamily prototype, for example, results in 20.2 unique employees after adjusting for multiple jobs holders.

Table 16 Employees by Industry Generated from Household Spending

	Employees by Land Use		
Description	**Multifamily**	**Single Family Town**	**Single Family County**
Jobs to Employee Conversion Factor	1.16	1.16	1.16
Industrial Sectors			
11 Ag, Forestry, Fish & Hunting	0.17	0.34	0.66
21 Mining	0.00	0.01	0.01
22 Utilities	0.01	0.02	0.03
23 Construction	0.20	0.41	0.79
31-33 Manufacturing	0.06	0.12	0.23
42 Wholesale Trade	0.25	0.53	1.00
44-45 Retail trade	2.61	5.44	10.37
48-49 Transportation & Warehousing	0.33	0.68	1.30
51 Information	0.27	0.56	1.07
52 Finance & insurance	3.31	6.89	13.14
53 Real estate & rental	2.60	5.40	10.30
54 Professional- scientific & tech svcs	1.09	2.27	4.33
55 Management of companies	0.07	0.15	0.29
56 Administrative & waste services	0.64	1.32	2.52
61 Educational svcs	1.19	2.47	4.71
62 Health & social services	2.33	4.84	9.22
71 Arts- entertainment & recreation	0.55	1.15	2.18
72 Accomodation & food services	2.33	4.84	9.23
81 Other services	2.13	4.43	8.45
91-99 Government & non NAICs	0.08	0.17	0.33
Total	**20.21**	**42.04**	**80.17**

Source: IMPLAN, Economic & Planning Systems

The next adjustment for estimating housing demand is to account for multiple earners per household. In other words, one new employee does not equate to demand for one new housing unit; rather, on average, there are 1.76 earners per household in Teton County. This adjustment takes the 21.2 employees generated from multifamily development, for example, to 10.0 employee-households, and so on for each prototype as shown on **Table 17**. At this point, the total number of households includes households from all income ranges (i.e., below and above 163 percent MFI). The next few sections will describe how household incomes are estimated and which households require a subsidy to afford housing.

Table 17 Employment and Households Generated by Residential Development

Item	Multifamily	Single Family	
		Town	*County*
Jobs per 100 Units[1]	20.5	61.2	111.5
Employees per 100 Units[2]	17.7	52.7	96.1
Employee Households per 100 Units[3]	**10.0**	**30.0**	**54.7**

[1] Based on IMPLAN output, which estimates the jobs supported by new resident spending.

[2] Based on a ratio of jobs to employee of 1.16 from 2019 U.S. Census Longitudinal Employer-Household Dynamics data, reflecting that workers may hold more than one job.

[3] Assumes 1.76 earners per household based on 2017-2021 5-Year Estimate data from the U.S. Census American Community Survey. Includes households at all income levels (i.e., both below and above 163% MFI).

Sources: IMPLAN; U.S. Census American Community Survey; U.S. Census Longitudinal Employer-Household Dynamics; 2021 Regional Housing Needs Assessment Employer Survey; Economic & Planning Systems.

Occupational Category and Wage Distribution

Because using the average wage for a given industry would mask the upper and lower extremes, the jobs by NAICS classification are converted to more specific occupation categories to obtain a more detailed distribution of wage levels for the new jobs. As noted in the Data section, the BLS National Industry by Occupation Matrix provides the estimated distribution of occupations for each NAICS category. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Wyoming to the average wage in that industry for Teton County.

As displayed in **Table 18**, Teton County wages roughly match or exceed national averages across almost all occupation categories. EPS applied these adjustment factors to the nationwide income level data by industry sector to estimate the wages for Teton County. See **Appendixes B and C** for more detail on the wages and occupations.

Table 18 Adjustment Factors - Converting National Wages to Teton County Wages

Industry	Average National Wage	Average Teton County Wage	County-National Wage Index
Total, All Industries	$67,610	$72,835	1.08
Agriculture, Forestry, Fishing & Hunting	$41,862	$41,862	1.00
Mining	$109,477	$109,477	1.00
Utilities[1]	$107,815	$107,815	1.00
Construction	$69,576	$65,512	0.94
Manufacturing	$76,628	$45,686	0.60
Wholesale Trade[1]	$90,347	$90,347	1.00
Retail Trade	$39,717	$50,121	1.26
Transportation and Warehousing	$59,344	$51,601	0.87
Information	$147,749	$87,327	0.59
Finance and Insurance	$131,448	$285,306	2.17
Real Estate and Rental and Leasing	$69,654	$78,634	1.13
Professional and Technical Services	$114,071	$143,013	1.25
Management of Companies and Enterprises	$141,628	$2,878,145	20.32
Administrative and Waste Services	$50,200	$55,254	1.10
Educational Services	$58,191	$49,551	0.85
Health Care and Social Assistance	$59,364	$58,406	0.98
Arts, Entertainment, and Recreation	$45,365	$48,000	1.06
Accommodation and Food Services	$25,798	$39,908	1.55
Other Services, Ex. Public Admin	$46,174	$56,670	1.23
Government & Non-NAICS	$72,905	$63,437	0.87
Unclassified	$70,265	$149,174	2.12

[1] Not reported by BLS

Source: Bureau of Labor Statistics, Economic & Planning Systems

EPS also used BLS nationwide data regarding industries and occupation categories to estimate the proportion of occupations likely to be represented under each employment category. For jobs generated by commercial development, top occupations are office and administrative support; sales; food preparation and service; business and financial operations; and management.

The next step in the employee and household generation analysis is to estimate household incomes (assuming 1.76 earners per household). For purposes of this analysis, the primary earner is the IMPLAN-calculated employee and this earner is assigned the median wage in a given occupation. The second earner (the 0.76 of the 1.76 earners per household) is assumed to make the same wage as the primary earner. The resulting figure is assumed to represent the annual household income assuming workers form households with those of similar earning potential. While certainly there will be some variation in wages per employee within a household, in the absence of more specific data, this analysis assumes comparable levels of education and training among all workers in a household.

For example, EPS evaluated the occupation categories for the lodging industry to determine the proportional distribution of occupations for the employment category “Lodging.” **Table 19** presents an example of this calculation, and **Appendix C** contains the full detail of household incomes for each occupation by industry.

Table 19 Illustration of Employees' Household Income Calculation

Item	Example	Source
Land Use Category	Lodging	Jackson/ Teton County and EPS
Industry	Accommodation (NAICS Code 721000)	BLS
Nationwide Average Wage for Industry	$39,182	BLS
County Average Wage for Industry	$41,092	BLS
Regional Wage Adjustment Factor for Industry	105%	BLS and EPS
Occupation Category	Buildings & Grounds Cleaning & Maintenance	BLS
Nationwide Average Income for Occupation	$28,695	BLS
County Adjusted Average Income for Occupation	$30,094	
Workers per Household with Earnings	1.76	US Census ACS
Average Income per Household	**$52,926**	BLS and EPS
Income Category for 3-Person Household	**Very Low Income (< 50% MFI)**	Jackson/ Teton County Affordable Housing Department

Source: Bureau of Labor Statistics, U.S. Census American Community Survey, Jackson/ Teton County Affordable Housing Department, Economic & Planning Systems

Z:\Shared\Projects\Oakland\211000s\211030_Jackson-Teton Co Nexus Study and Needs Assessment\Model\[211030_TetonCounty_LinkageModel_commercial_2023May10.xlsx]Example

Residential Mitigation Requirements

The last step is to tabulate the employee-households at income levels of 163 percent MFI or less. For 100 units of multifamily development, there are 9.7 employee households generated that earn less than 163 percent of MFI, as shown in **Table 20**. Of the 11.5 total employee-households generated for that prototype, 84.5 percent are at incomes of 163 percent MFI or less.

The total number of employee households required to support the expenditures of new market-rate units and requiring subsidized housing is summarized below.

Table 20 Households by MFI Generated by New Household Spending

		Single Family	
Households Generated per 100 Units	**Multifamily**	**Town**	**County**
Total Households Generated	**11.5**	**23.9**	**45.6**
Target Income Range			
≤ 50% MFI (Very Low)	0.2	0.4	0.8
> 50% MFI, ≤ 80% MFI (Low)	5.7	11.8	22.5
> 80% MFI, ≤ 120% MFI (Moderate)	1.8	3.7	7.1
> 120% MFI, ≤ 163% MFI (Workforce)	2.1	4.3	8.2
Total - Target Income Ranges	**9.7**	**20.2**	**38.5**
Percent Included in Mitigation[1]	**84.5%**	**84.5%**	**84.5%**

[1] Includes households up to 163 percent MFI.

Source: Bureau of Labor Statistics, Jackson/ Teton Affordable Housing Department, Economic & Planning Systems

Residential Fee Calculation

The affordability gap analysis quantifies the subsidy required to construct affordable housing at various income levels. Analysis of residential expenditures in the local economy that rely on lower wage workers provides an estimate of the total number of income-qualified households generated by new residential development. The number of households generated in each MFI category are multiplied by the gap per household to calculate the total affordability gap generated by each prototype. The total gap for multifamily is therefore $5.3 million per 100 units, or $53,400 for each new unit of market rate multifamily housing. The average size of a newly constructed multifamily condominium in the region is 1,200 square feet based on MLS data, which results in a per square foot maximum fee of $44.55. For single-family development in the region, the average size of newly constructed homes is 4,000 square feet. In the Town, the maximum mitigation fee is $27.80 per square foot, and in the County, the maximum mitigation fee is $53.01per square foot.

Table 21 Residential Maximum Fee Calculation

Item		Multifamily	Single Family Town	Single Family County
Households Generated (per 100 units)	**A**			
≤ 50% MFI (Very Low)		0.2	0.4	0.8
> 50% MFI, ≤ 80% MFI (Low)		5.7	11.8	22.5
> 80% MFI, ≤ 120% MFI (Moderate)		1.8	3.7	7.1
> 120% MFI, ≤ 163% MFI (Workforce)		2.1	4.3	8.2
Total per 100 Units		**9.7**	**20.2**	**38.5**
Gap per Household by AMI Range	**B**			
≤ 50% MFI (Very Low)		$785,880	$785,880	$785,880
> 50% MFI, ≤ 80% MFI (Low)		$667,800	$667,800	$667,800
> 80% MFI, ≤ 120% MFI (Moderate)		$490,680	$490,680	$490,680
> 120% MFI, ≤ 163% MFI (Workforce)		$254,520	$254,520	$254,520
Total Gap				
≤ 50% MFI (Very Low)	**A X B**	$151,890	$315,978	$602,533
> 50% MFI, ≤ 80% MFI (Low)		$3,794,281	$7,893,290	$15,051,573
> 80% MFI, ≤ 120% MFI (Moderate)		$876,262	$1,822,898	$3,476,051
> 120% MFI, ≤ 163% MFI (Workforce)		$523,094	$1,088,200	$2,075,068
Total	**C**	**$5,345,527**	**$11,120,366**	**$21,205,225**
Number of Units	**D**	**100**	**100**	**100**
Average Prototype Unit Size	**E**	**1,200**	**4,000**	**4,000**
Maximum Fee per Sq. Ft.	**C / D / E**	**$44.55**	**$27.80**	**$53.01**

Sources: Jackson/ Teton Affordable Housing Department, Bureau of Labor Statistics, U.S. Census American Community Survey, U.S. Census Longitudinal Employer-Household Dynamics, IMPLAN, Input from local residential developers, Economic & Planning Systems.

