



NOTICE OF REGULAR MEETING
**Sacramento Housing and
Redevelopment Commission**
TELECONFERENCE MEETING ONLY
Wednesday, November 3, 2021 – 4:00 pm
801 12th Street Commission Room
Sacramento CA

Meetings of the Sacramento Housing and Redevelopment Commission are closed to the public until further notice in compliance with state guidelines on social distancing, in accordance with the Brown Act, (as currently in effect under the State Emergency Services Act), the Governor's Emergency Declaration related to COVID-19, and the Governor's Executive Order N-29-20 Issued on March 17, 2020. These measures facilitate participation by members of the Commission, staff, and the public and allow meetings to be conducted by teleconference, videoconference, or both.

The Sacramento Housing and Redevelopment Commission meeting will be broadcast live on YouTube. To view the meeting please visit:

YouTube Link: <https://www.youtube.com/watch?v=PBHwBuASJNU>

Members of the public who wish to make comments can do so in two ways:

1. Email comments to publiccomments@shra.org which will be read into the record by the Clerk during the meeting.
2. Comment by phone during the meeting by dialing (888) 970-1444. Please call and indicate if you wish to comment during the general 'Citizens Comments' period or on a specific agenda item.

Please contact the Agency Clerk's office at 916-440-1332, if you have questions about the public comment procedure. In compliance with the Americans with Disabilities Act (ADA), SHRA requests that individuals who require special accommodations to access and/or participate in Commission meetings contact the office at (916) 440-1332 at least 24 hours before the scheduled meeting. Agenda materials are available for review online at www.shra.org. If you need assistance with locating reports, contact the Agency Clerk at (916) 440-1332 for assistance.

ROLL CALL

APPROVAL OF AGENDA

CITIZENS COMMENTS

While the Commission welcomes and encourages participation in the Commission meetings, please limit your comments to three minutes, so that everyone may be heard. SHRA provides opportunities for the public to address the Commission at this time in order to listen to opinions regarding non-agendized matters within the subject matter jurisdiction of SHRA. Consistent with the Brown Act, the public comment periods on the agenda are not intended to be "question and answer" periods or conversations with

Commission members. Members of the public with questions are encouraged to contact staff before or after the meeting. Members of the public wishing to provide comment should either email comments to publiccomments@shra.org or be present them verbally by calling (888) 970-1444.

APPROVAL OF MINUTES – October 20, 2021

CONSENT

1. AB 361 – Brown Act: Remote Meetings During a State of Emergency

PRESENTATION

2. Housing Trust Fund Fee Update Workshop (County Item)
3. SERA Presentation

EXECUTIVE DIRECTOR REPORT

COMMISSION CHAIR REPORT

ITEMS AND QUESTIONS OF COMMISSION MEMBERS

ADJOURNMENT



MINUTES
Sacramento Housing and Redevelopment Commission (SHRC)
Special Meeting
October 20th, 2021

Meeting noticed on October 15th, 2021

ROLL CALL

The Sacramento Housing and Redevelopment Commission meeting was called to order at 6:01 p.m. by Chair Morgan. Note that the meeting was held via teleconference following the Governor's executive order during the coronavirus pandemic.

MEMBERS PRESENT: Amanfor, Boyd (6:10 pm), Morgan, Nunley, Osmany, Ross, Staajabu, Starks (6:20 pm), Woo

MEMBERS ABSENT: Griffin, Schumacher-Hodge

STAFF PRESENT: La Shelle Dozier, Brad Nakano, Susana Jackson, James Shields, Christine Weichert, Sarah O'Daniel, Sylvester Donelson, Lira Goff, Vickie Smith

APPROVAL OF AGENDA

The Agenda was approved as submitted. Items #1 and #2 were heard together.

CITIZENS COMMENTS

Tricia Turner submitted an email regarding the Sacramento Emergency Rental Assistance Program. Her request was referred to staff.

APPROVAL OF MINUTES – October 6, 2021 minutes were approved as submitted.

BUSINESS

1. 2022 Sacramento Housing and Redevelopment Agency Proposed Budget – City Report
2. 2022 Sacramento Housing and Redevelopment Agency Proposed Budget – County Report

La Shelle Dozier and Susana Jackson presented the item.

Commissioner Nunley motioned to approve the staff recommendation for the item listed above. Commissioner Woo seconded the motion. The votes were as follows:

AYES: Amanfor, Boyd, Morgan, Nunley, Osmany, Ross, Staajabu, Starks, Woo

NOES: None

ABSENT: Griffin, Schumacher-Hodge

3. 2022 and Subsequent Years Authorization for Solicitation, Award and Approval of Annual Expenditure Caps and Per Contract Caps for Routine Services

Sylvester Donelson presented the item.

Commissioner Nunley motioned to approve the staff recommendation for the item listed above. Commissioner Woo seconded the motion. The votes were as follows:

AYES: Amanfor, Boyd, Morgan, Nunley, Osmany, Ross, Staajabu, Starks, Woo

NOES: None

ABSENT: Griffin, Schumacher-Hodge

4. Change in Meeting Time of the Sacramento Housing and Redevelopment Commission (SHRC)

James Shields presented the item.

Commissioner Starks motioned to approve the staff recommendation for the item listed above. Commissioner Staajabu seconded the motion. The votes were as follows:

AYES: Amanfor, Boyd, Morgan, Osmany, Staajabu, Starks, Woo

NOES: Nunley, Ross

ABSENT: Griffin, Schumacher-Hodge

EXECUTIVE DIRECTOR'S REPORT

La Shelle Dozier reviewed the following:

- The next meeting is scheduled for November 3rd, 2021.
- Thanked the Commissioners for reading in the Budget documents.
- Working on a communication plan to roll out the change in meeting time.

COMMISSION CHAIR REPORT

None.

ITEMS AND QUESTIONS OF COMMISSION MEMBERS

None.

ADJOURNMENT

As there was no further business to be conducted, Chair Morgan adjourned the meeting at 7:33 pm.

Clerk

November 3, 2021



Sacramento Housing and Redevelopment Commission
Sacramento, California

Honorable Members in Session:

SUBJECT AB 361 – Brown Act: Remote Meetings During a State of Emergency

RECOMMENDATION

Staff recommends adoption of the attached resolution which authorizes the Executive Director or her designee to continue to take all actions necessary to carry out the intent and purpose of continuing to conduct open and public meetings in accordance with Government Code section 54953(e) and other applicable provisions of the Brown Act.

CONTACT PERSONS

James Shields, Deputy Executive Director of Administration, (916) 440-1319
Lira Goff, Interim Agency Clerk, (916) 440-1332

SUMMARY

The attached resolution authorizes the Executive Director to take all actions necessary to continue to carry out the intent and purpose of continuing to conduct open and public meetings in accordance with Government Code section 54953(e) and other applicable provisions of the Brown Act.

BACKGROUND

AB 361 suspends the teleconferencing requirements located in California Government Code section 54953(b)(3). This means that, during a state of emergency, under specified circumstances, local agencies can meet pursuant to modified Brown Act requirements.

If the Sacramento Housing and Redevelopment Agency (Agency) wishes to continue to rely on the provisions of AB 361, it must continue to meet one of the following criteria:

1. The Agency is holding a meeting during a proclaimed state of emergency, and state or local officials have imposed or recommended measures to promote social distancing; or

2. The Agency is holding a meeting during a proclaimed state of emergency for the purpose of determining, by majority vote, whether as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees; or
3. The Agency is holding a meeting during a proclaimed state of emergency and has determined, by majority vote, that, as a result of the emergency, meeting in person would present imminent risks to the health or safety of attendees.

These criteria permit the Agency to schedule a remote meeting to determine whether meeting in-person during the state of emergency would pose imminent risk to the health or safety of attendees. At that remote meeting, the Agency may determine by majority vote taken by roll call that sufficient risks exist to the health or safety of attendees as a result of the emergency and pass a resolution to that effect. These criteria also permit the Agency to meet remotely in the event that there is a state of emergency declaration while state or local officials have recommended or required measures to promote social distancing.

On October 6, 2021, the Commission passed a resolution by majority vote determining that a meeting in person would present imminent risks to the health or safety of attendees which permitted the Agency to conduct meetings under the provisions of Government Code 54953(e) for a maximum period of 30 days. Due to upcoming expiration of the 30-day period, the Commission now needs to renew its resolution, consistent with the requirements of Government Code 54953(e)(3), so the Agency can continue meeting under the modified Brown Act requirements.

ENVIRONMENTAL REVIEW

The proposed action is not a project subject to the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378, and is exempt under the National Environmental Policy act pursuant to 24 CFR 58.34(a)(3).

Respectfully submitted,


LA SHELLE DOZIER
Executive Director

Attachments
SHRC Resolution

RESOLUTION NO. SHRC-_____

ADOPTED BY THE SACRAMENTO HOUSING AND REDEVELOPMENT COMMISSION UNDER THE AUTHORITY DELEGATED TO THE COMMISSION PURSUANT TO CALIFORNIA HEALTH AND SAFETY CODE, SECTION 33202 BY RESOLUTION NO. RA 81-083 ADOPTED BY THE REDEVELOPMENT AGENCY OF THE CITY OF SACRAMENTO ON OCTOBER 20, 1981, AND BY RESOLUTION NO. RA-83 ADOPTED BY THE REDEVELOPMENT AGENCY OF THE COUNTY OF SACRAMENTO ON OCTOBER 27, 1981, AND PURSUANT TO CALIFORNIA HEALTH AND SAFETY CODE SECTION 34292 BY RESOLUTION NO. HA 81-098 ADOPTED BY THE HOUSING AUTHORITY OF THE CITY OF SACRAMENTO ON OCTOBER 20, 1981, AND BY RESOLUTION NO. HA-1497 ADOPTED BY THE HOUSING AUTHORITY OF THE COUNTY OF SACRAMENTO ON OCTOBER 27, 1981.

ON DATE OF

November 3, 2021

AB 361 – Brown Act: Remote Meetings During a State of Emergency

WHEREAS, the Sacramento Housing and Redevelopment Agency (Agency) is committed to preserving and nurturing public access and participation in meetings of the Sacramento Housing and Redevelopment Commission (Commission); and

WHEREAS, all meetings of the Commission are open and public, as required by the Ralph M. Brown Act (Cal. Gov. Code 54950 – 54963), so that any member of the public may attend, participate, and watch the Commission conduct business; and

WHEREAS, the Brown Act, Government Code section 54953(e), makes provisions for remote teleconferencing participation in meetings by members of a legislative body, without compliance with the requirements of Government Code section 54953(b)(3), subject to the existence of certain conditions; and

WHEREAS, a required condition is that a state of emergency is declared by the Governor pursuant to Government Code section 8625, proclaiming the existence of conditions of disaster or of extreme peril to the safety of persons and property within the state caused by conditions as described in Government Code section 8558; and

WHEREAS, a proclamation is made when there is an actual incident, threat of disaster, or extreme peril to the safety of persons and property within the jurisdictions that are within the State of California, caused by natural, technological, or human-caused disasters; and

WHEREAS, it is further required that state or local officials have imposed or recommended measures to promote social distancing, or, the legislative body meeting in person would present imminent risks to the health and safety of attendees; and

WHEREAS, the Commission previously adopted Resolution Number 2021-21 on October 6, 2021, finding that the requisite conditions exist for the Agency to conduct remote teleconference meetings without compliance with 54953(b)(3); and

WHEREAS, as a condition of extending the use of the provisions found in section 54953(e), the Commission must reconsider the circumstances of the state of emergency that exists in the Commission, and the Commission has done so; and

WHEREAS, emergency conditions persist in the State of California, specifically, an outbreak of respiratory illness due to a novel coronavirus disease known as COVID-19; and

WHEREAS, by Executive Order N-25-20 on March 12, 2020 (N-25-20), all residents were directed to heed any orders and guidance of state and local public health officials, including but not limited to the imposition of social distancing measures, to control the spread of COVID-19. By Executive Order N-29-20 on March 17, 2020 (N-29-20) and in furtherance of the imposition of social distancing measure, notwithstanding any other provision of state or local law, including the Brown Act, N-29-20 authorized a local legislative body to hold public meetings via teleconferencing and to make public meetings accessible telephonically or otherwise electronically to all members of the public seeking to attend and to address the local legislative body, during the period in which state or local public officials impose or recommend measures to promote social distancing, including but not limited to limitations on public events. All requirements in the Brown Act expressly or impliedly requiring the physical presence of members, the clerk or other personnel of the body, or of the public as a condition of participation in or quorum for a public meeting were waived; and

WHEREAS, by Order of the Health Officer of the County of Sacramento dated July 29, 2021, persons should continue to follow CDC guidance for unvaccinated people (<https://www.cdc.gov/coronavirus/2019-ncov/prevent-gettingsick/prevention.html>) and for fully vaccinated people (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fullyvaccinated.html>) to protect themselves and others, including the recommendation that people social distance 6 feet apart from other people who do not live in the same household; and

WHEREAS, the Commission does hereby find that the Proclamation of a State of Emergency for COVID-19 on March 4, 2020, and Executive Orders N-25-20 and N-29-20 imposing social distancing measures has caused, and will continue to cause, conditions of peril to the safety of persons within the State of California and Sacramento County that are likely to be beyond the control of services, personnel, equipment, and facilities of the Commission, and desires to proclaim a local emergency and ratify the proclamation of state of emergency by the Governor of the State of California; and

WHEREAS, as a consequence of the local emergency, the Commission does hereby find that it shall conduct its meetings without compliance with paragraph (3) of subdivision (b) of

Government Code section 54953, as authorized by subdivision (e) of section 54953, and that shall comply with the requirements to provide the public with access to the meetings as prescribed in paragraph (2) of subdivision (e) of section 54953; and

WHEREAS, the public is assured access as, Commission meetings are broadcast live on YouTube, as well as made available for later viewing. No log in is required. Public comment is being facilitated as the Commission has provided a telephone line for live comment, as well as an e-mail address which is monitored throughout the meeting.