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APPENDICES:

Appendix A:	Land Use Definitions
Appendix B:	Occupation Distribution by Industry
Appendix C:	Wages and Household Income by Occupation and Industry
Appendix D:	Alternative Land Use Category Calculations

APPENDIX A:

Land Use Definitions

Appendix Table A-1
Land Use Category Descriptions
Town of Jackson/Teton County, WY; EPS #211030

Land Use Category	NAICS Codes	IMPLAN Codes	Current LDRs (Town)	Current LDRs (County)	Description and "Business Type" Examples
Residential					
Single Family, Town			Detached Single Family Unit (6.1.4.B.)	Detached Single Family Unit (6.1.4.B.)	Single family detached dwelling units
Single Family, County			Detached Single Family Unit (6.1.4.B.)	Detached Single Family Unit (6.1.4.B.)	Single family detached dwelling units
Multifamily			Attached Single Family Unit (6.1.4.C.) Apartment (6.1.4.D.) Mobile Home (6.1.4.E) Dormitory (6.1.4.F) Group Home (6.1.4.G) Accessory Residential Unit (6.1.11.B.)	Attached Single Family Unit (6.1.4.C.) Apartment (6.1.4.D.) Mobile Home (6.1.4.E) Dormitory (6.1.4.F) Group Home (6.1.4.G) Accessory Residential Unit (6.1.11.B.)	Attached dwelling units, including apartments, condominiums, and townhomes. Also includes single family manufactured homes, mobile homes, and accessory residential units (ARUs).
Nonresidential					
Retail/Service/Restaurant	44-45 Retail trade 722 Food services and drinking places		Retail (6.1.6.C.) Service (6.1.6.D.) Restaurant/Bar (6.1.6.E.)	Retail (6.1.6.C.) Service (6.1.6.D.) Restaurant/Bar (6.1.6.E.)	Uses include regional-, community-, and neighborhood-serving retail, restaurant, and service commercial establishments, including such uses that are part of mixed-use developments. Specific uses include big-box warehouse stores, department stores, grocery stores, other establishments whose primary purpose is the sale of retail goods or services, and casual and fine dining restaurants and bars. Restaurant/bar uses may also include micro-brewery, micro-distillery or micro-winery uses that serve food or drink for onsite consumption. Businesses that provide services, as opposed to primarily selling retail goods, may include beauty/barber shops, salons, banks, pet grooming, and the storefronts for outdoor recreation guides and tour outfitters.
Office	51 Information 52 Finance & insurance 53 Real estate & rental 54 Professional- scientific & tech svcs 55 Management of companies 561 Administrative & support services 621 Ambulatory health care services 624 Social assistance 813 Membership associations and organizations 91-99 Government & non NAICs		Office (6.1.6.B.)	Office (6.1.6.B.)	Uses include general office as well as medical or dental office. Specific uses include professional services, finance/insurance/real estate uses (not including customer-serving banks), legal, accounting, engineering, architectural, and other design services, administration-type uses, and offices and clinics of counseling and social services.
Lodging	721 Accommodation		Conventional Lodging (6.1.6.D) Short-term Rental Residential Unit (6.1.5.C)	Conventional Lodging (6.1.5.B) Short-term Rental Residential Unit (6.1.5.C) Campground (6.1.5.D) Dude/Guest Ranch (6.1.3.E)	Uses include resorts, hotels, motels, bed and breakfast inns, and residential development in the short-term rental overlay zone.
Industrial	11 Ag, Forestry, Fish & Hunting 23 Construction 31-33 Manufacturing 48-49 Transportation & Warehousing 562 Waste management and remediation services 811 Repair and maintenance		Industrial Uses (Sec. 6.1.9.) Transportation/Infrastructure Uses (Sec. 6.1.10.) Mini-Storage Warehouse (6.1.6.G.) Heavy Retail/Service (6.1.6.F.) Nursery (6.1.6.H.)	Industrial Uses (Sec. 6.1.9.) Transportation/Infrastructure Uses (Sec. 6.1.10.) Mini-Storage Warehouse (6.1.6.G.) Heavy Retail/Service (6.1.6.F.) Nursery (6.1.6.H.)	Uses include construction, manufacturing, processing, transportation/ infrastructure uses, gas stations, general repair shops (including auto repair), warehousing, distribution, and storage uses, as well as food/beverage processing facilities and nurseries. Ancillary office space included as part of industrial development is included.
Amusement/Recreation/ Institutional	61 Educational Services 622 Hospitals 623 Nursing and residential care facilities 71 Arts, entertainment, and recreation		Amusement (6.1.7.B.) Developed Recreation (6.1.7.D.) Outfitter/Tour Operator (6.1.7.E.) Adult Entertainment Business (6.1.7.F) Outdoor Recreation (6.1.3.C) Assembly (6.1.8.B.) Daycare/Education (6.1.8.C.)	Amusement (6.1.7.B.) Developed Recreation (6.1.7.D.) Outfitter/Tour Operator (6.1.7.E.) Outdoor Recreation (6.1.3.C) Assembly (6.1.8.B.) Daycare/Education (6.1.8.C.)	Amusement uses include movie theaters, bowling alleys, music venues, video arcades. Developed recreation may include fitness/sports facilities, gymnasiums, rock climbing facilities, skating rinks, etc. An assembly use is a civic, cultural, or institutional use typically characterized by a public or semi-public gathering area. Daycare/education includes schools and adult/child daycare centers.

Note #1: This table aligns the land use categories used in the affordable housing mitigation program with the Town's and County's LDRs. Specific questions may be addressed to the Town or County Planning Departments, which are responsible for making the final determination of land use category applicability.
Note #2: In all cases, fees are applied based on land use as opposed to business type and the mitigation requirement is tied to the physical development.

Sources: Town of Jackson; Teton County, WY; Economic & Planning Systems, Inc.

Appendix B:

Occupation Distribution by Industry

Employees by Occupation and Industry

Table B-1	Commercial – Office
Table B-2	Commercial - Industrial
Table B-3	Commercial - Retail/ Service/ Restaurant
Table B-4	Commercial - Lodging
Table B-5	Commercial - Institutional/ Recreation/ Amusement
Table B-6	Residential - Multifamily
Table B-7	Residential - Town
Table B-8	Residential – County

Households by Occupation and Industry

Table B-9	Commercial - Office
Table B-10	Commercial - Industrial
Table B-11	Commercial - Retail/ Service/ Restaurant
Table B-12	Commercial - Lodging
Table B-13	Commercial - Institutional/ Recreation/ Amusement
Table B-14	Residential - Multifamily
Table B-15	Residential – Town
Table B-16	Residential – County

Appendix Table B-1
Employees by Occupation and Industry
Land Use Type

Office

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.94	0.11	0.10	0.23	0.01	0.00	0.00	0.00	0.01	0.14	0.00	0.00	0.00	0.00	0.00	0.01	0.11	0.12	0.00	0.00	0.08	0.01	0.01
52 Finance & insurance	2.64	0.28	0.74	0.20	0.00	0.00	0.01	0.03	0.00	0.01	0.03	0.00	0.00	0.00	0.00	0.00	0.41	0.92	0.00	0.00	0.01	0.00	0.00
53 Real estate & rental	3.55	0.57	0.24	0.03	0.01	0.00	0.00	0.01	0.00	0.03	0.00	0.00	0.04	0.03	0.20	0.03	0.74	0.65	0.00	0.05	0.71	0.01	0.21
54 Professional- scientific & tech svcs	5.69	0.66	1.03	1.00	0.54	0.21	0.01	0.44	0.01	0.20	0.14	0.06	0.01	0.00	0.02	0.02	0.24	0.87	0.00	0.05	0.05	0.07	0.05
55 Management of companies	0.27	0.06	0.07	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.00	0.00	0.00	0.00	0.01
56 Administrative & waste services	3.98	0.17	0.23	0.12	0.03	0.02	0.01	0.01	0.01	0.02	0.08	0.06	0.38	0.03	0.85	0.01	0.18	0.69	0.01	0.12	0.12	0.29	0.55
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	2.53	0.09	0.04	0.01	0.00	0.02	0.11	0.00	0.00	0.00	0.94	0.71	0.00	0.00	0.01	0.01	0.01	0.54	0.00	0.00	0.01	0.00	0.01
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatior	0.94	0.13	0.18	0.02	0.00	0.01	0.08	0.01	0.04	0.06	0.01	0.00	0.02	0.05	0.03	0.07	0.01	0.18	0.00	0.00	0.03	0.00	0.01
91-99 Government & non NAICs	1.00	0.06	0.11	0.03	0.03	0.03	0.05	0.03	0.02	0.01	0.05	0.01	0.20	0.01	0.02	0.02	0.01	0.16	0.00	0.05	0.04	0.02	0.04
Total	**21.55**	**2.12**	**2.75**	**1.66**	**0.63**	**0.29**	**0.27**	**0.52**	**0.08**	**0.47**	**1.26**	**0.86**	**0.65**	**0.12**	**1.15**	**0.18**	**1.71**	**4.20**	**0.01**	**0.27**	**1.04**	**0.41**	**0.88**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-2
Employees by Occupation and Industry
Land Use Type
Industrial

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	7.03	0.51	0.38	0.02	0.09	0.02	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.04	0.00	0.15	0.65	0.00	4.20	0.63	0.11	0.23
31-33 Manufacturing	0.67	0.04	0.03	0.02	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02	0.05	0.00	0.01	0.03	0.34	0.06
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.37	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.30	0.00	0.01	0.07	0.02	0.91
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.20	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.04	0.00	0.01	0.04	0.00	0.01	0.01	0.01	0.03
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.30	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.04	0.00	0.00	0.14	0.02	0.06
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatior	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	**9.58**	**0.62**	**0.43**	**0.04**	**0.14**	**0.03**	**0.00**	**0.00**	**0.00**	**0.02**	**0.00**	**0.00**	**0.03**	**0.01**	**0.09**	**0.00**	**0.21**	**1.07**	**0.00**	**4.22**	**0.88**	**0.50**	**1.28**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-3
Employees by Occupation and Industry
Land Use Type
Retail/ Service/ Restaurant

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	8.40	0.29	0.11	0.03	0.00	0.00	0.00	0.00	0.00	0.08	0.30	0.02	0.03	0.30	0.06	0.05	4.31	0.75	0.01	0.02	0.39	0.20	1.43
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	8.84	0.28	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	7.73	0.04	0.00	0.36	0.07	0.00	0.00	0.02	0.05	0.23
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatior	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	**17.24**	**0.57**	**0.15**	**0.03**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.08**	**0.30**	**0.02**	**0.04**	**8.03**	**0.10**	**0.05**	**4.67**	**0.81**	**0.01**	**0.02**	**0.41**	**0.25**	**1.66**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-4
Employees by Occupation and Industry
Land Use Type
Lodging

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	9.58	0.63	0.21	0.03	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.03	0.27	1.79	2.64	0.66	0.29	1.99	0.01	0.02	0.68	0.20	0.09
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatior	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	**9.58**	**0.63**	**0.21**	**0.03**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.03**	**0.00**	**0.03**	**0.27**	**1.79**	**2.64**	**0.66**	**0.29**	**1.99**	**0.01**	**0.02**	**0.68**	**0.20**	**0.09**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-5
Employees by Occupation and Industry
Land Use Type
Institutional/ Recreation/ Amusement

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	1.21	0.07	0.04	0.02	0.00	0.02	0.04	0.00	0.71	0.02	0.03	0.00	0.02	0.03	0.04	0.02	0.00	0.10	0.00	0.00	0.02	0.00	0.02
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	3.78	0.25	0.16	0.02	0.00	0.00	0.00	0.00	0.09	0.29	0.01	0.00	0.18	0.50	0.31	1.09	0.26	0.39	0.00	0.01	0.16	0.01	0.07
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatior	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.63	0.10	0.18	0.05	0.05	0.06	0.09	0.04	0.03	0.01	0.08	0.02	0.33	0.01	0.04	0.03	0.01	0.26	0.00	0.08	0.07	0.03	0.07
Total	**6.63**	**0.42**	**0.37**	**0.08**	**0.05**	**0.07**	**0.13**	**0.04**	**0.83**	**0.32**	**0.11**	**0.03**	**0.53**	**0.55**	**0.39**	**1.14**	**0.27**	**0.76**	**0.01**	**0.09**	**0.24**	**0.04**	**0.16**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-6
Employees by Occupation and Industry
Land Use Type
Multifamily