WHEREAS, the proposed action is not a project subject to the California Environmental Quality ACT (CEQA) pursuant to 14 CCR §15378 and is exempt from the National Environmental Policy Act (NEPA) pursuant to 24 CFR 58.34(a)(3).

BE IT RESOLVED BY THE SACRAMENTO HOUSING AND REDEVELOPMENT COMMISSION:

Section 1. All evidence presented having been duly considered, the recitals and the findings, including environmental findings regarding this action, as stated above, are found to be true and accurate and are hereby approved adopted.

Section 2. The Commission hereby ratifies the Governor of the State of California's Proclamation of State of Emergency, effective as of its issuance date of March 4, 2020.

Section 3. The Executive Director, or her designee, is hereby authorized and directed to take all actions necessary to carry out the intent and purpose of this Resolution including, continuing to conduct open and public meetings in accordance with Government Code section 54953(e) and other applicable provisions of the Brown Act.

Section 4. This Resolution shall take effect immediately upon its adoption and shall be effective until the earlier of (i) December 3, 2021, or such time the Commission adopts a subsequent resolution in accordance with Government Code section 54953(e)(3) to extend the time during which the Agency may continue to teleconference without compliance with paragraph (3) of subdivision (b) of section 54953.

ATTEST:

CLERK



November 3, 2021

**Sacramento Housing and
Redevelopment Commission
Sacramento, CA**

Honorable Members in Session:

SUBJECT:

Housing Trust Fund Fee Update Workshop

RECOMMENDATION:

Staff is presenting this information to the Commission for review, prior to final review by the Sacramento County Planning Commission.

Respectfully Submitted,


LA SHELLE DOZIER
Executive Director

Attachment

**COUNTY OF SACRAMENTO
CALIFORNIA**

PLANNING COMMISSION REPORT

For the Agenda of:
October 25, 2021

To: Planning Commission

From: Planning and Environmental Review

Subject: PLNP2020-00156. Housing Trust Fund Fee Update Workshop.
Environmental Determination: N/A

Supervisory
District(s): All

Contact: Leanne Mueller, Senior Planner
(916) 874-6155, muellerl@saccounty.net

Details of Request:

Planning and Environmental Review (PER) staff are preparing an update to the Sacramento County Code Chapter 16.89, the Housing Trust Fund. Staff recommends an increase to the fee amounts charged to non-residential (commercial and industrial) development. These funds will be a contribution to the local gap funding required to build affordable housing units for workers at lower income levels generated by the development.

Summary of Key Points:

The purpose of this workshop is to provide the County Planning Commission (COPC) with the opportunity to review the proposed Housing Trust Fund Update fees and provide feedback. Since this is an amendment to County Code, the COPC would not typically make a formal recommendation. However, given the COPC's involvement in the preparation of the Housing Element, staff wished to bring this item forward to the COPC in a workshop format and for staff and the Board of Supervisor (Board) to have the benefit of the Commission's comments and recommendations on the item. Following this workshop, Planning and Environmental Review will move the Housing Trust Fund Ordinance forward to the Board of Supervisors for consideration.

Project History

The Sacramento County Housing Trust Fund Ordinance (Sacramento County Code Chapter 16.89) was adopted in 1990 to increase and improve the supply of affordable housing units to very-low income households. The ordinance established square footage fees on non-residential developments based on an economic nexus analysis. That analysis determined a clear nexus between the construction of various commercial and Industrial buildings or land use types and the number of very-low income employee households. The fee amounts have not been updated since 1992 and are not indexed to inflation. Currently, the County assesses fees at the point of building permit issues with fees ranging from \$0.26 per square foot to \$0.97 per square foot depending on the use.

The Sacramento Housing and Redevelopment Agency (SHRA) administers the County Housing Trust Fund on behalf of the County and reports back annually to the Board of Supervisors regarding the use of funds and production of affordable housing under the program. SHRA also administers the City's Housing Trust Fund. Over the 30 year period ending in 2020, the County's Housing Trust Fund had received a cumulative amount of \$47 million in revenue which then contributed to the production of almost 3,000 affordable housing units.

In 2019, the Board identified an update to the Housing Trust Fund as a priority to facilitate development of more affordable housing. The County contracted with Keyser Marsten Associates, Inc. (KMA) to prepare an updated Nexus Analysis (Attachment 1) and an Analysis, Context and Recommendations Report (Attachment 2). These studies ensure the fees on new non-residential development are legally supported and appropriate. These fees then provide a necessary funding source for the production of affordable housing in Sacramento County.

Studies and Fees

KMA prepared two studies to support the Housing Trust Fund Update.

1. The Housing Trust Fund Nexus Analysis addresses the legal requirements of a fee update and establishes the maximum fees the County could charge.
2. The Analysis, Context, and Recommendations Report provides information to support selection of updated fee levels, including:
 - Market context
 - Fees as a percent of development costs

PLNP2020-00156. Housing Trust Fund Fee Update.

- Affordable housing fee programs in Sacramento area
- Comparison of total fees and permit costs to other jurisdictions
- Illustration of fee had it been escalated for cost increases due to inflation over time.

The Ordinance collects fees to support the development of very-low income (VLI) housing for workers earning 30-50 percent of the area median income (AMI). As part of the Nexus Analysis, PER and SHRA staff tasked KMA with expanding the nexus analysis to also include workers at the extremely-low (ELI under 30 percent AMI) and low income (LI 50 to 80 percent of AMI). The Nexus analysis provides an evaluation for each income level (ELI, VLI, LI) and they are reflected in the maximum fee.

As detailed in the Nexus Study, the analysis links the development of eight types of workplace buildings to the estimated number of lower income housing units required in each of three income categories. Then, the cost of providing affordable housing to the worker households is determined and expressed per square foot of building area. Findings represent the full mitigation cost for the affordable housing impacts of new development and the ceiling for any affordable housing fee that may be imposed. The Nexus Study also points out that many of the assumptions made err on the conservative side and may be considerably understated. The subsequent recommendations then reflect a contribution towards the local gap amount rather than the full mitigation cost recognizing that the full mitigation cost could be a barrier to development and that affordable housing projects obtain a variety of subsidies in order to be built and remain affordable over time.

Fee Comparisons

The nexus analysis compared the total development fees for each development type in the County to the development fees in five jurisdictions in the region. These jurisdictions were selected as the most likely competitors to the unincorporated County for non-residential development and include the City of Sacramento, City of Rancho Cordova, City of Elk Grove, City of West Sacramento, and Placer County. With the exception of West Sacramento, these jurisdictions collect Housing Trust Fund fees. Details of these comparisons start on page 14 of the Analysis, Context and Recommendations Report. KMA, SHRA and County staff used these comparisons to inform the fee recommendations.

During the focus group meeting with development-related stakeholders, they suggested the nexus analysis include commercial development fees from regions such as Riverside County, City of Fresno and City of Merced. Development fees from Riverside and San Joaquin Counties were looked at as

a general fee comparison (Attachment 4). However, those jurisdictions do not collect Housing Trust Fund fees or their equivalent and, therefore, are not a direct comparison as relates to this work. The jurisdictions and regions with comparable non-residential fee programs to those in the Sacramento area include a variety of jurisdictions in the Bay area including Napa and Sonoma; County of Santa Cruz; County of San Luis Obispo and the Cities of Los Angeles, San Diego and Santa Monica. However, those regions and jurisdictions were not viewed as direct competitors with the County.

Housing Trust Fund Fees

The current standard of housing affordability indicates that households spending 30 percent or more of their gross income on housing are "cost burdened". Severe overpayment occurs when households spend 50 percent or more of their gross income on housing. Market rate housing is not affordable for households earning under 80 percent of the area median income (AMI) or less than \$72,880 for a family of four. The impact of high housing costs disproportionately affect extremely low-, very low-, and low-income households.

New workplace buildings create new jobs, a share of which are lower paying, resulting in new lower income households which in turn create additional demand for affordable housing. The Housing Trust Fund specifically provides funding to help address the affordability gap or the difference between the cost of developing affordable units and the rent charged based on the income of the tenant for those in the workforce.

The results of the Nexus Analysis are heavily driven by two factors: the density of employees within buildings and the occupational make-up of the workforce. Retail has both high employment density and a high proportion of lower paying jobs, factors that in combination result in the highest affordable housing impacts and maximum fee level conclusions among the eight building types. Warehouse and residential care facilities have a high proportion of lower paying jobs, but a low density of employment, resulting in lower maximum fee level conclusions compared to other land uses.

Table 1 provides the existing fees; maximum fees established by the Nexus Analysis; and the Indexed fees, if the ordinance had provided for the annual indexing of the fee.

Table 1: Existing, Maximum, and Indexed Housing Trust Fund Fees

Development Type	Existing Fee	Maximum Fee	Indexed For Cost Increases
Office	\$0.97	\$47.60	\$2.39
Hotel	\$0.92	\$16.50	\$2.27
Research and Development	\$0.82	\$15.40	\$2.02
Commercial	\$0.77	\$69.60	\$1.90
Manufacturing	\$0.61	\$38.90	\$1.51
Warehouse	\$0.26	\$16.40	\$0.64
Medical	-	\$48.20	-
Residential Care	-	\$15.10	-

Outreach

As part of the fee update process, PER conducted three outreach meetings, and this workshop before the Planning Commission. The outreach effort also includes a dedicated webpage with information on the Housing Trust Fund in multiple languages; the Nexus Study and Context Report and links to the recorded kick-off meeting presentation. GovDelivery notifications were sent to more than 2,000 subscribers regarding the available documents and workshops.

Kick-Off Meeting

This meeting was conducted on August 24, 2021 and provided a general overview of the Housing Trust Fund Update before releasing the studies. PER and KMA provided a presentation and answered questions. This meeting was lightly attended and the recorded presentation and discussion were posted for viewing.

Focus Group Meeting 1

This meeting was conducted on September 7, 2021. Its purpose was to obtain feedback on the nexus analysis and fee amount from development-related stakeholders. PER and KMA summarized the Nexus analysis and presented the potential fees and KMA recommendations. The commercial developers suggested reviewing the fees in competing jurisdictions in addition to the surrounding jurisdictions. They also suggested providing mechanisms to either prorate or leverage the fees, rather than being required to pay up front. PER is adding analysis of fees in San Joaquin and Riverside Counties and is researching mechanisms to prorate or leverage fees.

Focus Group Meeting 2

This meeting was conducted on September 15, 2021. The purpose of the focus group meeting was to obtain feedback on the fee amount from affordable housing advocates and developers. The group indicated the current fees are too low to generate meaningful housing, especially in relation to the City of Sacramento fees. They supported raising the fee comparable to the surrounding area. They also recommended the overall County fees be reviewed and suggested the County should not balance the overall fees on the Housing Trust Fund and see where other development fees can potentially be reduced.

Conclusions

KMA Recommendation

As part of their analysis, KMA has provided recommendations for the Housing Trust Fund Fees based on their analysis of market conditions, development costs, the overall commercial fee burden, and fees in surrounding jurisdictions. KMA recommends:

- Warehouse and Industrial: Up to \$2 per square foot
- All Other Non-Residential: Up to \$3 per square foot
- Annual indexing to allow the fee to keep pace with increases in costs

Staff Recommendation

After reviewing the studies and hearing comments from developers and housing advocates, staff from PER, SHRA, and Economic Development recommends the Board:

1. Adopt the amended ordinance with the fees in Table 2;
2. Add an annual index to allow fees to keep pace with increases in cost; and
3. Expand the income levels funded by the ordinance to include housing for extremely-low, very-low and low income workers.

Table 2: Recommended Housing Trust Fund Fees

Development Type	Recommended Fee per Square Foot of New Building
Office	\$3.00
Hotel	\$3.00
Research and Development	\$2.00
Commercial	\$2.00
Manufacturing	\$1.00
Warehouse	\$0.70

PLNP2020-00156. Housing Trust Fund Fee Update.

Staff recommendations are based upon three considerations:

1. Fees in the region. The fees in the Cities of Sacramento, Elk Grove, and Folsom were reviewed and the recommended fees are comparable with these jurisdictions. The recommended fee is lower in the Warehouse category and Commercial categories than the City of Sacramento but higher in other categories. Staff would also note that the recently adopted Housing Elements for the Cities of Sacramento and Rancho Cordova include programs to consider updating their Housing Trust Fund fees.
2. Indexed fees. The indexed fee rate was considered and the recommended fees are similar to or slightly higher than the adopted fees if they had been indexed annually.
3. Overall County fee burden. The focus groups recommended staff consider the total development fees when increasing fees.