Industry	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.12	0.00	0.00	0.00	0.02
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.20	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.12	0.02	0.00	0.01
31-33 Manufacturing	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.01
42 Wholesale Trade	0.25	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.04	0.00	0.00	0.02	0.01	0.06
44-45 Retail trade	2.61	0.09	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.03	0.09	0.01	0.01	0.09	0.02	0.01	1.34	0.23	0.00	0.01	0.12	0.06	0.45
48-49 Transportation & Warehousing	0.33	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.02	0.00	0.22
51 Information	0.27	0.03	0.03	0.06	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.04	0.00	0.00	0.02	0.00	0.00
52 Finance & insurance	3.31	0.35	0.93	0.25	0.00	0.00	0.01	0.04	0.00	0.01	0.03	0.00	0.01	0.00	0.00	0.00	0.52	1.15	0.00	0.00	0.01	0.00	0.00
53 Real estate & rental	2.60	0.41	0.17	0.02	0.00	0.00	0.00	0.01	0.00	0.02	0.00	0.00	0.03	0.02	0.15	0.02	0.54	0.48	0.00	0.04	0.52	0.01	0.15
54 Professional- scientific & tech svcs	1.09	0.13	0.20	0.19	0.10	0.04	0.00	0.08	0.00	0.04	0.03	0.01	0.00	0.00	0.00	0.00	0.05	0.17	0.00	0.01	0.01	0.01	0.01
55 Management of companies	0.07	0.01	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.64	0.03	0.04	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.06	0.01	0.14	0.00	0.03	0.11	0.00	0.02	0.02	0.05	0.09
61 Educational svcs	1.19	0.07	0.04	0.02	0.00	0.02	0.04	0.00	0.70	0.02	0.03	0.00	0.02	0.03	0.04	0.02	0.00	0.10	0.00	0.00	0.02	0.00	0.02
62 Health & social services	2.33	0.09	0.05	0.01	0.00	0.01	0.13	0.00	0.06	0.00	0.77	0.67	0.01	0.06	0.05	0.06	0.01	0.30	0.00	0.00	0.02	0.01	0.02
71 Arts- entertainment & recreation	0.55	0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.00	0.03	0.07	0.04	0.16	0.04	0.06	0.00	0.00	0.02	0.00	0.01
72 Accomodation & food services	2.33	0.08	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	1.83	0.09	0.02	0.09	0.08	0.00	0.00	0.03	0.02	0.06
81 Other services	2.13	0.17	0.16	0.02	0.01	0.01	0.06	0.00	0.03	0.04	0.01	0.03	0.02	0.03	0.05	0.42	0.08	0.30	0.00	0.01	0.36	0.12	0.19
91-99 Government & non NAICs	0.08	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00
Total	**20.21**	**1.56**	**1.74**	**0.64**	**0.14**	**0.09**	**0.24**	**0.14**	**0.80**	**0.26**	**0.98**	**0.74**	**0.20**	**2.15**	**0.59**	**0.73**	**2.80**	**3.19**	**0.13**	**0.22**	**1.21**	**0.34**	**1.31**

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-7
Employees by Occupation and Industry
Land Use Type
Single Family Town

Industry	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.34	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.25	0.00	0.01	0.01	0.04
21 Mining	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.41	0.03	0.02	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.25	0.04	0.01	0.01
31-33 Manufacturing	0.12	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.06	0.01
42 Wholesale Trade	0.53	0.05	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.12	0.09	0.00	0.00	0.04	0.03	0.13
44-45 Retail trade	5.44	0.19	0.07	0.02	0.00	0.00	0.00	0.00	0.00	0.05	0.19	0.01	0.02	0.19	0.04	0.03	2.79	0.48	0.01	0.01	0.25	0.13	0.93
48-49 Transportation & Warehousing	0.68	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.15	0.00	0.00	0.03	0.01	0.46
51 Information	0.56	0.06	0.06	0.13	0.01	0.00	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.07	0.00	0.00	0.04	0.00	0.01
52 Finance & insurance	6.89	0.72	1.94	0.53	0.00	0.00	0.02	0.07	0.00	0.02	0.07	0.00	0.01	0.00	0.01	0.00	1.07	2.40	0.00	0.00	0.01	0.00	0.00
53 Real estate & rental	5.40	0.86	0.36	0.04	0.01	0.00	0.00	0.02	0.00	0.04	0.01	0.00	0.06	0.04	0.31	0.05	1.13	1.00	0.00	0.08	1.07	0.02	0.31
54 Professional- scientific & tech svcs	2.27	0.26	0.41	0.40	0.22	0.08	0.00	0.18	0.00	0.08	0.06	0.02	0.00	0.00	0.01	0.01	0.10	0.35	0.00	0.02	0.02	0.03	0.02
55 Management of companies	0.15	0.03	0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.32	0.06	0.08	0.04	0.01	0.01	0.00	0.00	0.00	0.01	0.03	0.02	0.12	0.01	0.28	0.00	0.06	0.23	0.00	0.04	0.04	0.10	0.18
61 Educational svcs	2.47	0.14	0.07	0.04	0.00	0.03	0.08	0.00	1.45	0.05	0.05	0.01	0.04	0.07	0.09	0.04	0.01	0.21	0.00	0.01	0.03	0.00	0.05
62 Health & social services	4.84	0.19	0.10	0.03	0.00	0.03	0.27	0.00	0.12	0.01	1.60	1.40	0.02	0.12	0.10	0.13	0.02	0.63	0.00	0.00	0.04	0.02	0.03
71 Arts- entertainment & recreation	1.15	0.07	0.05	0.01	0.00	0.00	0.00	0.00	0.03	0.09	0.00	0.00	0.05	0.15	0.09	0.33	0.08	0.12	0.00	0.00	0.05	0.00	0.02
72 Accomodation & food services	4.84	0.17	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	3.82	0.19	0.04	0.19	0.16	0.00	0.00	0.05	0.04	0.12
81 Other services	4.43	0.35	0.33	0.05	0.01	0.02	0.12	0.01	0.06	0.09	0.02	0.06	0.04	0.07	0.10	0.88	0.17	0.63	0.00	0.02	0.76	0.25	0.41
91-99 Government & non NAICs	0.17	0.01	0.02	0.00	0.01	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.04	0.00	0.00	0.00	0.00	0.03	0.00	0.01	0.01	0.00	0.01
Total	**42.04**	**3.25**	**3.62**	**1.33**	**0.29**	**0.18**	**0.50**	**0.29**	**1.67**	**0.54**	**2.04**	**1.54**	**0.42**	**4.48**	**1.22**	**1.52**	**5.82**	**6.64**	**0.27**	**0.45**	**2.51**	**0.71**	**2.73**

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-8
Employees by Occupation and Industry
Land Use Type
Single Family County

Industry	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.66	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.03	0.47	0.00	0.01	0.02	0.07
21 Mining	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00
23 Construction	0.79	0.06	0.04	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.07	0.00	0.47	0.07	0.01	0.03
31-33 Manufacturing	0.23	0.01	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.01	0.11	0.02
42 Wholesale Trade	1.00	0.09	0.06	0.03	0.01	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.23	0.17	0.01	0.01	0.07	0.05	0.25
44-45 Retail trade	10.37	0.36	0.14	0.04	0.00	0.00	0.00	0.00	0.00	0.10	0.37	0.03	0.04	0.37	0.08	0.06	5.32	0.92	0.02	0.03	0.48	0.25	1.77
48-49 Transportation & Warehousing	1.30	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.28	0.00	0.01	0.07	0.02	0.87
51 Information	1.07	0.12	0.12	0.26	0.02	0.00	0.00	0.00	0.01	0.16	0.00	0.00	0.00	0.00	0.00	0.01	0.12	0.14	0.00	0.00	0.09	0.01	0.01
52 Finance & insurance	13.14	1.38	3.70	1.00	0.00	0.00	0.04	0.14	0.00	0.04	0.13	0.00	0.02	0.00	0.01	0.00	2.05	4.57	0.00	0.00	0.03	0.00	0.00
53 Real estate & rental	10.30	1.64	0.69	0.08	0.02	0.00	0.01	0.03	0.00	0.08	0.01	0.01	0.11	0.08	0.59	0.09	2.15	1.90	0.00	0.14	2.05	0.04	0.60
54 Professional- scientific & tech svcs	4.33	0.51	0.78	0.76	0.41	0.16	0.00	0.33	0.00	0.15	0.11	0.05	0.01	0.00	0.01	0.02	0.18	0.66	0.00	0.04	0.04	0.06	0.04
55 Management of companies	0.29	0.06	0.07	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.00	0.00	0.01	0.00	0.01
56 Administrative & waste services	2.52	0.11	0.15	0.07	0.02	0.01	0.01	0.00	0.01	0.01	0.05	0.04	0.24	0.02	0.54	0.01	0.11	0.44	0.00	0.07	0.08	0.18	0.35
61 Educational svcs	4.71	0.27	0.14	0.08	0.01	0.06	0.14	0.00	2.77	0.09	0.10	0.02	0.07	0.13	0.17	0.07	0.01	0.41	0.00	0.01	0.06	0.01	0.09
62 Health & social services	9.22	0.36	0.18	0.06	0.00	0.05	0.51	0.00	0.22	0.02	3.06	2.67	0.04	0.22	0.18	0.24	0.03	1.20	0.00	0.01	0.07	0.03	0.06
71 Arts- entertainment & recreation	2.18	0.14	0.09	0.01	0.00	0.00	0.00	0.00	0.05	0.16	0.01	0.00	0.10	0.29	0.18	0.63	0.15	0.22	0.00	0.01	0.09	0.00	0.04
72 Accomodation & food services	9.23	0.33	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.05	7.28	0.35	0.08	0.36	0.30	0.00	0.00	0.10	0.07	0.23
81 Other services	8.45	0.66	0.62	0.09	0.02	0.03	0.23	0.02	0.12	0.17	0.03	0.12	0.07	0.14	0.18	1.67	0.33	1.20	0.00	0.03	1.44	0.47	0.77
91-99 Government & non NAICs	0.33	0.02	0.04	0.01	0.01	0.01	0.02	0.01	0.01	0.00	0.02	0.00	0.07	0.00	0.01	0.01	0.00	0.05	0.00	0.02	0.01	0.01	0.01
Total	**80.17**	**6.19**	**6.90**	**2.53**	**0.56**	**0.35**	**0.96**	**0.55**	**3.19**	**1.03**	**3.90**	**2.94**	**0.81**	**8.54**	**2.33**	**2.90**	**11.10**	**12.66**	**0.51**	**0.86**	**4.79**	**1.35**	**5.21**

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-9
Households by Occupation and Industry
Land Use Type
Office

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.76	0.06	0.06	0.13	0.01	0.00	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.07	0.00	0.00	0.04	0.00	0.01
52 Finance & insurance	1.76	0.16	0.42	0.11	0.00	0.00	0.00	0.02	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.23	0.52	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.76	0.32	0.14	0.01	0.00	0.00	0.00	0.01	0.00	0.02	0.00	0.00	0.02	0.01	0.12	0.02	0.42	0.37	0.00	0.03	0.40	0.01	0.12
54 Professional- scientific & tech svcs	1.76	0.38	0.59	0.57	0.31	0.12	0.00	0.25	0.00	0.12	0.08	0.04	0.01	0.00	0.01	0.01	0.14	0.49	0.00	0.03	0.03	0.04	0.03
55 Management of companies	1.76	0.03	0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.10	0.13	0.07	0.02	0.01	0.01	0.00	0.01	0.01	0.05	0.04	0.21	0.02	0.48	0.01	0.10	0.39	0.00	0.07	0.07	0.16	0.31
61 Educational svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.76	0.05	0.03	0.01	0.00	0.01	0.06	0.00	0.00	0.00	0.54	0.41	0.00	0.00	0.01	0.00	0.01	0.31	0.00	0.00	0.00	0.00	0.01
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatio	1.76	0.07	0.10	0.01	0.00	0.01	0.05	0.00	0.02	0.03	0.00	0.00	0.01	0.03	0.02	0.04	0.01	0.10	0.00	0.00	0.01	0.00	0.00
91-99 Government & non NAICs	1.76	0.03	0.06	0.02	0.02	0.02	0.03	0.01	0.01	0.00	0.03	0.01	0.11	0.00	0.01	0.01	0.00	0.09	0.00	0.03	0.02	0.01	0.02
Total		**1.21**	**1.56**	**0.95**	**0.36**	**0.17**	**0.16**	**0.30**	**0.05**	**0.27**	**0.72**	**0.49**	**0.37**	**0.07**	**0.65**	**0.10**	**0.97**	**2.39**	**0.01**	**0.15**	**0.59**	**0.23**	**0.50**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-10
Households by Occupation and Industry
Land Use Type