The need for affordable housing continues to increase in the Sacramento region and the unincorporated County including the need for sufficient local gap funding to allow projects to compete for available State and Federal funding sources. An update to the Housing Trust Fund fee amounts are long overdue and will provide a balance with the obligation currently placed on residential development via the Affordable Housing Ordinance fees. Staff have sought a balance between the fee levels thought appropriate by the advocates for affordable housing who argue that the fee levels should be higher (e.g. comparable to Bay area jurisdictions) against the arguments from industry to reduce fee burdens in general comparable with San Joaquin Valley and Inland Empire jurisdictions and areas that do not collect a Housing Trust Fund fee.

Attachments

ATT 1 - Nexus Analysis

ATT 2 - Analysis Context and Recommendations Report

ATT 3 - Focus Group Summaries



KEYSER MARSTON ASSOCIATES

HOUSING TRUST FUND NEXUS ANALYSIS

Prepared for
County of Sacramento

Prepared by:
Keyser Marston Associates, Inc.

August 2021

TABLE OF CONTENTS

1.0 EXECUTIVE SUMMARY	1
2.0 INTRODUCTION	3
2.1 Building Types Addressed	3
2.2 Affordability Levels Addressed.....	4
2.3 Overview of Methodology	4
2.4 Report Organization.....	5
3.0 NEXUS ANALYSIS	6
3.1 Step-by-Step Narrative of Nexus Methodology.....	6
3.2 Housing Demand by Income Level	16
3.3 Housing Demand Per Square Foot of Building Area	17
3.4 Affordability Gap	17
3.5 Maximum Supported Fees Per Square Foot of Building Area	17
3.6 Conservative Assumptions	18
4.0 AFFORDABILITY GAP ANALYSIS	23
4.1 County-Assisted Affordable Unit Prototype.....	23
4.2 Development Costs.....	23
4.3 Unit Values.....	24
4.4 Affordability Gap	24
5.0 MITIGATION FEE ACT FINDINGS	27
APPENDIX A: DISCUSSION OF VARIOUS FACTORS IN RELATION TO NEXUS CONCEPT	29
APPENDIX B: SUPPORTING TECHNICAL ANALYSIS TABLES	36

LIST OF TABLES

Table 1-1. Nexus Analysis Maximum Fee Level Findings Per Square Foot of Gross Building Area 1

Table 2-1. Household Income Limits for Sacramento County, 2020 4

Table 3-1 Employment Estimate for Prototypical 100,000 Square Foot Buildings 7

Table 3-2 Net New Jobs..... 10

Table 3-3 Number of Housing Units Needed 11

Table 3-4 Percent of Jobs by Occupation..... 12

Table 3-5 Number of Worker Households by Worker Occupation Category 13

Table 3-6. Ratio of Household Income to Individual Worker Income 14

Table 3-7. Percent of Households by Size and No. of Workers 15

Table 3-8. Number of Households by Income Category Per 100,000 Square Feet of Building 16

Table 3-9. Percentage of Households by Income Category 16

Table 3-10. New Worker Households Per Square Foot 17

Table 3-11. Affordability Gaps 17

Table 3-12. Maximum Supported Housing Fee Per Square Foot of Building Area. 18

Table 3-13A. Estimate of Qualifying Households – Extremely Low Income.....20

Table 3-13B. Estimate of Qualifying Households – Very Low Income21

Table 3-13C. Estimate of Qualifying Households – Low Income.....22

Table 4-1. Unit Values for Affordable Units.....24

Table 4-2. Affordability Gap Calculation24

Table 4-3. Affordability Gaps for Rentals25

Table 4-4. Development Costs for Recent Affordable Housing Projects26

1.0 EXECUTIVE SUMMARY

This Housing Trust Fund ("HTF") Nexus Analysis ("Nexus Analysis") has been prepared by Keyser Marston Associates, Inc. ("KMA") for the County of Sacramento ("County") to provide nexus support for the County's non-residential affordable housing fees established under Chapter 16.89 of the County Code. The County's housing fee was adopted in 1990 to mitigate the impacts of new non-residential development on the need for affordable housing. Fees are deposited into the County's Housing Trust Fund and are used to fund the creation of affordable housing. Non-residential affordable housing fees, like the County's housing fee, are sometimes referred to as "commercial linkage fees."

This Nexus Analysis has been prepared for the limited purpose of determining nexus support for the County's housing fees. The Nexus Analysis quantifies the linkages between new non-residential buildings, the employees who work in them, and their demand for affordable housing, and calculates maximum supported fee levels based on the cost of mitigating the increased demand for affordable housing consistent with the requirements of the Mitigation Fee Act (Government Code Section 66000 et. seq.). Findings are not recommended fee levels. Fees may be set anywhere up to the maximums identified in this study.

A separate report entitled "Analysis, Context and Recommendations for Updates to Housing Trust Fund Fees" provides a range of analyses to inform consideration of potential modified fee levels.

Maximum Fee Conclusions of the Nexus Analysis

The maximum fee conclusions of the Nexus Analysis are summarized in Table 1-1. Findings reflect the cost of mitigating affordable housing impacts of new development as documented in the Nexus Analysis. Figures in Table 1-1 represent technical impact analysis findings only and are not recommended fee levels.

Table 1-1. Nexus Analysis Maximum Fee Level Findings Per Square Foot of Gross Building Area ⁽¹⁾	
Building Type	Maximum Fee Per Sq. Ft.
Office	\$47.60
Medical	\$48.20
Retail / Commercial	\$69.60
Hotel	\$16.50
Industrial / Manufacturing	\$38.90
Research and Development	\$15.40
Warehouse	\$16.40
Residential Care	\$15.10

⁽¹⁾ Maximum fee level findings are per square foot of gross building area excluding parking.

The results of the Nexus Analysis are heavily driven by two factors: the density of employees within buildings and the occupational make-up of the workforce. Retail has both high employment density and a high proportion of lower paying jobs, factors that in combination result in the highest affordable housing impacts and maximum fee level conclusions among the eight building types. Warehouse and residential care facilities have a high proportion of lower paying jobs, but a low density of employment, resulting in lower maximum fee level conclusions compared to other land uses.

Data Sources

This report has been prepared using the best and most recent data available at the time of the analysis. Local data and sources were used wherever possible. Major sources include the U.S. Census Bureau: 2014-2018 American Community Survey, California Employment Development Department and the Bureau of Labor Statistics. While we believe all sources utilized are sufficiently sound and accurate for the purposes of this analysis, we cannot guarantee their accuracy. Keyser Marston Associates, Inc. assumes no liability for information from these and other sources.

2.0 INTRODUCTION

This Housing Trust Fund Nexus Analysis has been prepared by Keyser Marston Associates, Inc. to provide updated nexus support for the County's non-residential affordable housing fee program. The Nexus Analysis analyzes the linkages between non-residential development in the County and the need for additional affordable housing and calculates maximum housing fee levels consistent with the Mitigation Fee Act (Government Code Section 66000 et. seq.), which requires a reasonable relationship be established between the fee and impacts of new development addressed by the fee.

The purpose of the Nexus Analysis is to document and quantify the impacts of development of new non-residential buildings and the employees that work in them, on the demand for affordable housing. Because jobs in all buildings cover a range of compensation levels, there are housing needs at all affordability levels. This analysis quantifies the need for affordable housing created by eight categories of new workplace buildings and determines maximum supported fees based on the cost of mitigating the increased affordable housing demand.

2.1 Building Types Addressed

This analysis addresses the following eight types of workplace buildings either currently subject to non-residential housing fees or potentially subject to fees in the future:

- **Office** encompasses the full range of office uses from financial and professional services sectors to medical and dental offices.
- **Medical** includes hospitals and outpatient medical facilities, but not medical office buildings.
- **Retail/commercial** includes retail, restaurants, dry cleaners, health clubs and other personal care and service uses that commonly occupy retail space.
- **Hotel** covers the range from full service hotels to limited service accommodations.
- **Industrial/Manufacturing** covers a broad range of manufacturing, auto repair and service, and a range of other uses of an industrial or semi-industrial character.
- **Research and Development (R&D)** covers facilities for scientific or medial research, product design, prototype production, development and testing.
- **Warehouse**, or large structures primarily devoted to storage and logistics activities, typically with a small amount of office space.
- **Residential Care** encompasses a range of residential facilities where care, personal services, protection, supervision, assistance, training, therapy, or treatment is provided to persons living in a community residential setting. This building type encompasses assisted living, nursing homes, memory care, residential treatment centers, congregate care, and similar facilities.

2.2 Affordability Levels Addressed

The Nexus Analysis addresses the following three income, or affordability, tiers:

- **Extremely Low Income:** households earning up to 30% of Area Median Income (AMI);
- **Very Low Income:** households earning over 30% up to 50% of AMI; and,
- **Low Income:** households earning over 50% AMI up to 80% of AMI.

Households are categorized by income tier based on income limits published by the California Department of Housing and Community Development (HCD). For reference, the 2021 median income for a family of four in Sacramento County is \$91,100. Table 2-1 Identifies income limits for all applicable income categories and household sizes.

	Household Size (Persons)					
	1	2	3	4	5	6
Extr. Low (Under 30% AMI)	\$19,050	\$21,800	\$24,500	\$27,200	\$31,040	\$35,580
Very Low (30%-50% AMI)	\$31,750	\$36,250	\$40,800	\$45,300	\$48,950	\$52,550
Low (50%-80% AMI)	\$50,750	\$58,000	\$65,250	\$72,500	\$78,300	\$84,100
Median (100% of Median)	\$63,750	\$72,900	\$82,000	\$91,100	\$98,400	\$105,700

Source: California Department of Housing and Community Development, 2021 Income Limits.

2.3 Overview of Methodology

The Nexus Analysis links new non-residential buildings with new workers; these workers demand additional housing, a portion of which needs to be affordable to the workers in lower income households. Following is an overview of the analysis steps used in determining the maximum housing fee levels:

- **Employment** – The number of employees is estimated for each building type using employment density ratios drawn from a variety of sources.
- **Housing Units Required** – The number of housing units needed to house the new workforce is estimated based on the average number of workers per working household.
- **Worker Household Incomes** – Household incomes of workers are estimated by combining data on worker occupations from the Bureau of Labor Statistics, local wage data from the California Employment Development Department (EDD) and local U.S. Census data relating individual worker income to total household income.
- **Affordable Housing Need** – Worker household incomes are compared to income criteria from HCD to determine the number of housing units needed by affordability level.

- **Mitigation Cost and Maximum Fees** – The cost of mitigating affordable housing impacts of new development are calculated based on the net subsidy required to deliver the needed affordable housing. Mitigation costs are expressed per square foot of building area for each non-residential building type, which establishes an upper limit on housing fees proportionate to the impacts.

2.4 Report Organization

The report is organized into five sections and two appendices, as follows:

- Section 1.0 is the Executive Summary;
- Section 2.0 provides an Introduction;
- Section 3.0 presents the Nexus Analysis for the eight workplace building types under study, concluding with the maximum supported affordable housing fee level per square foot of building area.
- Section 4.0 contains the affordability gap analysis representing the net cost of delivering each unit of housing affordable to households at the income levels under study.
- Section 5.0 provides draft findings language consistent with the Mitigation Fee Act.
- Appendix A provides a discussion of various specific factors and assumptions in relation to the nexus concept.
- Appendix B provides supporting information on worker occupations and incomes.

3.0 NEXUS ANALYSIS

This section presents a summary of the analysis linking the development of the eight types of workplace buildings to the estimated number of lower income housing units required in each of three income categories. Then, the cost of providing affordable housing to the worker households is determined and expressed per square foot of building area. Findings represent the full mitigation cost for the affordable housing impacts of new development and the ceiling for any affordable housing fee that may be imposed.

3.1 Step-by-Step Narrative of Nexus Methodology

The Nexus Analysis is conducted using a methodology KMA developed for application in many jurisdictions for which the firm has conducted similar nexus analyses in support of affordable housing impact fee programs. Analysis inputs are all local data to the extent possible and are fully documented. The methodology is conceptually the same as prior nexus analyses prepared by KMA to support the County's non-residential housing fee program.

The analysis uses an assumed 100,000 square foot building size. Selection of this building size enables the number of jobs and housing units to be presented in whole numbers that can be more readily understood. At the conclusion of the analysis, findings are divided by the building size to express the linkages on a per square foot basis so that findings can be applied to buildings of any size.

Following is a description of each step of the analysis:

Step 1 – Estimated Number of Employees

The number of employees who will work in the building types being analyzed is estimated using employment density factors drawn from a variety of sources. Sources include local Environmental Impact Reports (EIRs), Institute of Transportation Engineers (ITE) and other sources as noted in the discussion below. Employment estimates are summarized in Table 3-1 followed by a narrative discussion.

Building Type	Employment Density (Gross Square Feet Per Employee)	Number of Employees per 100,000 square feet of building area (=100,000 / Employment Density)
Office	300	333
Medical	300	333
Retail / Commercial	500	200
Hotel	2,000	50
Industrial / Manufacturing	500	200
Research and Development	400	250
Warehouse	2,000	50
Residential Care	2,000	50

- **Office** – 300 square feet per employee. The estimate is based on several sources, including the County's parking requirement for new office space, recent Environmental Impact Reports ("EIRs") addressing office developments in Sacramento County, and the ITE Trip Generation Manual.
- **Medical** – 300 square feet per employee. This estimate is based on recent EIRs for two proposed hospitals in Sacramento County – Kaiser Permanente Medical Center in the City of Sacramento and Cal Northstate Hospital in Elk Grove.
- **Retail / Commercial** – 500 square feet per employee. The employment density estimate for retail reflects consideration of a range of sources including the ITE Trip Generation Manual, and restaurant employment densities derived from National Association of Restaurants data. The density range within this category is wide, with some types of retail such as restaurant space as much as five times as dense as other types such as furniture or building material supply stores. The estimate used is at the low end of the range of sources considered and will tend to understate the number of employees relative to many types of retail.
- **Hotel** – 2,000 square feet per employee. Hotels have a range of employment levels with higher service hotels with conference facilities being more employment intensive and minimal service extended stay hotels representing the lower end of the employment density range. The estimate of 2,000 square feet per employee is approximately equivalent to 0.3 employees per room and an average of 600 square feet of building area per room. This estimate is based on employment levels for twelve local hotels reported in the Sacramento Business Journal averaging 0.35 employees per room with a median of 0.27 employees per room¹.

¹ Reflects hotels reporting full time equivalent employment levels as part of the Sacramento Business Journal Survey and includes Hyatt Sacramento, Sheraton Grand Hotel Sacramento, Holiday Inn Downtown Sacramento Arena, Hilton Sacramento Arden West, Residence Inn Sacramento Downtown at Capitol Park Crowne Plaza Sacramento, Citizen Hotel, Residence Inn Sacramento Cal Expo, Hyatt Place Sacramento/Roseville, Courtyard by Marriott – Sacramento Airport Natomas, Courtyard by Marriott Rancho Cordova, Hyatt Place Sacramento/Rancho Cordova.

- *Industrial/Manufacturing* – 500 square feet per employee. This density covers flex space, light industrial and manufacturing activities. The 500 square feet per employee average is based on estimates from the ITE Trip Generation Manual.
- *Research and Development (R&D)* – 400 square feet per employee. The estimated employment density is based on the ITE Trip Generation Manual.
- *Warehouse* – 2,000 square feet per employee. This reflects that the primary activity in the building is assumed to be storage or logistics. A small amount of office or administrative space is assumed within warehouse structures. Sources consulted include ITE, a Portland Metro Employment Density Study, U.S. Department of Energy, and parking ratios reflected in recent and pipeline warehouse projects in Sacramento County.
- *Residential Care* – 2,000 square feet per employee. The employment density estimate is based on four residential care facilities in the Sacramento region, including Summerplace Living (West Sacramento), Heritage Park (Sacramento), Carefree Assisted Living (Sacramento County), and Edison Avenue Congregate Care (Sacramento County).

This Nexus Analysis was prepared during the coronavirus pandemic, which could have implications regarding the density of employment in workplace buildings. Potential effects can be separated into short-term, during the pandemic, and longer-term, post-pandemic. As the Nexus Analysis determines mitigation costs over the life of new buildings, long-term effects are pertinent while short-term or temporary changes in response to the pandemic would not warrant an adjustment.

The experience adapting to remote working during the coronavirus pandemic has led some businesses to plan for remote work as a larger part of their operations post-pandemic. A trend toward remote work would be expected to reduce demand for new commercial buildings overall but does not necessarily reduce the impacts of commercial buildings that are built. A second potential long-term adjustment resulting from the pandemic is reduced employment density, as employers make modifications to office layouts that increase the distance and physical separation between employees. This potential effect is likely most relevant for office building users that had transitioned to higher employment density office configurations. Office employment density estimates used in the analysis are more representative of traditional office layouts that have a mix of private offices and cubicles than higher employment density layouts like "benching" where employees work side-by-side with no partitions or cubicles separating them. As high employment density office configurations are not assumed, a downward adjustment in consideration of a possible reversal of trends toward higher density of employment within offices is not warranted.

Step 2 – Net New Employment After Adjustment for Changing Industries

This step makes an adjustment to employment estimates to take into account any declines, changes and shifts within all sectors of the economy and to recognize that new space is not always 100% equivalent to net new employees.

The local economy, like that of the U.S. as a whole, is constantly evolving, with job losses in some sectors and job growth in others. Over the past decade, employment in Sacramento County declined in telecommunications, finance and insurance, accommodations, restaurants, durable goods manufacturing, government, and other services. Jobs lost in these declining sectors were replaced by job growth in other industry sectors.

The analysis makes an adjustment to take these declines, changes and shifts within all sectors of the economy into account, recognizing that jobs added are not 100% net new in all cases. A 20% adjustment is utilized based on the long-term shifts in employment that have occurred in some sectors of the local economy over the last decade and the likelihood of continuing changes in the future. Long term declines in employment experienced in some sectors of the economy mean that some of the new jobs are being filled by workers that have been displaced from another industry and who are presumed to already have housing locally. The analysis assumes that existing workers downsized from declining industries are available to fill a portion of jobs in new workplace buildings.

The 20% downward adjustment was derived from California Employment Development Department data on employment by industry in the Sacramento-Roseville-Arden-Arcade MSA. Over the approximately ten-year period from March 2010 to June 2020², approximately 20,400 jobs were lost in declining industry sectors. Over the same period, growing and stable industries added a total of 118,700 jobs. The ratio between jobs lost in declining industries to jobs gained in growing and stable industries is 17%, which is rounded up to 20% for the purposes of the analysis. The assumption is that 20% of new jobs are filled by a worker down-sized from a declining industry who already lives locally.

The discount for changing industries represents a conservative assumption because many displaced workers may exit the workforce entirely by retiring. Some of the job losses over the past decade are likely temporary losses due to the coronavirus pandemic, particularly in restaurants and hotels which have been particularly affected; however, for purposes of the analysis the conservative assumption is made that these losses are permanent. In addition, development of new workspace buildings will typically occur only to the extent there is positive net demand after re-occupancy of buildings vacated by businesses in declining sectors of the economy. To the extent existing buildings are re-occupied, the discount for changing industries is unnecessary

² June 2020 was selected as the most recent monthly data available at the time this report was prepared while March 2010 was selected as the point of comparison based on having a very similar unemployment rate (12.7% compared to 12.8%), which enables longer-term declines to be distinguished from the effects of shorter-term economic cycles.

because new buildings would represent net new growth in employment. The 20% adjustment is conservative in that it is mainly necessary to cover a special case in which buildings vacated by declining industries cannot be readily occupied by other users due to their special purpose nature, because of obsolescence, or because they are torn down or converted to residential.

Step two is illustrated in Table 3-2.

Building Type	Number of Employees per 100,000 square feet (Table 3-1)	Net New Employees after 20% Declining Industries Adjustment per 100,000 square feet
Office	333	287
Medical	333	287
Retail / Commercial	200	160
Hotel	50	40
Industrial / Manufacturing	200	160
Research and Development	250	200
Warehouse	50	40
Residential Care	50	40

Step 3 – Adjustment from Employees to Employee Households

This step converts the number of employees to the number of employee households, recognizing that there is, on average, more than one worker per household, and thus the number of housing units needed for new workers is less than the number of new workers. The workers-per-worker-household ratio eliminates from the equation all non-working households, such as retired persons and students.

According to the 2014-2018 American Community Survey, the number of workers per worker household for Sacramento County is 1.68 including full- and part-time workers³. The total number of jobs created is divided by the 1.68 workers per worker household factor to determine the number of housing units that are needed to house the new workforce. Step three is illustrated in Table 3-3.

³ Source data does not allow a breakout between full and part time workers; however, for purposes of compensation levels, full time work is assumed for all workers as described in Step 5.

Building Type	Net New Jobs per 100,000 square feet (Table 3-2)	Number of Worker Households / Housing Units Needed per 100,000 square feet (= net new jobs / 1.68 workers per worker household)
Office	267	158.3
Medical	267	158.3
Retail / Commercial	160	95.0
Hotel	40	23.7
Industrial / Manufacturing	160	95.0
Research and Development	200	118.7
Warehouse	40	23.7
Residential Care	40	23.7

Step 4 – Occupational Distribution of Employees

Estimating the occupational breakdown of employees is the first step to arrive at income levels. The occupational make up of jobs by building type is estimated by combining two data sources: Bureau of Labor Statistics data on the distribution of occupations by industry category and data on employment by industry for Sacramento County from the Quarterly Census of Employment and Wages (QCEW). Industry categories are weighted to reflect the mix of employers in Sacramento County.

- For office buildings, the mix of industries reflects a wide range of financial, professional service, technology, and medical office.
- For medical, industries include outpatient care centers, diagnostic labs, hospitals, and skilled nursing facilities.
- For retail / commercial, a wide range of retail categories are included as well as restaurants and personal services.
- For hotels, the applicable industry sector is Traveler Accommodation. An adjustment is made to remove casino hotels.
- The industrial / manufacturing category encompasses a range of manufacturing, wholesalers, and automotive and other maintenance and repair services.
- Research and Development reflects the industry category for research and development in the physical, engineering and life sciences.
- For warehouse, the applicable industry category is Warehouse & Storage.
- For residential care, the industry category for continuing care retirement communities and assisted living facilities is used.

This step results in a distribution of workers by occupation category for the eight building types. Appendix B Table 17 identifies the specific industry codes utilized by building type. Table 3-4 indicates the percentage distribution by occupation.

	Office	Medical	Retail / Comm'l	Hotel	Industrial	R&D	Warehouse	Residential Care
Management Occupations	9.9%	4.4%	2.6%	4.5%	9.9%	15.4%	2.7%	3.5%
Business and Financial	14.8%	2.4%	0.7%	1.6%	6.9%	10.1%	2.2%	1.0%
Computer and Mathematical	10.0%	1.3%	0.1%	0.1%	6.9%	12.7%	0.6%	0.1%
Architecture and Engineering	4.6%	0.0%	0.0%	0.0%	12.1%	16.0%	0.2%	0.0%
Sciences	2.1%	0.9%	0.0%	0.0%	6.8%	25.9%	0.1%	0.0%
Community & Social Services	0.8%	7.1%	0.0%	0.0%	0.1%	0.2%	0.0%	0.8%
Legal	3.5%	0.0%	0.0%	0.0%	0.2%	0.6%	0.0%	0.0%
Education, and Library	0.4%	0.3%	0.1%	0.0%	0.2%	0.3%	0.0%	0.0%
Arts, Design, Entertainment	2.1%	0.2%	0.6%	0.2%	0.9%	1.1%	0.2%	0.1%
Healthcare Practitioners	7.8%	46.3%	1.4%	0.0%	0.9%	2.5%	0.0%	10.8%
Healthcare Support	4.3%	15.7%	0.4%	0.6%	0.2%	0.9%	0.0%	44.9%
Protective Service	0.5%	0.5%	0.5%	1.5%	0.1%	0.4%	0.8%	0.6%
Food Prep and Serving	0.3%	2.3%	39.1%	25.0%	0.3%	0.0%	0.1%	18.0%
Building and Grounds.	0.9%	2.4%	0.6%	30.7%	0.4%	0.4%	0.7%	6.0%
Personal Care and Service	0.6%	0.7%	5.7%	4.1%	0.1%	0.2%	0.0%	4.4%
Sales and Related	7.2%	0.3%	28.5%	2.5%	3.5%	1.5%	1.2%	0.5%
Office and Admin Support	25.2%	13.2%	5.4%	19.7%	9.9%	7.7%	13.1%	5.1%
Farming, Fishing, Forestry	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.1%	0.0%
Construction & Extraction	0.5%	0.1%	0.1%	0.2%	0.5%	0.3%	0.1%	0.1%
Installation, Maint. and Repair	2.6%	0.9%	2.9%	5.6%	2.9%	1.2%	2.8%	2.5%
Production	0.8%	0.4%	2.2%	2.5%	33.8%	2.0%	2.3%	0.5%
Transportation	<u>0.9%</u>	<u>0.7%</u>	<u>8.9%</u>	<u>1.2%</u>	<u>3.2%</u>	<u>0.6%</u>	<u>72.7%</u>	<u>1.1%</u>
Totals	100%	100%	100%	100%	100%	100%	100%	100%

To determine the distribution of worker households by occupation category, the percentage distribution of worker occupations identified in Table 3-4 is multiplied by the total number of worker households from Table 3-3. The result is a distribution in the number of worker households by worker occupation category as shown in Table 3-5. As one example, the 158.3 estimated worker households with office (Table 3-3) is multiplied by the 9.9% share in management occupations (Table 3-4) to arrive at the 15.6 worker households in management occupations in Table 3-5.