Industrial

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.29	0.22	0.01	0.05	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.02	0.00	0.08	0.37	0.00	2.39	0.36	0.06	0.13
31-33 Manufacturing	1.76	0.02	0.02	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.01	0.02	0.19	0.03
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.76	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.17	0.00	0.00	0.04	0.01	0.52
51 Information	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.00	0.01	0.02	0.00	0.00	0.00	0.01	0.02
61 Educational svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.76	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.08	0.01	0.03
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatio	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		**0.35**	**0.24**	**0.02**	**0.08**	**0.01**	**0.00**	**0.00**	**0.00**	**0.01**	**0.00**	**0.00**	**0.02**	**0.00**	**0.05**	**0.00**	**0.12**	**0.61**	**0.00**	**2.40**	**0.50**	**0.28**	**0.73**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-11
Households by Occupation and Industry
Land Use Type
Retail/ Service/ Restaurant

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.17	0.06	0.02	0.00	0.00	0.00	0.00	0.00	0.05	0.17	0.01	0.02	0.17	0.04	0.03	2.45	0.42	0.01	0.01	0.22	0.11	0.81
48-49 Transportation & Warehousing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.76	0.16	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	4.39	0.02	0.00	0.20	0.04	0.00	0.00	0.01	0.03	0.13
811 Repair and maintenance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatio	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		**0.33**	**0.09**	**0.02**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.05**	**0.17**	**0.01**	**0.03**	**4.57**	**0.06**	**0.03**	**2.65**	**0.46**	**0.01**	**0.01**	**0.23**	**0.14**	**0.95**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-12
Households by Occupation and Industry
Land Use Type
Lodging

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.76	0.36	0.12	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.16	1.02	1.50	0.37	0.17	1.13	0.00	0.01	0.38	0.11	0.05
722 Food services and drinking places	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatio	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total		**0.36**	**0.12**	**0.01**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.01**	**0.00**	**0.02**	**0.16**	**1.02**	**1.50**	**0.37**	**0.17**	**1.13**	**0.00**	**0.01**	**0.38**	**0.11**	**0.05**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-13
Households by Occupation and Industry
Land Use Type
Institutional/ Recreation/ Amusement

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	1.76	0.04	0.02	0.01	0.00	0.01	0.02	0.00	0.41	0.01	0.01	0.00	0.01	0.02	0.02	0.01	0.00	0.06	0.00	0.00	0.01	0.00	0.01
621 Ambulatory health care services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.14	0.09	0.01	0.00	0.00	0.00	0.00	0.05	0.16	0.01	0.00	0.10	0.29	0.18	0.62	0.15	0.22	0.00	0.01	0.09	0.00	0.04
721 Accommodation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatio	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.76	0.06	0.10	0.03	0.03	0.03	0.05	0.02	0.02	0.01	0.04	0.01	0.19	0.01	0.02	0.02	0.01	0.15	0.00	0.04	0.04	0.02	0.04
Total		**0.24**	**0.21**	**0.05**	**0.03**	**0.04**	**0.07**	**0.03**	**0.47**	**0.18**	**0.06**	**0.02**	**0.30**	**0.31**	**0.22**	**0.65**	**0.15**	**0.43**	**0.00**	**0.05**	**0.14**	**0.02**	**0.09**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-14
Households by Occupation and Industry
Land Use Type:
Multifamily

Industry	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000	Total
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.00	0.01	0.09
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.07	0.01	0.00	0.00	0.11
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.03
42 Wholesale Trade	1.76	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.02	0.00	0.00	0.01	0.01	0.04	0.14
44-45 Retail trade	1.76	0.05	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.05	0.00	0.01	0.05	0.01	0.01	0.76	0.13	0.00	0.00	0.07	0.04	0.25	1.49
48-49 Transportation & Warehousing	1.76	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.01	0.00	0.12	0.19
51 Information	1.76	0.02	0.02	0.04	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.02	0.00	0.00	0.01	0.00	0.00	0.15
52 Finance & insurance	1.76	0.20	0.53	0.14	0.00	0.00	0.01	0.02	0.00	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.29	0.65	0.00	0.00	0.00	0.00	0.00	1.88
53 Real estate & rental	1.76	0.24	0.10	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02	0.01	0.08	0.01	0.31	0.27	0.00	0.02	0.29	0.01	0.09	1.48
54 Professional- scientific & tech svcs	1.76	0.07	0.11	0.11	0.06	0.02	0.00	0.05	0.00	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.03	0.09	0.00	0.01	0.01	0.01	0.01	0.62
55 Management of companies	1.76	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.04
56 Administrative & waste services	1.76	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.03	0.00	0.08	0.00	0.02	0.06	0.00	0.01	0.01	0.03	0.05	0.36
61 Educational svcs	1.76	0.04	0.02	0.01	0.00	0.01	0.02	0.00	0.40	0.01	0.01	0.00	0.01	0.02	0.02	0.01	0.00	0.06	0.00	0.00	0.01	0.00	0.01	0.68
62 Health & social services	1.76	0.05	0.03	0.01	0.00	0.01	0.07	0.00	0.03	0.00	0.44	0.38	0.01	0.03	0.03	0.03	0.00	0.17	0.00	0.00	0.01	0.00	0.01	1.32
71 Arts- entertainment & recreation	1.76	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.01	0.04	0.03	0.09	0.02	0.03	0.00	0.00	0.01	0.00	0.01	0.31
72 Accomodation & food services	1.76	0.05	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	1.04	0.05	0.01	0.05	0.04	0.00	0.00	0.01	0.01	0.03	1.32
81 Other services	1.76	0.10	0.09	0.01	0.00	0.00	0.03	0.00	0.02	0.02	0.00	0.02	0.01	0.02	0.03	0.24	0.05	0.17	0.00	0.00	0.21	0.07	0.11	1.21
91-99 Government & non NAICs	1.76	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.05
Total		**0.89**	**0.99**	**0.36**	**0.08**	**0.05**	**0.14**	**0.08**	**0.46**	**0.15**	**0.56**	**0.42**	**0.12**	**1.22**	**0.33**	**0.42**	**1.59**	**1.81**	**0.07**	**0.12**	**0.69**	**0.19**	**0.75**	**11.49**

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-15
Households by Occupation and Industry
Land Use Type:
Single Family Town

Industry	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000	Total
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.14	0.00	0.00	0.01	0.02	0.20
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
23 Construction	1.76	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.14	0.02	0.00	0.01	0.24
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.03	0.01	0.07
42 Wholesale Trade	1.76	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.07	0.05	0.00	0.00	0.02	0.02	0.07	0.30
44-45 Retail trade	1.76	0.11	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.03	0.11	0.01	0.01	0.11	0.02	0.02	1.59	0.27	0.01	0.01	0.14	0.07	0.53	3.09
48-49 Transportation & Warehousing	1.76	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.08	0.00	0.00	0.02	0.00	0.26	0.39
51 Information	1.76	0.04	0.03	0.08	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.04	0.00	0.00	0.03	0.00	0.00	0.32
52 Finance & insurance	1.76	0.41	1.10	0.30	0.00	0.00	0.01	0.04	0.00	0.01	0.04	0.00	0.01	0.00	0.00	0.00	0.61	1.36	0.00	0.00	0.01	0.00	0.00	3.92
53 Real estate & rental	1.76	0.49	0.21	0.02	0.01	0.00	0.00	0.01	0.00	0.02	0.00	0.00	0.03	0.02	0.18	0.03	0.64	0.57	0.00	0.04	0.61	0.01	0.18	3.07
54 Professional- scientific & tech svcs	1.76	0.15	0.23	0.23	0.12	0.05	0.00	0.10	0.00	0.05	0.03	0.01	0.00	0.00	0.00	0.01	0.05	0.20	0.00	0.01	0.01	0.02	0.01	1.29
55 Management of companies	1.76	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.09
56 Administrative & waste services	1.76	0.03	0.04	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.01	0.07	0.01	0.16	0.00	0.03	0.13	0.00	0.02	0.02	0.05	0.10	0.75
61 Educational svcs	1.76	0.08	0.04	0.02	0.00	0.02	0.04	0.00	0.83	0.03	0.03	0.01	0.02	0.04	0.05	0.02	0.00	0.12	0.00	0.00	0.02	0.00	0.03	1.40
62 Health & social services	1.76	0.11	0.06	0.02	0.00	0.02	0.15	0.00	0.07	0.00	0.91	0.80	0.01	0.07	0.05	0.07	0.01	0.36	0.00	0.00	0.02	0.01	0.02	2.75
71 Arts- entertainment & recreation	1.76	0.04	0.03	0.00	0.00	0.00	0.00	0.00	0.02	0.05	0.00	0.00	0.03	0.09	0.05	0.19	0.04	0.07	0.00	0.00	0.03	0.00	0.01	0.65
72 Accomodation & food services	1.76	0.10	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	2.17	0.11	0.02	0.11	0.09	0.00	0.00	0.03	0.02	0.07	2.75
81 Other services	1.76	0.20	0.18	0.03	0.01	0.01	0.07	0.01	0.04	0.05	0.01	0.04	0.02	0.04	0.05	0.50	0.10	0.36	0.00	0.01	0.43	0.14	0.23	2.52
91-99 Government & non NAICs	1.76	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.10
Total		**1.85**	**2.06**	**0.76**	**0.17**	**0.10**	**0.29**	**0.16**	**0.95**	**0.31**	**1.16**	**0.88**	**0.24**	**2.55**	**0.70**	**0.86**	**3.31**	**3.77**	**0.15**	**0.26**	**1.43**	**0.40**	**1.55**	**23.91**

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table B-16
Households by Occupation and Industry
Land Use Type:
Single Family County

Industry	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000	Total
11 Ag, Forestry, Fish & Hunting	1.76	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.27	0.00	0.01	0.01	0.04	0.37
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02
23 Construction	1.76	0.03	0.02	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.27	0.04	0.01	0.01	0.45
31-33 Manufacturing	1.76	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.07	0.01	0.13
42 Wholesale Trade	1.76	0.05	0.04	0.02	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.13	0.09	0.00	0.00	0.04	0.03	0.14	0.57
44-45 Retail trade	1.76	0.20	0.08	0.02	0.00	0.00	0.00	0.00	0.00	0.06	0.21	0.02	0.02	0.21	0.04	0.03	3.03	0.52	0.01	0.01	0.27	0.14	1.00	5.90
48-49 Transportation & Warehousing	1.76	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.16	0.00	0.00	0.04	0.01	0.49	0.74
51 Information	1.76	0.07	0.07	0.15	0.01	0.00	0.00	0.00	0.00	0.09	0.00	0.00	0.00	0.00	0.00	0.01	0.07	0.08	0.00	0.00	0.05	0.00	0.01	0.61
52 Finance & insurance	1.76	0.79	2.10	0.57	0.00	0.00	0.02	0.08	0.00	0.02	0.07	0.00	0.01	0.00	0.01	0.00	1.16	2.60	0.00	0.00	0.02	0.00	0.00	7.47
53 Real estate & rental	1.76	0.94	0.39	0.04	0.01	0.00	0.00	0.02	0.00	0.04	0.01	0.00	0.06	0.04	0.34	0.05	1.22	1.08	0.00	0.08	1.16	0.02	0.34	5.86
54 Professional- scientific & tech svcs	1.76	0.29	0.45	0.43	0.23	0.09	0.00	0.19	0.00	0.09	0.06	0.03	0.00	0.00	0.01	0.01	0.10	0.38	0.00	0.02	0.02	0.03	0.02	2.46
55 Management of companies	1.76	0.03	0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.00	0.00	0.00	0.00	0.16
56 Administrative & waste services	1.76	0.06	0.08	0.04	0.01	0.01	0.00	0.00	0.00	0.01	0.03	0.02	0.14	0.01	0.31	0.00	0.06	0.25	0.00	0.04	0.04	0.10	0.20	1.44
61 Educational svcs	1.76	0.15	0.08	0.05	0.00	0.03	0.08	0.00	1.57	0.05	0.06	0.01	0.04	0.08	0.10	0.04	0.01	0.23	0.00	0.01	0.04	0.00	0.05	2.68
62 Health & social services	1.76	0.21	0.11	0.03	0.00	0.03	0.29	0.00	0.13	0.01	1.74	1.52	0.02	0.13	0.10	0.14	0.02	0.68	0.00	0.00	0.04	0.02	0.04	5.24
71 Arts- entertainment & recreation	1.76	0.08	0.05	0.01	0.00	0.00	0.00	0.00	0.03	0.09	0.00	0.00	0.06	0.16	0.10	0.36	0.08	0.13	0.00	0.00	0.05	0.00	0.02	1.24
72 Accomodation & food services	1.76	0.19	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	4.14	0.20	0.05	0.20	0.17	0.00	0.00	0.06	0.04	0.13	5.25
81 Other services	1.76	0.38	0.35	0.05	0.01	0.02	0.13	0.01	0.07	0.10	0.02	0.07	0.04	0.08	0.10	0.95	0.19	0.68	0.00	0.02	0.82	0.27	0.44	4.80
91-99 Government & non NAICs	1.76	0.01	0.02	0.01	0.01	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.04	0.00	0.00	0.00	0.00	0.03	0.00	0.01	0.01	0.00	0.01	0.19
Total		**3.52**	**3.92**	**1.44**	**0.32**	**0.20**	**0.55**	**0.31**	**1.81**	**0.59**	**2.22**	**1.67**	**0.46**	**4.85**	**1.33**	**1.65**	**6.31**	**7.20**	**0.29**	**0.49**	**2.72**	**0.77**	**2.96**	**45.59**