Table 3-5. Number of Worker Households by Worker Occupation Category

	Office	Medical	Retail / Comm'l	Hotel	Industrial	R&D	Warehouse	Residential Care
Management Occupations	15.6	6.9	2.5	1.1	9.4	18.2	0.6	0.8
Business and Financial	23.4	3.8	0.6	0.4	6.5	12.0	0.5	0.2
Computer and Mathematical	15.8	2.0	0.1	0.0	6.5	15.1	0.2	0.0
Architecture and Engineering	7.3	0.1	0.0	0.0	11.5	18.9	0.1	0.0
Sciences	3.3	1.4	0.0	0.0	6.4	30.7	0.0	0.0
Community & Social Services	1.3	11.2	0.0	0.0	0.1	0.2	0.0	0.2
Legal	5.6	0.0	0.0	0.0	0.2	0.7	0.0	0.0
Education, and Library	0.6	0.5	0.1	0.0	0.2	0.4	0.0	0.0
Arts, Design, Entertainment	3.3	0.3	0.6	0.1	0.9	1.4	0.0	0.0
Healthcare Practitioners	12.4	73.3	1.3	0.0	0.8	2.9	0.0	2.6
Healthcare Support	6.9	24.9	0.4	0.1	0.2	1.1	0.0	10.7
Protective Service	0.8	0.7	0.5	0.4	0.1	0.4	0.2	0.1
Food Prep and Serving	0.6	3.6	37.1	5.9	0.3	0.1	0.0	4.3
Building and Grounds.	1.5	3.8	0.6	7.3	0.4	0.4	0.2	1.4
Personal Care and Service	1.0	1.1	5.4	1.0	0.1	0.3	0.0	1.0
Sales and Related	11.4	0.5	27.1	0.6	3.3	1.7	0.3	0.1
Office and Admin Support	39.9	20.8	5.1	4.7	9.4	9.2	3.1	1.2
Farming, Fishing, Forestry	0.1	0.0	0.0	0.0	0.1	0.2	0.0	0.0
Construction and Extraction	0.8	0.2	0.1	0.0	0.4	0.4	0.0	0.0
Installation, Maint. and Repair	4.1	1.4	2.8	1.3	2.7	1.4	0.7	0.6
Production	1.3	0.6	2.1	0.6	32.1	2.3	0.6	0.1
Transportation	<u>1.5</u>	<u>1.2</u>	<u>8.5</u>	<u>0.3</u>	<u>3.0</u>	<u>0.7</u>	<u>17.3</u>	<u>0.3</u>
Totals	158.3	158.3	95.0	23.7	95.0	118.7	23.7	23.7

Step 5 – Estimate of Employee Household Incomes

Employee wage and salary distribution is based on the occupational distribution from Step 4 in combination with recent Sacramento County wage and salary information from the California Employment Development Department (EDD) for the first quarter of 2021.

For each occupational category shown in Tables 3-4 and 3-5, the OES data provides a distribution of specific occupations within the category. For example, within the Food Preparation and Serving Category, there are Supervisors, Cooks, Servers, Dishwashers, etc. Each of these individual categories has a different distribution of wages which was obtained from EDD and is specific to workers in Sacramento County as of 2021. Worker compensations used in the analysis assume full time employment (40 hours per week) based on EDD's convention for reporting annual compensation. Compensations are adjusted where applicable to reflect the current \$14 per hour State minimum wage for businesses with 26 or more employees, which results in an annual income of \$29,120 assuming full time employment. The detailed occupation and salary data is provided in Appendix B.

Employee income is then translated into an estimate of household income using ratios between individual employee income and household income derived from U.S. Census data shown in Table 3-6. Ratios reflect an analysis of data for the workforce in Sacramento County with annual household incomes under \$500,000. Households with income of \$500,000 or more are not included to avoid a disproportionate influence on averages by a small percentage of households with incomes well over levels addressed in the Nexus Analysis.

Individual Worker Income	One Worker Households	Two Worker Households	Three or More Workers
\$25,000 to \$29,999	1.36	2.79	3.61
\$30,000 to \$39,999	1.24	2.37	3.05
\$40,000 to \$49,999	1.16	2.17	2.53
\$50,000 to \$59,999	1.15	1.99	2.25
\$60,000 to \$79,999	1.11	1.85	1.97
\$80,000 to \$99,999	1.07	1.69	1.75
\$100,000 to \$124,999	1.06	1.58	1.62
\$125,000 to \$149,999	1.05	1.45	1.50
\$150,000 to \$249,999	1.05	1.35	1.40
\$250,000 or more	1.01	1.12	1.15

Source: KMA analysis of 2014 to 2018 American Community Survey PUMS data.

A ratio of 1.0 in Table 3-6 indicates the household has no additional income beyond that of the individual worker. A ratio of 2.0 means total household income is twice what the individual worker earns. With a two-earner household, a ratio of 2.0 indicates each worker in the household earns about the same amount. A ratio above 2.0 would indicate the other worker in the household earns more, on average, while a ratio less than 2 indicates the other worker earned less. The ratio between worker income and overall household income decreases as worker pay increases. This is because workers with higher pay are more likely to represent the largest source of household income.

The ratios adjust employee incomes upward even for households with only one worker. This is in consideration of non-wage/salary income sources such as child support, disability, social security, investment income and others. Ratios for one-worker households at the lower end of the compensation range tend to be larger, an indication that these workers are more likely to derive a share of household income from non-employment sources such as social security.

For workers with compensations of \$100,000 or more, having a third worker in the household tends to result in little increase in overall household income compared to households with two earners (i.e. ratios for 3+ worker households are not much above ratios for two earner households). This is likely a reflection of the third worker being a teenager or young adult living with their parents who may hold a part time job but does not contribute significantly to household income. In contrast, for workers earning under \$50,000, a third worker tends to be associated with more of an increase to household income compared to two-earner households.

This likely represents more of a range of circumstances such as multi-generational households, families doubling up in a unit, or unrelated roommates. It is likely that, in some cases, these are responses to high housing costs and households would not choose the same living arrangements if more affordable housing were available. The Nexus Analysis makes the conservative assumption that the existing pattern, which is likely partially a response to high housing costs, continues.

Household income estimates for workers within each detailed occupation category are summarized in Appendix B. A separate estimate is provided for households with one, two, and three or more workers. Household income estimates are compared to HCD income criteria summarized in Table 2-1 to estimate the percent of worker households that would fall into each income category. This is done for each potential combination of household size and number of workers in the household.

Step 6 – Household Size Distribution

In this step, the household size distribution of workers is estimated using U.S. Census data. In addition to the distribution in household sizes, the data also accounts for a range in the number of workers in households of various sizes. Table 3-7 indicates the percentage distribution utilized in the analysis. Application of these percentage factors accounts for the following:

- Households have a range in size and a range in the number of workers.
- Large households generally have more workers than smaller households.

No. of Persons In Household	No. of Workers In Household	Percent of Total Households
1	1	17.9%
2	1	15.0%
	2	15.1%
3	1	7.9%
	2	8.6%
	3+	2.5%
4	1	5.9%
	2	7.3%
	3+	3.4%
5	1	3.1%
	2	3.8%
	3+	1.8%
6	1	2.7%
	2	3.4%
	3+	1.6%
Total		100.0%

The result of Step 6 is a distribution of working households by number of workers and household size.

Step 7 – Estimate of Households that meet HCD Size and Income Criteria

Step 7 calculates the number of employee households that fall into each income category for each size household. This calculation is based on combining the household income distribution (Step 5) with the worker household size distribution (Step 6) to arrive at a distribution of worker households by income category. Table 3-13A at the end of this section shows the results by occupation category after completing Steps 5, 6 and 7 for the Extremely Low Income Tier. The methodology is repeated for each of the lower income tiers (Tables 3-13B and 3-13C).

3.2 Housing Demand by Income Level

Table 3-8 indicates the results of the analysis for each of the eight building types. The table presents the number of households in each affordability category, the total number up to 80% of median, and the remaining households earning over 80% of median associated with a 100,000 square foot building.

	Office	Medical	Retail / Comm'l	Hotel	Industrial	R&D	Warehouse	Residential Care
Extremely Low Income	0.4	0.9	2.2	0.5	0.5	0.1	0.3	0.4
Very Low Income	7.1	10.6	22.8	5.0	7.9	1.7	3.8	4.6
Low Income	<u>19.7</u>	<u>15.2</u>	<u>12.0</u>	<u>3.3</u>	<u>13.3</u>	<u>7.2</u>	<u>4.9</u>	<u>3.1</u>
Subtotal	27.2	26.7	36.9	8.8	21.7	8.9	9.0	8.1
Above 80% AMI	131.1	131.5	58.1	14.9	73.2	109.8	14.7	15.7
Total	158.3	158.3	95.0	23.7	95.0	118.7	23.7	23.7

Table 3-9 summarizes the percentage of worker households that fall into each income category. As indicated, approximately one-third of Retail/Commercial, Warehouse, Residential Care and Hotel worker households earn less than the 80% of median income level. R&D space has the lowest percentage of workers under 80% of median at just 7.5% of worker households.

	Office	Medical	Retail / Comm'l	Hotel	Industrial	R&D	Warehouse	Residential Care
Extremely Low Income	0.2%	0.5%	2.3%	2.0%	0.6%	0.1%	1.2%	1.8%
Very Low Income	4.5%	6.7%	24.0%	21.2%	8.3%	1.4%	16.1%	19.2%
Low Income	<u>12.4%</u>	<u>9.6%</u>	<u>12.6%</u>	<u>13.9%</u>	<u>14.0%</u>	<u>6.0%</u>	<u>20.8%</u>	<u>13.0%</u>
Subtotal	17.2%	16.9%	38.9%	37.2%	22.9%	7.5%	38.1%	34.1%
Above 80% AMI	82.8%	83.1%	61.1%	62.8%	77.1%	92.5%	61.9%	65.9%
Total	100%	100%	100%	100%	100%	100%	100%	100%

3.3 Housing Demand Per Square Foot of Building Area

The analysis thus far has used 100,000 square foot buildings. In this step, the conclusions are translated to affordable housing demand per square foot of building area (see Table 3-10).

Table 3-10. New Worker Households Per Square Foot								
	Office	Medical	Retail / Commercial	Hotel	Industrial / Manufacturing	R&D	Warehouse	Residential Care
Extr. Low	0.0000037	0.0000087	0.0000216	0.0000048	0.0000064	0.0000007	0.0000029	0.0000044
Very Low	0.0000711	0.0001081	0.0002279	0.0000504	0.0000789	0.0000170	0.0000382	0.0000456
Low Income	0.0001968	0.0001524	0.0001196	0.0000331	0.0001331	0.0000715	0.0000493	0.0000309
Total	0.0002716	0.0002671	0.0003890	0.0000883	0.0002174	0.0000892	0.0000904	0.0000809

Note: Figures in Table 3-10 are calculated by dividing findings from Table 3-8 by 100,000 square feet of building.

This is the summary of the housing nexus analysis, or the linkage from buildings to employees to housing demand, by income level. Estimates are conservative and most likely understate the number of worker households within the three affordability categories.

3.4 Affordability Gap

A key component of the analysis is the affordability gap, which represents the subsidy required to deliver affordable units to households in each of the three affordability categories. Fees are anticipated to be used to provide financial assistance to affordable projects built by non-profit affordable housing developers. The affordability gap assumes that housing fees will be used to assist affordable rental units financed with 4% tax credits. The affordability gaps are summarized in Table 3-11. Supporting analysis and discussion is provided in Section 4.

Table 3-11. Affordability Gaps	
Extremely Low (Under 30% AMI)	\$218,000
Very Low (30% to 50% AMI)	\$198,000
Low (50% to 80% AMI)	\$166,000

AMI = Area Median Income
See Section 4 for supporting analysis.

3.5 Maximum Supported Fees Per Square Foot of Building Area

The last step in the Nexus Analysis calculates the cost of delivering affordable housing to workers in new non-residential buildings. The demand for affordable units within each income category per square foot of building area from Table 3-10 is multiplied by the affordability gaps from Table 3-11 to determine the cost to mitigate the affordable housing impacts.

Affordability Gap (Table 3-11)	X	No. affordable units generated per square foot of building area. (from Table 3-10)	=	Maximum Fee Per Square Foot of Building Area
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The results of this calculation are presented in Table 3-12. The findings in Table 3-12 represent the maximum housing fee that could be charged to new non-residential developments to mitigate the development's impacts on the need for affordable housing. These figures are not recommended fee levels; they represent only the maximums established by this analysis.

Table 3-12. Maximum Supported Housing Fee Per Square Foot of Building Area.

INCOME CATEGORY	Office	Medical	Retail / Comm'l	Hotel	Industrial / Manuf.	R&D	Warehouse	Residential Care
Extremely Low	\$0.80	\$1.90	\$4.70	\$1.00	\$1.20	\$0.10	\$0.60	\$1.00
Very Low	\$14.10	\$21.00	\$45.10	\$10.00	\$15.60	\$3.40	\$7.60	\$9.00
Low	\$32.70	\$25.30	\$19.80	\$5.50	\$22.10	\$11.90	\$8.20	\$5.10
Total Mitigation Cost / Maximum Supported Fee	\$47.60	\$48.20	\$69.60	\$16.50	\$38.90	\$15.40	\$16.40	\$15.10

Note: Nexus findings are not recommended fee levels.

Total nexus or mitigation costs are driven by employment densities, the compensation levels of jobs, and the cost of developing residential units. Higher employment densities contribute to higher nexus costs. Retail has the highest nexus cost, driven by the combination of generally lower worker compensation levels and the density of employment. While hotel, warehouse and residential care have a similar percentage of their workforce at or below Low Income as retail, the lower density of employment results in a lower nexus cost compared to retail.

If expenditure of housing fees continues to be limited to households earning 0% to 50% of AMI, the relevant maximum supported fee level is the sum of the Extremely Low and Very Low Income results in Table 3-12, without Low Income. If use of housing fees is expanded to also include housing for Low Income households, the Table 3-12 total mitigation cost findings are the relevant maximum supported fee levels.

3.6 Conservative Assumptions

In establishing maximum fees, many conservative assumptions were employed in the analysis that result in a cost to mitigate affordable housing needs that may be considerably understated. These conservative assumptions include:

- Only direct employees are counted in the analysis. Many indirect employees are also associated with each new workspace. Indirect employees in an office building, for example, include security, delivery personnel, building cleaning and maintenance personnel, and a whole range of others. Hotels do have many of these workers on staff, but hotels also "contract out" a number of services that are not taken into account in the analysis. For simplicity and because the results using only direct employees are

significantly higher than the fee levels typically considered for adoption, we limit it to direct employees only.

- A downward adjustment of 20% has been reflected in the analysis to account for declining industries and the potential that displaced workers from declining sectors of the economy will fill a portion of new jobs. This is a conservative assumption because many displaced workers may exit the workforce by retiring and the adjustment is only necessary to the extent vacated space is not re-occupied.
- Annual incomes for workers reflect full time employment based upon EDD's convention for reporting the compensation information. In fact, many workers work less than full time; therefore, annual compensations for these workers is likely overstated.

In summary, less conservative assumptions could have been made that would have resulted in higher maximum fees.

TABLE 3-13A
ESTIMATE OF QUALIFYING HOUSEHOLDS - EXTREMELY LOW INCOME
HOUSING TRUST FUND NEXUS ANALYSIS
SACRAMENTO COUNTY, CA

Analysis for Households Earning up to 30% of Median

Per 100,000 SF Building

Households Earning up to 30% of Median (Step 5, 6, & 7) ⁽¹⁾

	Office	Medical	Retail / Commercial	Hotel	Industrial / Manufacturing	Research and Development	Warehouse	Residential Care
Management	-	-	-	-	-	-	-	-
Business and Financial Operations	-	0.00	-	-	-	-	-	-
Computer and Mathematical	-	-	-	-	-	-	-	-
Architecture and Engineering	-	-	-	-	0.00	-	-	-
Life, Physical and Social Science	0.00	-	-	-	-	0.03	-	-
Community and Social Services	-	0.03	-	-	-	-	-	-
Legal	0.01	-	-	-	-	-	-	-
Education Training and Library	-	-	-	-	-	-	-	-
Arts, Design, Entertainment, Sports, and Media	0.00	-	-	-	-	-	-	-
Healthcare Practitioners and Technical	0.00	0.01	-	-	-	0.00	-	0.00
Healthcare Support	0.02	0.53	-	-	-	-	-	0.26
Protective Service	-	-	-	-	-	-	-	-
Food Preparation and Serving Related	-	0.08	1.07	0.15	0.01	-	-	-
Building Grounds and Maintenance	-	0.06	-	0.11	-	-	-	0.11
Personal Care and Service	-	-	0.11	0.02	-	-	-	0.00
Sales and Related	0.07	-	0.60	0.01	0.03	-	-	0.02
Office and Admin	0.22	0.11	0.04	0.13	0.06	0.03	0.03	-
Farm, Fishing, and Forestry	-	-	-	-	-	-	-	0.01
Construction and Extraction	-	-	-	-	-	-	-	-
Installation Maintenance and Repair	-	-	-	-	-	-	-	-
Production	-	-	0.01	0.01	0.01	-	0.00	0.00
Transportation and Material Moving	-	-	0.04	0.02	0.36	-	0.01	-
HH earning up to 30% of Median - major occupations	0.35	0.81	2.06	0.45	0.04	0.06	0.28	0.42
HH earning up to 30% of Median - all other occupations	0.02	0.05	0.10	0.03	0.04	0.01	0.01	0.02
Total Households Earning up to 30% of Median	0.4	0.9	2.2	0.5	0.5	0.1	0.3	0.4

Notes:

(1) Appendix Tables 1 through 16 contain additional information on worker occupation categories, compensation levels and estimated household incomes.

**TABLE 3-13B
ESTIMATE OF QUALIFYING HOUSEHOLDS - VERY LOW INCOME
HOUSING TRUST FUND NEXUS ANALYSIS
SACRAMENTO COUNTY, CA**

Analysis for Households Earning 30% to 50% of Median

Per 100,000 SF Building

Households Earning 30% to 50% of Median (Step 5, 6, & 7) ⁽¹⁾

	Office	Medical	Retail / Commercial	Hotel	Industrial / Manufacturing	Research and Development	Warehouse	Residential Care
Management	0.03	0.01	0.02	0.01	-	-	-	0.00
Business and Financial Operations	0.13	0.03	-	-	0.04	0.07	0.00	-
Computer and Mathematical	0.03	-	-	-	-	0.02	-	-
Architecture and Engineering	0.01	-	-	-	0.05	0.00	-	-
Life, Physical and Social Science	0.06	-	-	-	-	0.61	-	-
Community and Social Services	-	0.54	-	-	-	-	-	-
Legal	0.14	-	-	-	-	-	-	-
Education Training and Library	-	-	-	-	-	-	-	-
Arts, Design, Entertainment, Sports, and Media	0.11	-	-	-	-	-	-	-
Healthcare Practitioners and Technical	0.12	0.33	-	-	-	0.04	-	0.01
Healthcare Support	0.57	5.48	-	-	-	-	-	2.52
Protective Service	-	-	-	-	-	-	-	-
Food Preparation and Serving Related	-	0.82	10.50	1.58	0.09	-	-	1.12
Building Grounds and Maintenance	-	0.69	-	1.29	-	-	-	0.22
Personal Care and Service	-	-	1.09	0.24	-	-	-	0.25
Sales and Related	0.93	-	6.75	0.07	0.35	-	-	-
Office and Admin	4.22	2.04	0.68	1.28	1.08	0.79	0.43	0.17
Farm, Fishing, and Forestry	-	-	-	-	-	-	-	-
Construction and Extraction	-	-	-	-	-	-	-	-
Installation Maintenance and Repair	0.32	-	0.25	0.14	0.15	-	0.05	0.06
Production	-	-	0.46	0.17	4.99	-	0.08	-
Transportation and Material Moving	-	-	1.97	-	0.53	-	3.09	-
HH earning 30% to 50% of Median - major occupations	6.69	9.94	21.74	4.77	7.29	1.54	3.66	4.35
HH earning 30% to 50% of Median - all other occupations	0.42	0.67	1.05	0.27	0.59	0.17	0.16	0.21
Total Households Earning 30% to 50% of Median	7.1	10.6	22.8	5.0	7.9	1.7	3.8	4.6

Notes:

(1) Appendix Tables 1 through 16 contain additional information on worker occupation categories, compensation levels and estimated household incomes.

**TABLE 3-13C
ESTIMATE OF QUALIFYING HOUSEHOLDS - LOW INCOME
HOUSING TRUST FUND NEXUS ANALYSIS
SACRAMENTO COUNTY, CA**

Analysis for Households Earning 50% to 80% of Median

	Office	Medical	Retail / Commercial	Hotel	Industrial / Manufacturing	Research and Development	Warehouse	Residential Care
Per 100,000 SF Building								
Households Earning 50% to 80% of Median (Step 5, 6, & 7) ⁽¹⁾								
Management	0.47	0.21	0.22	0.09	0.24	0.25	0.02	0.04
Business and Financial Operations	2.17	0.39	-	-	0.66	1.14	0.06	-
Computer and Mathematical	0.45	-	-	-	-	0.30	-	-
Architecture and Engineering	0.21	-	-	-	0.40	0.33	-	-
Life, Physical and Social Science	0.25	-	-	-	-	2.21	-	-
Community and Social Services	-	1.88	-	-	-	-	-	-
Legal	0.33	-	-	-	-	-	-	-
Education Training and Library	-	-	-	-	-	-	-	-
Arts, Design, Entertainment, Sports, and Media	0.48	-	-	-	-	-	-	-
Healthcare Practitioners and Technical	0.41	3.13	-	-	-	0.22	-	0.24
Healthcare Support	1.69	2.33	-	-	-	-	-	1.29
Protective Service	-	-	-	-	-	-	-	-
Food Preparation and Serving Related	-	0.72	2.96	0.65	0.03	-	-	0.53
Building Grounds and Maintenance	-	0.82	-	1.58	-	-	-	0.30
Personal Care and Service	-	-	0.79	0.14	-	-	-	0.12
Sales and Related	1.67	-	3.91	0.08	0.38	-	-	-
Office and Admin	9.59	4.79	1.25	0.28	2.29	1.99	0.72	0.29
Farm, Fishing, and Forestry	-	-	-	-	-	-	-	-
Construction and Extraction	-	-	-	-	-	-	-	-
Installation Maintenance and Repair	0.77	-	0.52	0.28	0.49	-	-	0.12
Production	-	-	0.31	0.03	7.20	-	0.12	-
Transportation and Material Moving	-	-	1.45	-	0.63	-	3.68	-
HH earning 50% to 80% of Median - major occupations	18.52	14.28	11.40	3.13	12.31	6.45	4.73	2.95
HH earning 50% to 80% of Median - all other occupations	1.16	0.96	0.55	0.18	1.00	0.70	0.21	0.14
Total Households Earning 50% to 80% of Median	19.7	15.2	12.0	3.3	13.3	7.2	4.9	3.1

Notes:

(1) Appendix Tables 1 through 16 contain additional information on worker occupation categories, compensation levels and estimated household incomes.

4.0 AFFORDABILITY GAP ANALYSIS

A key component of an impact analysis is the mitigation cost. In an affordable housing nexus analysis, the mitigation cost is the "affordability gap" - the financial gap between what lower income households can afford to pay and the cost of producing new housing. The affordability gap analysis is based on the remaining financial gap after assistance available through State and Federal Low Income Housing Tax Credits (LIHTC).

4.1 County-Assisted Affordable Unit Prototype

For estimating the affordability gap, there is a need to match a household of each income level with a unit type and size according to governmental regulations and County practices and policies. The prototype affordable unit should reflect a modest unit consistent with what the County is likely to assist. The focus is on affordable projects developed for families as opposed to projects consisting of primarily studios or single room occupancy units too small to accommodate an average-size worker household.

KMA reviewed project information for six recent or proposed affordable housing projects in Sacramento County:

- Sunrise Pointe (Citrus Heights)
- Mirasol Village, Blocks B and E (Sacramento)
- Mirasol Village, Block A (Sacramento)
- Mutual Housing on the Boulevard (Sacramento)
- Lavender Courtyard (Sacramento)
- Metro at 7th Phase I (Sacramento)

Based on these projects, it is assumed that the County will assist in the development of multi-family rental units averaging approximately 1.5 bedrooms⁴ per unit.

4.2 Development Costs

KMA estimated total development costs for the affordable housing prototype (inclusive of land acquisition costs, direct construction costs, indirect costs of development and financing) based on costs for the six multi-family affordable rental projects listed above. Cost data for each project was provided by the Sacramento Housing and Redevelopment Agency (SHRA) and is summarized in Table 4-4 at the end of this section. Total development cost per affordable unit is estimated at the \$505,000 per unit average for the six projects.

⁴ For purposes of calculating the average bedroom size, studios are treated as having zero bedrooms.

4.3 Unit Values

Unit values are based upon the funding sources assumed to be available for the project. Funding sources include tax-exempt permanent debt financing supported by the project's operating income, a deferred developer fee, and equity generated by both 4% federal low income housing tax credits and state tax credits. The highly competitive 9% federal tax credits are not assumed because of the limited number of projects that receive an allocation of 9% tax credits in any given year per geographic region. Other affordable housing subsidy sources such as CDBG, HOME, AHP, and various Federal and State funding programs are also limited and difficult to obtain and therefore are not assumed in this analysis as available to offset the cost of mitigating the affordable housing impacts of new development.

The unit values are summarized in Table 4-1. Further detail is provided in Table 4-3.

<i>Income Group</i>	<i>Unit Value</i>
Extremely Low (Under 30% AMI)	\$287,000
Very Low (30% to 50% AMI)	\$307,000
Low (50% to 80% AMI)	\$339,000

4.4 Affordability Gap

The affordability gap is the difference between the cost of developing the affordable units and the unit value based on the restricted affordable rent. The resulting affordability gaps are as presented in Table 4-2.

	<i>Unit Value</i>	<i>Development Cost</i>	<i>Affordability Gap</i>
Extremely Low (Under 30% AMI)	\$287,000	\$505,000	\$218,000
Very Low (30% to 50% AMI)	\$307,000	\$505,000	\$198,000
Low (50% to 80% AMI)	\$339,000	\$505,000	\$166,000

Detailed analysis supporting the affordability gap calculations is provided in Tables 4-3 and 4-4.

**TABLE 4-3
AFFORDABILITY GAP CALCULATION
HOUSING TRUST FUND NEXUS ANALYSIS
SACRAMENTO COUNTY, CA**

	Extremely Low	Very Low	Low Income
I. Affordable Prototype			
Tenure		Rental	
Average Number of Bedrooms		1.5 BR	
II. Development Costs ^[1]			
	Per Unit	Per Unit	Per Unit
Land Acquisition	\$13,000	\$13,000	\$13,000
Directs	\$315,000	\$315,000	\$315,000
Indirects	\$155,000	\$155,000	\$155,000
Financing	\$22,000	\$22,000	\$22,000
Total Development Costs	\$505,000	\$505,000	\$505,000
III. Supported Financing			
	Per Unit	Per Unit	Per Unit
<u>Affordable Rents</u>			
Maximum TCAC Rent ^[2]	\$560	\$934	\$1,121
(Less) Utility Allowance ^[3]	(\$99)	(\$99)	(\$99)
Maximum Monthly Rent	\$462	\$835	\$1,022
<u>Net Operating Income (NOI)</u>			
Gross Potential Income			
Monthly	\$462	\$835	\$1,022
Annual	\$5,539	\$10,023	\$12,265
Other Income	\$110	\$110	\$110
(Less) Vacancy 5.0%	(\$282)	(\$507)	(\$619)
Effective Gross Income (EGI)	\$5,367	\$9,626	\$11,756
(Less) Operating Expenses	(\$8,300)	(\$8,300)	(\$8,300)
(Less) Property Taxes ^[4]	\$0	\$0	\$0
Net Operating Income (NOI)	(\$2,933)	\$1,326	\$3,456
<u>Permanent Financing</u>			
Permanent Loan ^[5] 5.00%	\$0	\$20,000	\$52,000
Deferred Developer Fee	\$12,000	\$12,000	\$12,000
Tax Credit Equity ^[6]	\$275,000	\$275,000	\$275,000
Total Sources	\$287,000	\$307,000	\$339,000
IV. Affordability Gap			
	Per Unit	Per Unit	Per Unit
Supported Permanent Financing	\$287,000	\$307,000	\$339,000
(Less) Total Development Costs	(\$505,000)	(\$505,000)	(\$505,000)
Affordability Gap	(\$218,000)	(\$198,000)	(\$166,000)

Notes

^[1] Estimate of costs based on average of recent projects as summarized in Table 4-4.