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

APPENDIX C:

Wages and Household Income by Occupation and Industry

Appendix Table C-1
Wages by Occupation and Industry
Land Use Type:
Commercial

Industry	NAICS	COUNTY	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000
Avg. Wage													
11 Ag, Forestry, Fish & Hunting	11	$41,862	$93,046	$68,947	$85,310	$73,460	$59,319	$0	$0	$38,473	$0	$141,720	$0
21 Mining	21	$109,477	$126,792	$82,652	$98,267	$99,100	$81,778	$0	$136,324	$0	$86,015	$0	$0
22 Utilities[1]	22	$107,815	---	---	---	---	---	---	---	---	---	---	---
23 Construction	23	$65,512	$101,822	$72,566	$72,249	$71,098	$70,892	$46,331	$131,279	$0	$55,934	$0	$0
31-33 Manufacturing	31-33	$45,686	$76,668	$46,400	$56,056	$52,438	$42,954	$27,485	$99,428	$40,268	$32,353	$47,656	$24,579
42 Wholesale Trade	42	$90,347	$123,984	$73,119	$81,964	$86,990	$82,328	$98,913	$144,769	$56,903	$46,662	$77,037	$50,363
44-45 Retail trade	44-45	$50,121	$112,149	$75,974	$82,897	$97,375	$75,870	$47,476	$102,132	$55,262	$47,302	$81,876	$38,628
48-49 Transportation & Warehousing	48-49	$51,601	$91,523	$0	$68,440	$69,614	$0	$0	$104,916	$55,754	$37,039	$0	$0
51 Information	51	$87,327	$79,957	$47,582	$52,571	$56,485	$53,169	$33,020	$90,716	$30,115	$34,635	$38,921	$0
52 Finance & insurance	52	$285,306	$313,154	$181,041	$203,932	$249,194	$233,922	$139,777	$218,728	$178,613	$164,736	$177,090	$96,464
53 Real estate & rental	53	$78,634	$90,995	$77,556	$81,443	$92,382	$89,454	$50,078	$135,397	$34,150	$58,798	$64,084	$33,970
54 Professional- scientific & tech svcs	54	$143,013	$174,125	$101,827	$112,249	$106,187	$94,255	$71,910	$120,475	$91,302	$78,201	$84,030	$39,101
55 Management of companies	55	$2,878,145	$3,018,044	$1,653,154	$1,884,306	$2,044,429	$1,943,281	$1,027,716	$3,078,118	$1,100,826	$1,513,558	$1,594,165	$770,358
56 Administrative & waste services	56	$55,254	$118,138	$75,745	$90,732	$89,936	$72,117	$55,977	$98,371	$50,719	$66,551	$78,107	$36,853
61 Educational svcs	61	$49,551	$86,124	$54,442	$56,450	$64,786	$56,100	$50,517	$108,736	$50,697	$44,390	$57,226	$33,580
621 Ambulatory health care services	621	$68,412	$104,464	$62,699	$69,887	$76,998	$88,849	$51,521	$148,521	$50,963	$51,867	$104,665	$34,906
622 Hospitals	622	$74,073	$0	$70,626	$78,968	$77,810	$83,604	$60,080	$155,057	$81,774	$60,962	$83,997	$36,306
623 Nursing and residential care facilities	623	$39,862	$85,375	$56,824	$62,465	$0	$70,051	$41,152	$0	$41,190	$59,680	$61,226	$30,434
624 Social assistance	624	$30,242	$68,528	$53,018	$58,631	$59,130	$78,641	$42,411	$60,630	$30,712	$48,942	$64,311	$28,311
71 Arts- entertainment & recreation	71	$48,000	$90,450	$61,224	$66,933	$94,278	$66,028	$43,678	$176,493	$47,827	$63,034	$61,239	$61,925
721 Accommodation	721	$41,092	$80,193	$59,637	$66,901	$86,307	$41,132	$45,107	$0	$43,741	$53,633	$46,264	$39,159
722 Food services and drinking places	722	$37,301	$98,504	$72,580	$79,926	$0	$50,552	$0	$0	$47,749	$57,499	$91,411	$48,297
811 Repair and maintenance	811	$53,858	$94,695	$65,283	$61,564	$80,736	$79,609	$0	$0	$57,827	$57,579	$0	$0
812 Personal and laundry services	812	$41,652	$96,546	$67,645	$97,973	$0	$0	$51,454	$0	$76,757	$55,812	$96,419	$53,288
813 Membership associations and organizations	813	$72,196	$133,644	$86,200	$93,701	$125,547	$84,422	$58,639	$133,247	$52,765	$80,310	$82,987	$37,594
91-99 Government & non NAICs	92	$63,437	$85,839	$64,990	$71,246	$73,216	$61,979	$46,991	$80,710	$45,587	$55,249	$76,439	$33,423

Industry	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
Avg. Wage											
11 Ag, Forestry, Fish & Hunting	$31,720	$0	$34,744	$34,838	$70,117	$37,591	$36,845	$50,240	$43,953	$35,944	$42,884
21 Mining	$39,906	$32,500	$38,902	$0	$89,169	$46,565	$0	$54,775	$59,921	$57,528	$50,013
22 Utilities[1]	---	---	---	---	---	---	---	---	---	---	---
23 Construction	$39,831	$30,937	$35,071	$34,356	$65,032	$40,857	$37,374	$50,526	$51,809	$49,852	$46,183
31-33 Manufacturing	$28,459	$18,410	$20,320	$23,636	$39,135	$26,993	$21,673	$32,064	$34,725	$25,876	$24,152
42 Wholesale Trade	$38,367	$32,866	$34,692	$42,432	$69,245	$42,957	$33,781	$50,522	$53,177	$41,800	$40,205
44-45 Retail trade	$50,982	$37,139	$37,752	$39,836	$40,706	$45,254	$39,474	$58,056	$56,726	$45,328	$39,220
48-49 Transportation & Warehousing	$32,024	$35,668	$38,676	$28,258	$56,640	$41,785	$34,859	$54,665	$52,443	$48,100	$43,289
51 Information	$30,581	$15,702	$18,710	$17,532	$38,417	$26,137	$0	$35,900	$37,869	$25,337	$22,772
52 Finance & insurance	$132,801	$113,850	$72,210	$116,164	$154,320	$94,994	$96,651	$192,929	$111,856	$122,964	$137,024
53 Real estate & rental	$39,066	$35,333	$36,722	$38,689	$55,764	$43,710	$42,673	$55,224	$49,166	$47,744	$41,142
54 Professional- scientific & tech svcs	$69,918	$49,380	$42,951	$36,115	$97,112	$54,748	$53,779	$79,169	$68,435	$62,170	$57,148
55 Management of companies	$1,154,408	$870,868	$742,899	$844,113	$1,624,034	$984,550	$1,053,240	$1,357,154	$1,213,741	$1,266,877	$940,231
56 Administrative & waste services	$37,841	$33,789	$36,358	$36,738	$52,308	$41,855	$38,011	$51,080	$53,235	$38,176	$39,234
61 Educational svcs	$35,019	$26,899	$29,938	$28,641	$39,412	$35,128	$35,215	$48,405	$40,800	$44,146	$34,456
621 Ambulatory health care services	$39,077	$31,476	$30,220	$38,900	$62,636	$38,184	$33,205	$68,945	$49,138	$41,890	$44,981
622 Hospitals	$42,069	$34,464	$32,928	$38,502	$37,502	$41,204	$0	$60,829	$54,964	$43,680	$37,564
623 Nursing and residential care facilities	$33,885	$29,860	$28,749	$32,742	$56,231	$38,216	$32,050	$45,414	$42,055	$27,331	$31,071
624 Social assistance	$33,246	$29,359	$27,214	$27,536	$31,703	$36,691	$31,131	$46,529	$38,652	$27,551	$29,801
71 Arts- entertainment & recreation	$32,194	$32,120	$33,678	$35,663	$33,120	$35,280	$39,824	$56,518	$43,314	$43,106	$36,814
721 Accommodation	$36,783	$33,217	$30,094	$33,842	$44,055	$32,640	$44,544	$52,182	$40,889	$30,147	$30,868
722 Food services and drinking places	$47,917	$44,382	$45,429	$63,723	$40,258	$57,645	$0	$90,118	$52,747	$48,410	$39,500
811 Repair and maintenance	$0	$34,123	$30,677	$28,898	$50,908	$39,933	$0	$55,899	$49,599	$49,012	$32,288
812 Personal and laundry services	$49,207	$41,514	$38,572	$42,000	$39,490	$38,202	$51,541	$73,672	$52,533	$35,658	$44,361
813 Membership associations and organizations	$40,451	$37,034	$41,486	$40,902	$59,835	$52,893	$49,305	$62,785	$53,052	$67,130	$46,187
91-99 Government & non NAICs	$52,195	$31,368	$31,823	$29,421	$37,689	$38,458	$39,224	$44,575	$48,554	$49,455	$45,053