^[2] Maximum rents per Tax Credit Allocation Committee (TCAC) for projects utilizing Low Income Housing Tax Credits.

^[3] Estimated based on SHRA utility allowance schedule.

^[4] Assumes tax exemption for non-profit general partner.

^[5] Extremely Low Income units cannot support permanent financing, and will require an operating subsidy. Recent SHRA projects received Project Based Vouchers for Extremely Low Income units.

^[6] Assumes projects receives 4% federal tax credits and \$75,000 per unit in state tax credits (average credit received for recent SHRA projects).

**TABLE 4-4
DEVELOPMENT COSTS FOR RECENT AFFORDABLE HOUSING PROJECTS
HOUSING TRUST FUND NEXUS ANALYSIS
SACRAMENTO COUNTY, CA**

	Mutual Housing on the Boulevard				Average
	Sunrise Pointe	Mirasol Village Blocks B and E	Mirasol Village Block A	Lavender Courtyard	
Jurisdiction	Citrus Heights	Sacramento	Sacramento	Sacramento	
Number of Units	47	123	104	53	87
Avg No. Bedrooms	2.00	1.93	1.80	1.08	1.49
Avg. unit size (SF)	801	854	776	523	693
No. stories	3 stories	2 to 4 stories	2 to 4 stories	4 stories	4 stories
Land	\$20,213	\$1,431	\$8,990	\$18,868	\$12,634
Direct Construction	\$310,725	\$337,722	\$359,178	\$349,117	\$314,836
Indirect Costs	\$144,236	\$138,179	\$179,123	\$197,330	\$156,052
Financing	<u>\$20,603</u>	<u>\$12,744</u>	<u>\$11,647</u>	<u>\$25,224</u>	<u>\$21,575</u>
Total Development Cost	\$495,777	\$490,076	\$558,938	\$590,539	\$505,096
				Metro at 7th Phase I	
				\$20,000	
				\$206,857	
				\$142,797	
				<u>\$19,425</u>	
				\$389,079	

5.0 MITIGATION FEE ACT FINDINGS

This section provides findings language consistent with the requirements of the Mitigation Fee Act as set forth in Government Code § 66000 et seq.

(1) Identify the purpose of the fee (66001(a)(1)).

The purpose of the housing fee is to fund construction of affordable housing to mitigate the increased demand for affordable housing from workers in newly developed workplace buildings.

(2) Identify the use to which the fee is to be put (66001(a)(2)).

Housing fees are used to increase the supply of affordable housing for qualifying households.

(3) Determine how there is a reasonable relationship between the fee's use and the type of development project on which the fee is imposed (66001(a)(3)).

The foregoing Nexus Analysis has demonstrated that there is a reasonable relationship between the use of the fee, which is to increase the supply of affordable housing in Sacramento County, and the development of new non-residential buildings which increases the need for affordable housing. Development of new non-residential buildings increases the number of jobs in Sacramento County. A share of the new workers in these new jobs will have household incomes that qualify as Extremely Low, Very Low, and Low Income and result in an increased need for affordable housing.

(4) Determine how there is a reasonable relationship between the need for the public facility and the type of development project on which the fee is imposed (66001(a)(4)).

The analysis has demonstrated that there is a reasonable relationship between the development of non-residential workspace buildings in Sacramento County and the need for additional affordable units. Development of new workspace buildings accommodates additional jobs in Sacramento County. Eight different non-residential development types were analyzed (office, medical, retail / commercial, hotel, industrial / manufacturing, R&D, warehouse, and residential care). The number of jobs added in various types of new non-residential buildings is documented on page 7. Based on household income levels for the new workers in these new jobs, a significant share of the need is for housing affordable to Extremely Low, Very Low, and Low Income levels. The Nexus Analysis concludes that for every 100,000 square feet of new office space, 27.2 incremental affordable units are needed. For Medical, 26.7 affordable units are needed

per 100,000 square feet of space developed, 36.9 for Retail / Commercial, 8.8 for Hotel, 21.7 for Industrial / Manufacturing, 8.9 for Research and Development, 9 for Warehouse and 8.1 for Residential Care.

- (5) Determine how there is a reasonable relationship between the amount of the fee and the cost of the public facility or portion of the public facility attributable to the development on which the fee is imposed. (66001(b)).**

There is a reasonable relationship between the amount of the fee and the cost of the needed affordable housing attributable to the new non-residential development. The Nexus Analysis has quantified the increased need for affordable units in relation to each type of new non-residential use being developed and determined maximum fee levels based on the cost of providing the needed affordable housing. Costs reflect the net subsidy required to produce the affordable units based on recent cost information for development of affordable housing in Sacramento County. Housing fees do not exceed the cost of providing the affordable housing that is attributable to the new development.

- (6) A fee shall not include the costs attributable to existing deficiencies in public facilities (66001(g)).**

The Nexus Analysis quantifies only the net new affordable housing needs generated by new non-residential development in Sacramento County. Existing deficiencies with respect to housing conditions in the county are not considered nor in any way included in the analysis.

APPENDIX A: DISCUSSION OF VARIOUS FACTORS IN RELATION TO NEXUS CONCEPT

This appendix includes a discussion of various factors and assumptions in relation to the Nexus Analysis and provides a description of the validity of certain assumptions in the Sacramento County market.

1. No Excess Supply of Affordable Housing

An assumption of this Nexus Analysis is that there is no excess supply of affordable housing available to absorb or offset new demand; therefore, new affordable units are needed to mitigate the new affordable housing demand generated by new non-residential development. Based on a review of recent Census information for the County and other sources, conditions in Sacramento County are consistent with the underlying assumption that no excess supply of housing affordable to Extremely Low, Very Low, and Low Income households exists, as evidenced by the following:

- Census data for Sacramento County from the 2014 to 2018 American Community Survey shows 38% of all households in the County are paying thirty percent or more of their income on housing (including incorporated cities).
- For households earning less than \$75,000 per year, a group that includes 55% of all households in the County, 64% are paying thirty percent or more of their income on housing according to the U.S. Census 2014 to 2018 American Community Survey.
- Development of new rental units affordable to Extremely Low, Very Low, and Low Income households is unlikely to occur without a subsidy because rents affordable to these income groups are not sufficient to support the high cost of construction, as demonstrated in Section 4.

2. Addressing the Housing Needs of a New Population vs. the Existing Population

This Nexus Analysis assumes there is no excess supply of affordable housing available to absorb or offset new demand; therefore, new affordable units are needed to mitigate the new affordable housing demand generated by development of new workplace buildings.

This nexus study does not address the housing needs of the existing population. Rather, the study focuses exclusively on documenting and quantifying the housing needs created by development of new workplace buildings.

3. Substitution Factor

Any given new building may be occupied partly, or even perhaps totally, by employees relocating from elsewhere in the region. Buildings are often leased entirely to firms relocating from other buildings in the same jurisdiction. However, when a firm relocates to a new building

from elsewhere in the region, there is a space in an existing building that is vacated and occupied by another firm. That building in turn may be filled by some combination of newcomers to the area and existing workers. Somewhere in the chain there are jobs new to the region. The net effect is that new workplace buildings accommodate new employees, although not necessarily inside the new buildings themselves.

4. Indirect Employment and Multiplier Effects

The multiplier effect refers to the concept that the income generated by a new job recycles through the economy and results in additional jobs. The total number of jobs generated is broken down into three categories – direct, indirect and induced. In the case of this Nexus Analysis, the direct jobs are those located in the new workspace buildings that would be subject to the housing fee. Multiplier effects encompass indirect and induced employment. Indirect jobs are generated by suppliers to the businesses located in the new workspace buildings. Induced jobs are generated by local spending on goods and services by employees.

Multiplier effects vary by industry. Industries that draw heavily on a network of local suppliers tend to generate larger multiplier effects. Industries that are labor intensive also tend to have larger multiplier effects as a result of the induced effects of employee spending.

Theoretically, a jobs-housing nexus analysis could consider multiplier effects although the potential for double-counting exists to the extent indirect and induced jobs are added in other new buildings in jurisdictions that have housing fees. KMA chose to omit the multiplier effects (the indirect and induced employment impacts) to avoid potential double-counting and make the analysis more conservative.

In addition, the Nexus Analysis addresses direct “inside” employment only. In the case of an office building, for example, direct employment covers the various managerial, professional and clerical people that work in the building; it does not include delivery services, landscape maintenance workers, janitorial contractors and many others that are associated with the normal functioning of an office building. In other words, any analysis that ties lower income housing to the number of workers inside buildings will continue to understate the demand. Thus, confining the analysis to the direct employees does not address all the lower income workers associated with each type of building and understates the impacts.

5. Economic Cycles

An impact analysis of this nature is intended to support a one-time impact requirement to address impacts generated over the life of a project (generally 40 years or more). Short-term conditions, such as a recession or a vigorous boom period, are not an appropriate basis for estimating impacts over the life of the building. These cycles can produce impacts that are higher or lower on a temporary basis.

Development of new workspace buildings tends to be minimal during a recession and generally remains minimal until conditions improve or there is confidence that improved conditions are imminent. When this occurs, the improved economic condition will absorb existing vacant space and underutilized capacity of existing workers, employed and unemployed. By the time new buildings become occupied, conditions will have likely improved.

To the limited extent that new workspace buildings are built during a recession, housing impacts from these new buildings may not be fully experienced immediately, but the impacts will be experienced at some point. New buildings delivered during a recession can sometimes sit vacant for a period after completion. Even if new buildings are immediately occupied, overall absorption of space can still be zero or negative if other buildings are vacated in the process. Jobs added may also be filled in part by unemployed or underemployed workers who are already housed locally. As the economy recovers, firms will begin to expand and hire again filling unoccupied space as unemployment is reduced. New space delivered during the recession still adds to the total supply of employment space in the region. Though the jobs are not realized immediately, as the economy recovers and vacant space is filled, this new employment space absorbs or accommodates job growth. Although there may be a delay in experiencing the impacts, the fundamental relationship between new buildings, added jobs, and housing needs remains over the long term.

In contrast, during a vigorous economic boom period, conditions exist in which elevated impacts are experienced on a temporary basis. As an example, compression of employment densities can occur as firms add employees while making do with existing space.

While economic cycles can produce impacts that are temporarily higher or lower than normal, an impact fee is designed to be collected once, during the development of the project. Over the lifetime of the project, the impacts of the development on the demand for affordable housing will be realized, despite short-term booms and recessions.

6. Non-Duplication of Residential and Non-Residential Affordable Housing Mitigations

Sacramento County has an existing residential Affordability Fee that helps mitigate the impacts of new residential development on the demand for affordable housing. A separate Residential Nexus Analysis prepared by KMA in 2013 provides nexus support to the residential fee program. This section evaluates the potential for overlap between the affordable housing impacts being mitigated by the County's residential and non-residential fee programs. The analysis demonstrates that no duplication in affordable housing mitigations will occur.

To briefly summarize the Nexus Analysis, the logic begins with jobs located in new workplace buildings including office buildings, retail spaces, hotels and others. The Nexus Analysis then identifies the compensation structure of the new jobs depending on the building type, the income of the new worker households, and the housing affordability level of the new worker

households, concluding with the number of new worker households in the lower income affordability categories.

In the Residential Nexus Analysis, the logic begins with households who rent or buy new market rate units. The nexus analysis quantifies the number of jobs created in services to the new households and then identifies the compensation structure of the new jobs, the income of the new worker households, and the housing affordability level of the new worker households, concluding with the number of new worker households in the lower income affordability categories.

Some of the jobs that are counted in the Nexus Analysis may also be counted in the Residential Nexus Analysis. The overlap potential exists in jobs generated by the expenditures of residents of new residential units, such as expenditures for food, personal services, restaurant meals and entertainment. However, many jobs counted in the Nexus Analysis are not addressed in the Residential Nexus Analysis at all. Firms in office, industrial, warehouse and hotel buildings often serve a much broader market and are generally not focused on providing services to local residents. These non-local serving jobs are not counted in the Residential Nexus Analysis. Retail, which typically is primarily local serving, is the building type that has the greatest potential for overlap between the jobs counted in the two nexus analyses.