[1] Not reported by BLS.
Source: Economic & Planning Systems

Appendix Table C-2
Wages by Occupation and Industry
Land Use Type:
Residential

Industry	NAICS		Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Avg. Wage		**COUNTY**										
11 Ag, Forestry, Fish & Hunting	11	$41,862	$93,046	$68,947	$85,310	$73,460	$59,319	$0	$0	$38,473	$0	$141,720
21 Mining	21	$109,477	$126,792	$82,652	$98,267	$99,100	$81,778	$0	$136,324	$0	$86,015	$0
22 Utilities	22	$107,815	$141,460	$92,198	$97,286	$97,285	$96,897	$0	$147,654	$0	$90,677	$0
23 Construction	23	$65,512	$101,822	$72,566	$72,249	$71,098	$70,892	$46,331	$131,279	$0	$55,934	$0
31-33 Manufacturing	31-33	$45,686	$76,668	$46,400	$56,056	$52,438	$42,954	$27,485	$99,428	$40,268	$32,353	$47,656
42 Wholesale Trade	42	$90,347	$123,984	$73,119	$81,964	$86,990	$82,328	$98,913	$144,769	$56,903	$46,662	$77,037
44-45 Retail trade	44-45	$50,121	$112,149	$75,974	$82,897	$97,375	$75,870	$47,476	$102,132	$55,262	$47,302	$81,876
48-49 Transportation & Warehousing	48-49	$51,601	$91,523	$0	$68,440	$69,614	$0	$0	$104,916	$55,754	$37,039	$0
51 Information	51	$87,327	$79,957	$47,582	$52,571	$56,485	$53,169	$33,020	$90,716	$30,115	$34,635	$38,921
52 Finance & insurance	52	$285,306	$313,154	$181,041	$203,932	$249,194	$233,922	$139,777	$218,728	$178,613	$164,736	$177,090
53 Real estate & rental	53	$78,634	$90,995	$77,556	$81,443	$92,382	$89,454	$50,078	$135,397	$34,150	$58,798	$64,084
54 Professional- scientific & tech svcs	54	$143,013	$174,125	$101,827	$112,249	$106,187	$94,255	$71,910	$120,475	$91,302	$78,201	$84,030
55 Management of companies	55	$2,878,145	$3,018,044	$1,653,154	$1,884,306	$2,044,429	$1,943,281	$1,027,716	$3,078,118	$1,100,826	$1,513,558	$1,594,165
56 Administrative & waste services	56	$55,254	$118,138	$75,745	$90,732	$89,936	$72,117	$55,977	$98,371	$50,719	$66,551	$78,107
61 Educational svcs	61	$49,551	$86,124	$54,442	$56,450	$64,786	$56,100	$50,517	$108,736	$50,697	$44,390	$57,226
62 Health & social services	62	$58,406	$98,675	$61,697	$73,395	$75,376	$84,407	$46,388	$107,237	$34,325	$53,290	$90,248
71 Arts- entertainment & recreation	71	$48,000	$90,450	$61,224	$66,933	$94,278	$66,028	$43,678	$176,493	$47,827	$63,034	$61,239
72 Accomodation & food services	72	$39,908	$103,797	$78,317	$93,235	$127,306	$54,271	$80,822	$0	$62,319	$70,170	$87,584
81 Other services	81	$56,670	$116,600	$79,668	$85,548	$95,786	$79,160	$55,081	$126,292	$49,846	$73,849	$83,811
91-99 Government & non NAICs	92	$63,437	$85,839	$64,990	$71,246	$73,216	$61,979	$46,991	$80,710	$45,587	$55,249	$76,439

Industry	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	$0	$31,720	$0	$34,744	$34,838	$70,117	$37,591	$36,845	$50,240	$43,953	$35,944	$42,884
21 Mining	$0	$39,906	$32,500	$38,902	$0	$89,169	$46,565	$0	$54,775	$59,921	$57,528	$50,013
22 Utilities	$0	$63,726	$0	$49,365	$0	$83,326	$58,566	$44,690	$76,287	$85,193	$81,450	$65,803
23 Construction	$0	$39,831	$30,937	$35,071	$34,356	$65,032	$40,857	$37,374	$50,526	$51,809	$49,852	$46,183
31-33 Manufacturing	$24,579	$28,459	$18,410	$20,320	$23,636	$39,135	$26,993	$21,673	$32,064	$34,725	$25,876	$24,152
42 Wholesale Trade	$50,363	$38,367	$32,866	$34,692	$42,432	$69,245	$42,957	$33,781	$50,522	$53,177	$41,800	$40,205
44-45 Retail trade	$38,628	$50,982	$37,139	$37,752	$39,836	$40,706	$45,254	$39,474	$58,056	$56,726	$45,328	$39,220
48-49 Transportation & Warehousing	$0	$32,024	$35,668	$38,676	$28,258	$56,640	$41,785	$34,859	$54,665	$52,443	$48,100	$43,289
51 Information	$0	$30,581	$15,702	$18,710	$17,532	$38,417	$26,137	$0	$35,900	$37,869	$25,337	$22,772
52 Finance & insurance	$96,464	$132,801	$113,850	$72,210	$116,164	$154,320	$94,994	$96,651	$192,929	$111,856	$122,964	$137,024
53 Real estate & rental	$33,970	$39,066	$35,333	$36,722	$38,689	$55,764	$43,710	$42,673	$55,224	$49,166	$47,744	$41,142
54 Professional- scientific & tech svcs	$39,101	$69,918	$49,380	$42,951	$36,115	$97,112	$54,748	$53,779	$79,169	$68,435	$62,170	$57,148
55 Management of companies	$770,358	$1,154,408	$870,868	$742,899	$844,113	$1,624,034	$984,550	$1,053,240	$1,357,154	$1,213,741	$1,266,877	$940,231
56 Administrative & waste services	$36,853	$37,841	$33,789	$36,358	$36,738	$52,308	$41,855	$38,011	$51,080	$53,235	$38,176	$39,234
61 Educational svcs	$33,580	$35,019	$26,899	$29,938	$28,641	$39,412	$35,128	$35,215	$48,405	$40,800	$44,146	$34,456
62 Health & social services	$32,037	$38,707	$30,601	$30,290	$29,302	$44,360	$38,793	$31,265	$54,755	$46,293	$34,528	$34,610
71 Arts- entertainment & recreation	$61,925	$32,194	$32,120	$33,678	$35,663	$33,120	$35,280	$39,824	$56,518	$43,314	$43,106	$36,814
72 Accomodation & food services	$57,270	$51,978	$44,074	$44,357	$49,489	$43,154	$49,592	$61,396	$78,464	$58,718	$46,366	$39,604
81 Other services	$50,063	$38,631	$34,907	$38,636	$41,243	$50,619	$45,943	$46,252	$63,405	$57,815	$45,573	$39,534
91-99 Government & non NAICs	$33,423	$52,195	$31,368	$31,823	$29,421	$37,689	$38,458	$39,224	$44,575	$48,554	$49,455	$45,053

Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table C-3
Household Income by Occupation and Industry
Land Use Type:
Commercial

	Earners per Household	Average Wage	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	$41,862	$163,638	$121,256	$150,033	$129,193	$104,322	$0	$0	$67,662	$0	$249,240	$0	$55,785	$0	$61,104	$61,269	$123,313	$66,110	$64,799	$88,356	$77,298	$63,214	$75,418
21 Mining	1.76	$109,477	$222,987	$145,358	$172,820	$174,285	$143,821	$0	$239,750	$0	$151,273	$0	$0	$70,181	$57,157	$68,416	$0	$156,820	$81,892	$0	$96,332	$105,382	$101,173	$87,957
22 Utilities[1]	1.76	$107,815	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
23 Construction	1.76	$65,512	$179,073	$127,620	$127,063	$125,038	$124,676	$81,481	$230,878	$0	$98,369	$0	$0	$70,051	$54,408	$61,679	$60,421	$114,370	$71,854	$65,729	$88,859	$91,116	$87,674	$81,222
31-33 Manufacturing	1.76	$45,686	$134,835	$81,603	$98,585	$92,221	$75,543	$48,337	$174,862	$70,818	$56,898	$83,811	$43,227	$50,050	$32,378	$35,737	$41,569	$68,826	$47,472	$38,115	$56,390	$61,070	$45,508	$42,476
42 Wholesale Trade	1.76	$90,347	$218,048	$128,593	$144,149	$152,987	$144,789	$173,957	$254,602	$100,075	$82,063	$135,484	$88,573	$67,476	$57,800	$61,012	$74,624	$121,779	$75,548	$59,410	$88,852	$93,522	$73,512	$70,707
44-45 Retail trade	1.76	$50,121	$197,234	$133,614	$145,790	$171,251	$133,431	$83,496	$179,617	$97,188	$83,189	$143,993	$67,933	$89,660	$65,316	$66,393	$70,059	$71,588	$79,587	$69,421	$102,102	$99,762	$79,718	$68,975
48-49 Transportation & Warehousing	1.76	$51,601	$160,959	$0	$120,364	$122,428	$0	$0	$184,514	$98,053	$65,140	$0	$0	$56,321	$62,728	$68,019	$49,697	$99,612	$73,487	$61,306	$96,138	$92,230	$84,592	$76,131
51 Information	1.76	$87,327	$140,619	$83,682	$92,456	$99,339	$93,508	$58,072	$159,540	$52,963	$60,911	$68,449	$0	$53,783	$27,616	$32,904	$30,833	$67,564	$45,967	$0	$63,137	$66,599	$44,559	$40,048
52 Finance & insurance	1.76	$285,306	$550,737	$318,394	$358,650	$438,252	$411,394	$245,823	$384,672	$314,123	$289,717	$311,445	$169,649	$233,554	$200,226	$126,994	$204,295	$271,399	$167,065	$169,979	$339,301	$196,719	$216,254	$240,981
53 Real estate & rental	1.76	$78,634	$160,030	$136,396	$143,231	$162,470	$157,321	$88,071	$238,120	$60,059	$103,407	$112,703	$59,743	$68,705	$62,139	$64,582	$68,042	$98,071	$76,872	$75,049	$97,122	$86,467	$83,966	$72,355
54 Professional- scientific & tech svcs	1.76	$143,013	$306,230	$179,080	$197,410	$186,750	$165,765	$126,467	$211,878	$160,572	$137,531	$147,782	$68,767	$122,964	$86,844	$75,537	$63,515	$170,789	$96,285	$94,580	$139,232	$120,356	$109,337	$100,505
55 Management of companies	1.76	$2,878,145	$5,307,770	$2,907,368	$3,313,889	$3,595,494	$3,417,607	$1,807,423	$5,413,422	$1,936,000	$2,661,862	$2,803,623	$1,354,812	$2,030,234	$1,531,577	$1,306,520	$1,484,523	$2,856,154	$1,731,508	$1,852,312	$2,386,798	$2,134,580	$2,228,031	$1,653,565
56 Administrative & waste services	1.76	$55,254	$207,766	$133,211	$159,568	$158,169	$126,832	$98,445	$173,003	$89,198	$117,042	$137,364	$64,812	$66,550	$59,423	$63,943	$64,610	$91,993	$73,609	$66,849	$89,833	$93,623	$67,138	$69,000
61 Educational svcs	1.76	$49,551	$151,465	$95,746	$99,278	$113,938	$98,661	$88,843	$191,232	$89,161	$78,067	$100,642	$59,057	$61,588	$47,307	$52,651	$50,370	$69,313	$61,778	$61,933	$85,129	$71,754	$77,638	$60,597
621 Ambulatory health care services	1.76	$68,412	$183,719	$110,268	$122,909	$135,415	$156,257	$90,609	$261,200	$89,627	$91,217	$184,073	$61,388	$68,723	$55,357	$53,148	$68,412	$110,156	$67,154	$58,397	$121,253	$86,418	$73,671	$79,108
622 Hospitals	1.76	$74,073	$0	$124,208	$138,879	$136,842	$147,033	$105,661	$272,695	$143,814	$107,212	$147,723	$63,851	$73,986	$60,611	$57,909	$67,713	$65,953	$72,464	$0	$106,979	$96,664	$76,819	$66,064
623 Nursing and residential care facilities	1.76	$39,862	$150,147	$99,934	$109,857	$0	$123,198	$72,374	$0	$72,440	$104,957	$107,676	$53,524	$59,592	$52,513	$50,561	$57,583	$98,893	$67,209	$56,366	$79,869	$73,961	$48,067	$54,643
624 Social assistance	1.76	$30,242	$120,518	$93,242	$103,114	$103,991	$138,305	$74,587	$106,628	$54,013	$86,074	$113,103	$49,790	$58,469	$51,634	$47,861	$48,427	$55,755	$64,528	$54,749	$81,830	$67,976	$48,453	$52,410
71 Arts- entertainment & recreation	1.76	$48,000	$159,072	$107,674	$117,714	$165,805	$116,123	$76,816	$310,395	$84,113	$110,857	$107,700	$108,906	$56,618	$56,489	$59,228	$62,720	$58,248	$62,046	$70,038	$99,398	$76,176	$75,809	$64,744
721 Accommodation	1.76	$41,092	$141,034	$104,883	$117,657	$151,787	$72,338	$79,328	$0	$76,927	$94,324	$81,363	$68,868	$64,690	$58,419	$52,926	$59,516	$77,478	$57,403	$78,338	$91,772	$71,910	$53,019	$54,287
722 Food services and drinking places	1.76	$37,301	$173,237	$127,645	$140,564	$0	$88,905	$0	$0	$83,975	$101,122	$160,763	$84,939	$84,270	$78,053	$79,895	$112,068	$70,800	$101,379	$0	$158,489	$92,765	$85,137	$69,467
811 Repair and maintenance	1.76	$53,858	$166,539	$114,812	$108,272	$141,988	$140,007	$0	$0	$101,700	$101,264	$0	$0	$0	$60,012	$53,951	$50,823	$89,531	$70,230	$0	$98,308	$87,229	$86,197	$56,784
812 Personal and laundry services	1.76	$41,652	$169,793	$118,965	$172,304	$0	$0	$90,491	$0	$134,991	$98,155	$169,570	$93,716	$86,540	$73,009	$67,836	$73,864	$69,449	$67,185	$90,645	$129,566	$92,389	$62,711	$78,018
813 Membership associations and organizations	1.76	$72,196	$235,036	$151,597	$164,791	$220,796	$148,471	$103,127	$234,340	$92,797	$141,239	$145,948	$66,116	$71,140	$65,131	$72,961	$71,933	$105,230	$93,022	$86,711	$110,418	$93,302	$118,060	$81,229
91-99 Government & non NAICs	1.76	$63,437	$150,964	$114,296	$125,299	$128,763	$109,002	$82,642	$141,944	$80,172	$97,165	$134,431	$58,781	$91,794	$55,166	$55,966	$51,741	$66,283	$67,634	$68,983	$78,393	$85,391	$86,975	$79,233

[1] Not reported by BLS.
Source: Economic & Planning Systems

Appendix Table C-4
Household Income by Occupation and Industry
Land Use Type:
Residential

Industry	Earners per Household	Average Wage	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000
11 Ag, Forestry, Fish & Hunting	1.76	$41,862	$163,638	$121,256	$150,033	$129,193	$104,322	$0	$0	$67,662	$0
21 Mining	1.76	$109,477	$222,987	$145,358	$172,820	$174,285	$143,821	$0	$239,750	$0	$151,273
22 Utilities	1.76	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815
23 Construction	1.76	$65,512	$179,073	$127,620	$127,063	$125,038	$124,676	$81,481	$230,878	$0	$98,369
31-33 Manufacturing	1.76	$45,686	$134,835	$81,603	$98,585	$92,221	$75,543	$48,337	$174,862	$70,818	$56,898
42 Wholesale Trade	1.76	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347
44-45 Retail trade	1.76	$50,121	$197,234	$133,614	$145,790	$171,251	$133,431	$83,496	$179,617	$97,188	$83,189
48-49 Transportation & Warehousing	1.76	$51,601	$160,959	$0	$120,364	$122,428	$0	$0	$184,514	$98,053	$65,140
51 Information	1.76	$87,327	$140,619	$83,682	$92,456	$99,339	$93,508	$58,072	$159,540	$52,963	$60,911
52 Finance & insurance	1.76	$285,306	$550,737	$318,394	$358,650	$438,252	$411,394	$245,823	$384,672	$314,123	$289,717
53 Real estate & rental	1.76	$78,634	$160,030	$136,396	$143,231	$162,470	$157,321	$88,071	$238,120	$60,059	$103,407
54 Professional- scientific & tech svcs	1.76	$143,013	$306,230	$179,080	$197,410	$186,750	$165,765	$126,467	$211,878	$160,572	$137,531
55 Management of companies	1.76	$2,878,145	$5,307,770	$2,907,368	$3,313,889	$3,595,494	$3,417,607	$1,807,423	$5,413,422	$1,936,000	$2,661,862
56 Administrative & waste services	1.76	$55,254	$207,766	$133,211	$159,568	$158,169	$126,832	$98,445	$173,003	$89,198	$117,042
61 Educational svcs	1.76	$49,551	$151,465	$95,746	$99,278	$113,938	$98,661	$88,843	$191,232	$89,161	$78,067
62 Health & social services	1.76	$58,406	$173,538	$108,505	$129,078	$132,562	$148,445	$81,582	$188,596	$60,367	$93,720
71 Arts- entertainment & recreation	1.76	$48,000	$159,072	$107,674	$117,714	$165,805	$116,123	$76,816	$310,395	$84,113	$110,857
72 Accomodation & food services	1.76	$39,908	$182,545	$137,734	$163,970	$223,891	$95,446	$142,140	$0	$109,599	$123,407
81 Other services	1.76	$56,670	$205,062	$140,111	$150,451	$168,457	$139,217	$96,870	$222,106	$87,663	$129,877
91-99 Government & non NAICs	1.76	$63,437	$150,964	$114,296	$125,299	$128,763	$109,002	$82,642	$141,944	$80,172	$97,165

Industry	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	$249,240	$0	$55,785	$0	$61,104	$61,269	$123,313	$66,110	$64,799	$88,356	$77,298	$63,214	$75,418
21 Mining	$0	$0	$70,181	$57,157	$68,416	$0	$156,820	$81,892	$0	$96,332	$105,382	$101,173	$87,957
22 Utilities	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815	$107,815
23 Construction	$0	$0	$70,051	$54,408	$61,679	$60,421	$114,370	$71,854	$65,729	$88,859	$91,116	$87,674	$81,222
31-33 Manufacturing	$83,811	$43,227	$50,050	$32,378	$35,737	$41,569	$68,826	$47,472	$38,115	$56,390	$61,070	$45,508	$42,476
42 Wholesale Trade	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347	$90,347
44-45 Retail trade	$143,993	$67,933	$89,660	$65,316	$66,393	$70,059	$71,588	$79,587	$69,421	$102,102	$99,762	$79,718	$68,975
48-49 Transportation & Warehousing	$0	$0	$56,321	$62,728	$68,019	$49,697	$99,612	$73,487	$61,306	$96,138	$92,230	$84,592	$76,131
51 Information	$68,449	$0	$53,783	$27,616	$32,904	$30,833	$67,564	$45,967	$0	$63,137	$66,599	$44,559	$40,048
52 Finance & insurance	$311,445	$169,649	$233,554	$200,226	$126,994	$204,295	$271,399	$167,065	$169,979	$339,301	$196,719	$216,254	$240,981
53 Real estate & rental	$112,703	$59,743	$68,705	$62,139	$64,582	$68,042	$98,071	$76,872	$75,049	$97,122	$86,467	$83,966	$72,355
54 Professional- scientific & tech svcs	$147,782	$68,767	$122,964	$86,844	$75,537	$63,515	$170,789	$96,285	$94,580	$139,232	$120,356	$109,337	$100,505
55 Management of companies	$2,803,623	$1,354,812	$2,030,234	$1,531,577	$1,306,520	$1,484,523	$2,856,154	$1,731,508	$1,852,312	$2,386,798	$2,134,580	$2,228,031	$1,653,565
56 Administrative & waste services	$137,364	$64,812	$66,550	$59,423	$63,943	$64,610	$91,993	$73,609	$66,849	$89,833	$93,623	$67,138	$69,000
61 Educational svcs	$100,642	$59,057	$61,588	$47,307	$52,651	$50,370	$69,313	$61,778	$61,933	$85,129	$71,754	$77,638	$60,597
62 Health & social services	$158,717	$56,343	$68,073	$53,818	$53,270	$51,532	$78,015	$68,225	$54,985	$96,297	$81,415	$60,723	$60,867
71 Arts- entertainment & recreation	$107,700	$108,906	$56,618	$56,489	$59,228	$62,720	$58,248	$62,046	$70,038	$99,398	$76,176	$75,809	$64,744
72 Accomodation & food services	$154,032	$100,719	$91,413	$77,512	$78,010	$87,036	$75,894	$87,216	$107,975	$137,993	$103,266	$81,542	$69,651
81 Other services	$147,396	$88,045	$67,939	$61,391	$67,948	$72,532	$89,022	$80,799	$81,342	$111,508	$101,678	$80,149	$69,528
91-99 Government & non NAICs	$134,431	$58,781	$91,794	$55,166	$55,966	$51,741	$66,283	$67,634	$68,983	$78,393	$85,391	$86,975	$79,233

Source: IMPLAN, U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

APPENDIX D:

Alternative Land Use Category Calculations

Employees by Occupation and Industry

Table D-1	Commercial - All Commercial (Except Lodging)
Table D-2	Commercial - Office, Retail/ Service/ Restaurant, Institutional/ Recreation/ Amusement
Table D-3	Commercial - Office and Retail/ Service/ Restaurant

Households by Occupation and Industry

Table D-4	Commercial - All Commercial (Except Lodging)
Table D-5	Commercial - Office, Retail/ Service/ Restaurant, Institutional/ Recreation/ Amusement
Table D-6	Commercial - Office and Retail/ Service/ Restaurant

Appendix Table D-1
Employees by Occupation and Industry
Land Use Type
All Commercial (Except Lodging)

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	2.70	0.20	0.15	0.01	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.06	0.25	0.00	1.61	0.24	0.04	0.09
31-33 Manufacturing	0.26	0.02	0.01	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.01	0.13	0.02
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	2.20	0.08	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.08	0.01	0.01	0.08	0.02	0.01	1.13	0.20	0.00	0.01	0.10	0.05	0.37
48-49 Transportation & Warehousing	0.53	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.11	0.00	0.00	0.03	0.01	0.35
51 Information	0.23	0.03	0.02	0.05	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.03	0.00	0.00	0.02	0.00	0.00
52 Finance & insurance	0.64	0.07	0.18	0.05	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.10	0.22	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.86	0.14	0.06	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.01	0.05	0.01	0.18	0.16	0.00	0.01	0.17	0.00	0.05
54 Professional- scientific & tech svcs	1.37	0.16	0.25	0.24	0.13	0.05	0.00	0.11	0.00	0.05	0.03	0.01	0.00	0.00	0.00	0.01	0.06	0.21	0.00	0.01	0.01	0.02	0.01
55 Management of companies	0.07	0.01	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.04	0.04	0.06	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.02	0.02	0.10	0.01	0.22	0.00	0.05	0.18	0.00	0.03	0.03	0.07	0.14
61 Educational svcs	0.42	0.02	0.01	0.01	0.00	0.01	0.01	0.00	0.24	0.01	0.01	0.00	0.01	0.01	0.01	0.01	0.00	0.04	0.00	0.00	0.01	0.00	0.01
621 Ambulatory health care services	0.61	0.02	0.01	0.00	0.00	0.00	0.03	0.00	0.00	0.00	0.23	0.17	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.30	0.08	0.05	0.01	0.00	0.00	0.00	0.00	0.03	0.10	0.00	0.00	0.06	0.17	0.11	0.37	0.09	0.13	0.00	0.00	0.05	0.00	0.02
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	2.31	0.07	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.02	0.01	0.00	0.09	0.02	0.00	0.00	0.01	0.01	0.06
811 Repair and maintenance	0.12	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.00	0.05	0.01	0.02
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.23	0.03	0.04	0.00	0.00	0.00	0.02	0.00	0.01	0.01	0.00	0.00	0.01	0.01	0.01	0.02	0.00	0.04	0.00	0.00	0.01	0.00	0.00
91-99 Government & non NAICs	0.80	0.05	0.09	0.02	0.02	0.03	0.04	0.02	0.02	0.01	0.04	0.01	0.16	0.01	0.02	0.02	0.00	0.13	0.00	0.04	0.03	0.01	0.03
Total	**15.67**	**1.04**	**1.00**	**0.46**	**0.22**	**0.11**	**0.11**	**0.14**	**0.31**	**0.25**	**0.42**	**0.23**	**0.36**	**2.32**	**0.47**	**0.45**	**1.81**	**1.90**	**0.01**	**1.72**	**0.78**	**0.37**	**1.19**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table D-2
Employees by Occupation and Industry
Land Use Type
Office, Retail/ Service/ Restaurant, Inst/Rec/Amuse