Theoretically, there is a set of conditions in which 100% of the jobs counted for purposes of the Nexus Analysis are also counted for purposes of the Residential Nexus Analysis. For example, a small retail component within a large residential development that is mostly or entirely dependent upon customers from within the residential development. The retail space is subject to a non-residential housing fee while the residential units are subject to the residential Affordability Fee. In this special case, the two programs mitigate the affordable housing demand of the very same workers. Therefore, in this special case, the combined requirements of the two programs to fund construction of affordable units must not exceed 100% of the demand for affordable units generated by employees in the new commercial space.

Complete overlap between jobs counted in the Nexus Analysis and jobs counted in the Residential Nexus Analysis could occur only in a very narrow set of theoretical circumstances. The following analysis demonstrates that combined mitigation requirements would not exceed the nexus even if the jobs counted in the Residential Nexus Analysis are also counted in the Nexus Analysis. As discussed, the theoretical possibility of 100% overlap exists mainly with retail jobs that serve residents of new housing in Sacramento County; therefore, the overlap analysis is focused on the retail land use.

Non-Residential Housing Fee as Percent of Nexus Maximum

The Nexus Analysis calculates the maximum non-residential housing fee supported by the analysis of \$69.60 per square foot of retail. For purposes of the illustration in this section only, a

non-residential fee for retail of not more than \$15 per square foot is assumed. If the County were to adopt a housing fee applicable to retail of not more than \$15 per square foot, it would mitigate no more than 22% of the total affordable housing impacts for retail as shown in Table A-1.

Building Type	Nexus Maximum	Retail Fee Assumed for Purposes of Illustration Only	Illustrative Retail Fee as Percent of Nexus
Retail	\$69.80	Not more than \$15/SF	22%

Residential Fee as Percent of Nexus Maximum

The Residential Nexus Analysis identifies the affordable unit demand impacts of new market rate residential development and calculates maximum affordable housing impact fees based on the cost of mitigating these impacts. In Table A-2, KMA combines affordable unit demand impact findings of the 2013 Residential Nexus Analysis with the updated affordability gaps that are calculated in Section 4 to determine updated maximum supported affordable housing impact fees per square foot of residential development. The calculation was prepared for the residential development type having the lowest per square foot maximum supported fee per the 2013 Residential Nexus Analysis, lower density single family detached units at the lower market price estimate. Based on current mitigation costs, the updated maximum Affordability Fee is \$17.50.

	A. Affordable Unit Demand Per 100 Market Rate Units <i>Residential Nexus Analysis</i>	B. Affordability Gap <i>Section 4</i>	C. Updated Mitigation Cost Per Residential Unit <i>= A. x B./100</i>	D. Updated Mitigation Cost Per Square Foot <i>= C. / 2,200 SF market rate unit size</i>
Very Low (30% - 50% AMI)	10.8	\$198,000	\$21,400	\$9.73
Low (50%-80% AMI)	<u>10.3</u>	\$166,000	<u>\$17,100</u>	<u>\$7.77</u>
Total	21.1		\$38,500	\$17.50

Source: 2013 Residential Nexus Analysis prepared by KMA for the County of Sacramento, with affordability gaps updated based on Section 4 of this report. The 2013 analysis presented housing demand for a range of market rate development types and prices; the above estimates reflect the prototype with the lowest maximum fee finding.

The residential Affordability Fee is currently \$3.04 per square foot of each market rate unit.

As shown in Table A-3, the current Affordability Fee of \$3.04/SF represents 17% of the updated nexus maximum identified in Table A-2. Therefore, the Affordability Fee mitigates approximately 17% of the affordable housing impacts associated with new market rate residential developments.

Table A-3. Percent of Nexus Maximum Mitigated by Residential Affordability Fee

Nexus Maximum Per Square Foot ¹	\$17.50/SF
Current Affordability Fee (residential)	\$3.04/SF
Percent of Nexus Maximum Mitigated	17%

Table A-2

Combined Affordable Housing Mitigations Do Not Exceed Nexus Maximums

As an illustrative non-residential housing fee for retail of \$15 per square foot would mitigate 22% of the maximum supported by the nexus, as shown in Table A-1, and residential fees mitigate approximately 17% of the maximum supported by the nexus, combined residential and non-residential affordable housing mitigations would mitigate no more than 39% of the Impacts (22% + 17% = 39%), even under the theoretical circumstance of 100% overlap in the jobs counted in the two nexus analyses. Therefore, no duplication in affordable housing mitigations will occur.

This section may require updating if residential requirements are modified or if non-residential housing fees are adopted at levels that exceed the illustrative fee level assumed in this section.

APPENDIX B: SUPPORTING TECHNICAL ANALYSIS TABLES

Addressing: worker occupations, compensations, household incomes, and industry categories

**APPENDIX B TABLE 1
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
OFFICE WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

	Worker Occupation Distribution Office
Major Occupations (2% or more)	
Management Occupations	9.9%
Business and Financial Operations Occupations	14.8%
Computer and Mathematical Occupations	10.0%
Architecture and Engineering Occupations	4.6%
Life, Physical, and Social Science Occupations	2.1%
Legal Occupations	3.5%
Arts, Design, Entertainment, Sports, and Media Occupations	2.1%
Healthcare Practitioners and Technical Occupations	7.8%
Healthcare Support Occupations	4.3%
Sales and Related Occupations	7.2%
Office and Administrative Support Occupations	25.2%
Installation, Maintenance, and Repair Occupations	2.6%
All Other Worker Occupations - Office	<u>5.9%</u>
TOTAL	100.0%

**APPENDIX B TABLE 2
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
OFFICE WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Office Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 1 of 4</i>						
<i>Management Occupations</i>						
Chief Executives	\$149,700	\$158,000	\$218,000	\$225,000	3.2%	0.3%
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	25.9%	2.6%
Marketing Managers	\$154,900	\$163,000	\$210,000	\$216,000	5.6%	0.6%
Sales Managers	\$143,000	\$151,000	\$208,000	\$215,000	4.8%	0.5%
Administrative Services and Facilities Managers	\$113,800	\$120,000	\$180,000	\$185,000	3.9%	0.4%
Computer and Information Systems Managers	\$161,800	\$170,000	\$219,000	\$226,000	10.0%	1.0%
Financial Managers	\$138,400	\$146,000	\$201,000	\$208,000	12.6%	1.2%
Human Resources Managers	\$126,200	\$135,000	\$186,000	\$193,000	2.5%	0.2%
Architectural and Engineering Managers	\$169,900	\$178,000	\$230,000	\$237,000	3.7%	0.4%
Medical and Health Services Managers	\$147,000	\$155,000	\$214,000	\$221,000	3.7%	0.4%
Property, Real Estate, and Community Association Managers	\$69,700	\$77,000	\$129,000	\$137,000	7.5%	0.7%
Personal Service Managers; Entertainment and Recr Managers	\$138,300	\$146,000	\$201,000	\$208,000	6.4%	0.6%
Other Management Occupations	<u>\$133,500</u>	<u>\$141,000</u>	<u>\$194,000</u>	<u>\$201,000</u>	<u>10.4%</u>	<u>1.0%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$133,500</i>	<i>\$141,000</i>	<i>\$184,000</i>	<i>\$200,000</i>	<i>100.0%</i>	<i>9.8%</i>
<i>Business and Financial Operations Occupations</i>						
Buyers and Purchasing Agents	\$76,000	\$84,000	\$141,000	\$150,000	2.2%	0.3%
Claims Adjusters, Examiners, and Investigators	\$77,100	\$85,000	\$143,000	\$152,000	7.8%	1.2%
Compliance Officers	\$82,700	\$89,000	\$140,000	\$145,000	2.6%	0.4%
Human Resources Specialists	\$75,300	\$83,000	\$139,000	\$148,000	5.2%	0.8%
Labor Relations Specialists	\$93,400	\$100,000	\$158,000	\$164,000	3.1%	0.5%
Management Analysts	\$79,300	\$88,000	\$147,000	\$156,000	11.0%	1.6%
Training and Development Specialists	\$68,000	\$75,000	\$126,000	\$134,000	3.2%	0.5%
Market Research Analysts and Marketing Specialists	\$74,800	\$83,000	\$138,000	\$147,000	9.7%	1.4%
Project Management and Business Operations Specialists	\$83,500	\$89,000	\$142,000	\$146,000	13.0%	1.9%
Accountants and Auditors	\$84,800	\$91,000	\$144,000	\$149,000	16.6%	2.4%
Insurance Underwriters	\$80,600	\$86,000	\$137,000	\$141,000	3.3%	0.5%
Loan Officers	\$81,000	\$87,000	\$137,000	\$142,000	3.9%	0.6%
Financial and Investment Analysts, Financial Risk Specialists	\$91,000	\$97,000	\$154,000	\$160,000	5.6%	0.8%
Other Business and Financial Operations Occupations	<u>\$81,000</u>	<u>\$87,000</u>	<u>\$137,000</u>	<u>\$142,000</u>	<u>12.7%</u>	<u>1.9%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$81,000</i>	<i>\$88,000</i>	<i>\$142,000</i>	<i>\$148,000</i>	<i>100.0%</i>	<i>14.8%</i>
<i>Computer and Mathematical Occupations</i>						
Computer Systems Analysts	\$106,700	\$113,000	\$169,000	\$173,000	14.1%	1.4%
Information Security Analysts	\$115,000	\$121,000	\$182,000	\$187,000	3.2%	0.3%
Computer Network Support Specialists	\$77,300	\$86,000	\$143,000	\$152,000	3.5%	0.3%
Computer User Support Specialists	\$88,100	\$94,000	\$149,000	\$154,000	11.6%	1.2%
Computer Network Architects	\$129,800	\$137,000	\$189,000	\$195,000	3.6%	0.4%
Network and Computer Systems Administrators	\$96,700	\$104,000	\$164,000	\$170,000	6.9%	0.7%
Database Administrators and Architects	\$113,500	\$120,000	\$179,000	\$184,000	2.7%	0.3%
Computer Programmers	\$83,000	\$89,000	\$141,000	\$146,000	4.8%	0.5%
Software Developers and Software Quality Assurance Analysts	\$124,800	\$132,000	\$197,000	\$202,000	33.1%	3.3%
Web Developers and Digital Interface Designers	\$83,100	\$89,000	\$141,000	\$146,000	3.2%	0.3%
Computer Occupations, All Other	\$94,000	\$101,000	\$159,000	\$165,000	7.5%	0.8%
Operations Research Analysts	\$94,600	\$101,000	\$160,000	\$166,000	2.3%	0.2%
Other Computer and Mathematical Occupations	<u>\$107,000</u>	<u>\$113,000</u>	<u>\$169,000</u>	<u>\$174,000</u>	<u>3.8%</u>	<u>0.4%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$107,000</i>	<i>\$114,000</i>	<i>\$173,000</i>	<i>\$178,000</i>	<i>100.0%</i>	<i>10.0%</i>

Sources: U.S. Bureau of Labor Statistics, California Employment Development Department
Keyser Marston Associates, Inc.
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**APPENDIX B TABLE 2
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
OFFICE WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg.	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Office Workers
	Worker Compensation ¹	One Worker	Two Workers	Three+ Workers		
<i>Architecture and Engineering Occupations</i>						
Architects, Except Landscape and Naval Surveyors	\$117,300	\$124,000	\$185,000	\$190,000	8.8%	0.4%
Civil Engineers	\$124,400	\$131,000	\$197,000	\$202,000	16.8%	0.8%
Computer Hardware Engineers	\$156,800	\$164,000	\$212,000	\$219,000	3.0%	0.1%
Electrical Engineers	\$110,500	\$117,000	\$175,000	\$179,000	6.7%	0.3%
Electronics Engineers, Except Computer	\$121,200	\$128,000	\$191,000	\$197,000	4.1%	0.2%
Environmental Engineers	\$116,500	\$123,000	\$184,000	\$189,000	2.7%	0.1%
Industrial Engineers	\$101,200	\$107,000	\$160,000	\$164,000	4.5%	0.2%
Mechanical Engineers	\$103,200	\$109,000	\$163,000	\$167,000	9.7%	0.4%
Engineers, All Other	\$108,000	\$114,000	\$171,000	\$175,000	5.0%	0.2%
Architectural and Civil Drafters	\$67,400	\$75,000	\$125,000	\$133,000	7.1%	0.3%
Civil Engineering Technologists and Technicians	\$71,400	\$79,000	\$132,000	\$141,000	3.3%	0.1%
Electrical and Electronic Engineering Technologists	\$72,100	\$80,000	\$133,000	\$142,000	3.1%	0.1%
Surveying and Mapping Technicians	\$81,400	\$87,000	\$138,000	\$143,000	3.4%	0.2%
Calibration and Engineering Technologists, Technicians	\$77,500	\$86,000	\$143,000	\$153,000	2.7%	0.1%
Other Architecture and Engineering Occupations	<u>\$105,600</u>	<u>\$111,000</u>	<u>\$167,000</u>	<u>\$171,000</u>	<u>15.7%</u>	<u>0.7%</u>
Weighted Mean Annual Wage	\$105,600	\$112,000	\$169,000	\$175,000	100.0%	4.6%
<i>Life, Physical, and Social Science Occupations</i>						
Biochemists and Biophysicists	\$94,300	\$101,000	\$160,000	\$165,000	6.0%	0.1%
Biological Scientists, All Other	\$86,900	\$93,000	\$147,000	\$152,000	3.6%	0.1%
Medical Scientists, Except Epidemiologists	\$124,700	\$132,000	\$197,000	\$202,000	15.0%	0.