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	3.16	0.11	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.03	0.11	0.01	0.01	0.11	0.02	0.02	1.62	0.28	0.01	0.01	0.15	0.08	0.54
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.33	0.04	0.04	0.08	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.04	0.00	0.00	0.03	0.00	0.00
52 Finance & insurance	0.92	0.10	0.26	0.07	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.14	0.32	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.23	0.20	0.08	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.01	0.07	0.01	0.26	0.23	0.00	0.02	0.24	0.00	0.07
54 Professional- scientific & tech svcs	1.98	0.23	0.36	0.35	0.19	0.07	0.00	0.15	0.00	0.07	0.05	0.02	0.00	0.00	0.01	0.01	0.08	0.30	0.00	0.02	0.02	0.03	0.02
55 Management of companies	0.09	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.38	0.06	0.08	0.04	0.01	0.01	0.00	0.00	0.00	0.01	0.03	0.02	0.13	0.01	0.30	0.00	0.06	0.24	0.00	0.04	0.04	0.10	0.19
61 Educational svcs	0.60	0.03	0.02	0.01	0.00	0.01	0.02	0.00	0.35	0.01	0.01	0.00	0.01	0.02	0.02	0.01	0.00	0.05	0.00	0.00	0.01	0.00	0.01
621 Ambulatory health care services	0.88	0.03	0.02	0.00	0.00	0.01	0.04	0.00	0.00	0.00	0.33	0.25	0.00	0.00	0.00	0.00	0.00	0.19	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.87	0.12	0.08	0.01	0.00	0.00	0.00	0.00	0.04	0.14	0.00	0.00	0.09	0.25	0.15	0.54	0.13	0.19	0.00	0.00	0.08	0.00	0.03
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	3.33	0.11	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.91	0.02	0.00	0.13	0.03	0.00	0.00	0.01	0.02	0.09
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.33	0.05	0.06	0.01	0.00	0.00	0.03	0.00	0.01	0.02	0.00	0.00	0.01	0.02	0.01	0.03	0.00	0.06	0.00	0.00	0.01	0.00	0.00
91-99 Government & non NAICs	1.15	0.07	0.13	0.03	0.03	0.04	0.06	0.03	0.02	0.01	0.06	0.02	0.23	0.01	0.02	0.02	0.01	0.19	0.00	0.05	0.05	0.02	0.05
Total	**17.24**	**1.16**	**1.19**	**0.63**	**0.25**	**0.14**	**0.16**	**0.20**	**0.44**	**0.35**	**0.61**	**0.32**	**0.50**	**3.33**	**0.63**	**0.64**	**2.49**	**2.14**	**0.01**	**0.15**	**0.64**	**0.25**	**1.01**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table D-3
Employees by Occupation and Industry
Land Use Type
Office and Retail/ Service/ Restaurant

	Total Employees	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	4.34	0.15	0.06	0.02	0.00	0.00	0.00	0.00	0.00	0.04	0.16	0.01	0.02	0.15	0.03	0.02	2.23	0.39	0.01	0.01	0.20	0.10	0.74
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.45	0.05	0.05	0.11	0.01	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.00	0.00	0.00	0.01	0.05	0.06	0.00	0.00	0.04	0.00	0.00
52 Finance & insurance	1.26	0.13	0.35	0.10	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.20	0.44	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.69	0.27	0.11	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02	0.01	0.10	0.01	0.35	0.31	0.00	0.02	0.34	0.01	0.10
54 Professional- scientific & tech svcs	2.71	0.32	0.49	0.48	0.26	0.10	0.00	0.21	0.00	0.10	0.07	0.03	0.00	0.00	0.01	0.01	0.11	0.41	0.00	0.03	0.02	0.03	0.02
55 Management of companies	0.13	0.03	0.03	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.89	0.08	0.11	0.06	0.02	0.01	0.01	0.00	0.00	0.01	0.04	0.03	0.18	0.02	0.41	0.01	0.08	0.33	0.00	0.06	0.06	0.14	0.26
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.21	0.04	0.02	0.01	0.00	0.01	0.05	0.00	0.00	0.00	0.45	0.34	0.00	0.00	0.00	0.00	0.00	0.26	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	4.56	0.14	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	3.99	0.02	0.00	0.18	0.04	0.00	0.00	0.01	0.03	0.12
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.45	0.06	0.08	0.01	0.00	0.00	0.04	0.00	0.02	0.03	0.00	0.00	0.01	0.02	0.02	0.04	0.01	0.08	0.00	0.00	0.01	0.00	0.00
91-99 Government & non NAICs	0.47	0.03	0.05	0.01	0.01	0.02	0.03	0.01	0.01	0.00	0.02	0.01	0.10	0.00	0.01	0.01	0.00	0.08	0.00	0.02	0.02	0.01	0.02
Total	**19.16**	**1.30**	**1.39**	**0.81**	**0.30**	**0.14**	**0.13**	**0.25**	**0.04**	**0.27**	**0.76**	**0.42**	**0.33**	**4.20**	**0.60**	**0.11**	**3.23**	**2.42**	**0.01**	**0.14**	**0.71**	**0.32**	**1.28**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table D-4
Households by Occupation and Industry
Land Use Type
All Commercial (Except Lodging)

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.11	0.08	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.03	0.14	0.00	0.92	0.14	0.02	0.05
31-33 Manufacturing	1.76	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.00	0.00	0.01	0.07	0.01
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.04	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.00	0.04	0.01	0.01	0.64	0.11	0.00	0.00	0.06	0.03	0.21
48-49 Transportation & Warehousing	1.76	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.00	0.02	0.00	0.20
51 Information	1.76	0.01	0.01	0.03	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.01	0.00	0.00
52 Finance & insurance	1.76	0.04	0.10	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.13	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.76	0.08	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.03	0.00	0.10	0.09	0.00	0.01	0.10	0.00	0.03
54 Professional- scientific & tech svcs	1.76	0.09	0.14	0.14	0.07	0.03	0.00	0.06	0.00	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.03	0.12	0.00	0.01	0.01	0.01	0.01
55 Management of companies	1.76	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.02	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.06	0.00	0.13	0.00	0.03	0.10	0.00	0.02	0.02	0.04	0.08
61 Educational svcs	1.76	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.14	0.00	0.01	0.00	0.00	0.01	0.01	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.76	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.13	0.10	0.00	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.05	0.03	0.00	0.00	0.00	0.00	0.00	0.02	0.06	0.00	0.00	0.04	0.10	0.06	0.21	0.05	0.08	0.00	0.00	0.03	0.00	0.01
721 Accommodation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.76	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.15	0.01	0.00	0.05	0.01	0.00	0.00	0.00	0.01	0.03
811 Repair and maintenance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.03	0.00	0.01
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.76	0.02	0.02	0.00	0.00	0.00	0.01	0.00	0.01	0.01	0.00	0.00	0.00	0.01	0.00	0.01	0.00	0.02	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.76	0.03	0.05	0.01	0.01	0.02	0.02	0.01	0.01	0.00	0.02	0.01	0.09	0.00	0.01	0.01	0.00	0.07	0.00	0.02	0.02	0.01	0.02
Total		**0.59**	**0.57**	**0.26**	**0.13**	**0.06**	**0.06**	**0.08**	**0.17**	**0.14**	**0.24**	**0.13**	**0.21**	**1.32**	**0.27**	**0.25**	**1.03**	**1.08**	**0.01**	**0.98**	**0.44**	**0.21**	**0.68**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table D-5
Households by Occupation and Industry
Land Use Type
ffice, Retail/ Service/ Restaurant, Inst/Rec/Amuse

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.06	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.02
48-49 Transportation & Warehousing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.76	0.02	0.02	0.04	0.00	0.00	0.00	0.00	0.00	0.03
52 Finance & insurance	1.76	0.05	0.15	0.04	0.00	0.00	0.00	0.01	0.00	0.00
53 Real estate & rental	1.76	0.11	0.05	0.01	0.00	0.00	0.00	0.00	0.00	0.01
54 Professional- scientific & tech svcs	1.76	0.13	0.20	0.20	0.11	0.04	0.00	0.09	0.00	0.04
55 Management of companies	1.76	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.03	0.05	0.02	0.01	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	1.76	0.02	0.01	0.01	0.00	0.00	0.01	0.00	0.20	0.01
621 Ambulatory health care services	1.76	0.02	0.01	0.00	0.00	0.00	0.02	0.00	0.00	0.00
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.07	0.04	0.01	0.00	0.00	0.00	0.00	0.02	0.08
721 Accommodation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.76	0.06	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.76	0.03	0.03	0.00	0.00	0.00	0.02	0.00	0.01	0.01
91-99 Government & non NAICs	1.76	0.04	0.07	0.02	0.02	0.02	0.04	0.02	0.01	0.00
Total		**0.66**	**0.68**	**0.36**	**0.14**	**0.08**	**0.09**	**0.12**	**0.25**	**0.20**

	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.06	0.00	0.01	0.06	0.01	0.01	0.92	0.16	0.00	0.00	0.08	0.04	0.31
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.02	0.00	0.00	0.01	0.00	0.00
52 Finance & insurance	0.01	0.00	0.00	0.00	0.00	0.00	0.08	0.18	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.01	0.01	0.04	0.01	0.15	0.13	0.00	0.01	0.14	0.00	0.04
54 Professional- scientific & tech svcs	0.03	0.01	0.00	0.00	0.00	0.00	0.05	0.17	0.00	0.01	0.01	0.01	0.01
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.02	0.01	0.07	0.01	0.17	0.00	0.03	0.14	0.00	0.02	0.02	0.06	0.11
61 Educational svcs	0.01	0.00	0.00	0.01	0.01	0.01	0.00	0.03	0.00	0.00	0.00	0.00	0.01
621 Ambulatory health care services	0.19	0.14	0.00	0.00	0.00	0.00	0.00	0.11	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.05	0.14	0.09	0.31	0.07	0.11	0.00	0.00	0.04	0.00	0.02
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	1.65	0.01	0.00	0.08	0.01	0.00	0.00	0.00	0.01	0.05
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.00	0.00	0.00	0.01	0.01	0.01	0.00	0.03	0.00	0.00	0.01	0.00	0.00
91-99 Government & non NAICs	0.03	0.01	0.13	0.00	0.01	0.01	0.00	0.11	0.00	0.03	0.03	0.01	0.03
Total	**0.35**	**0.18**	**0.29**	**1.90**	**0.36**	**0.36**	**1.41**	**1.22**	**0.01**	**0.08**	**0.36**	**0.14**	**0.57**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

Appendix Table D-6
Households by Occupation and Industry
Land Use Type
Office and Retail/ Service/ Restaurant

	Earners per Household	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
11 Ag, Forestry, Fish & Hunting	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	1.76	0.09	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.09	0.01	0.01	0.09	0.02	0.01	1.27	0.22	0.00	0.01	0.11	0.06	0.42
48-49 Transportation & Warehousing	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	1.76	0.03	0.03	0.06	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.03	0.00	0.00	0.02	0.00	0.00
52 Finance & insurance	1.76	0.08	0.20	0.05	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.11	0.25	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	1.76	0.15	0.06	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.01	0.06	0.01	0.20	0.18	0.00	0.01	0.19	0.00	0.06
54 Professional- scientific & tech svcs	1.76	0.18	0.28	0.27	0.15	0.06	0.00	0.12	0.00	0.05	0.04	0.02	0.00	0.00	0.01	0.01	0.06	0.24	0.00	0.01	0.01	0.02	0.01
55 Management of companies	1.76	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	1.76	0.05	0.06	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.02	0.02	0.10	0.01	0.23	0.00	0.05	0.19	0.00	0.03	0.03	0.08	0.15
61 Educational svcs	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	1.76	0.02	0.01	0.00	0.00	0.01	0.03	0.00	0.00	0.00	0.26	0.19	0.00	0.00	0.00	0.00	0.00	0.15	0.00	0.00	0.00	0.00	0.00
622 Hospitals	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	1.76	0.08	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.27	0.01	0.00	0.10	0.02	0.00	0.00	0.01	0.01	0.07
811 Repair and maintenance	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	1.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	1.76	0.04	0.05	0.01	0.00	0.00	0.02	0.00	0.01	0.02	0.00	0.00	0.01	0.01	0.01	0.02	0.00	0.05	0.00	0.00	0.01	0.00	0.00
91-99 Government & non NAICs	1.76	0.02	0.03	0.01	0.01	0.01	0.01	0.01	0.01	0.00	0.01	0.00	0.05	0.00	0.01	0.01	0.00	0.04	0.00	0.01	0.01	0.00	0.01
Total		**0.74**	**0.79**	**0.46**	**0.17**	**0.08**	**0.07**	**0.14**	**0.02**	**0.15**	**0.43**	**0.24**	**0.19**	**2.39**	**0.34**	**0.06**	**1.83**	**1.38**	**0.01**	**0.08**	**0.40**	**0.18**	**0.73**

Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems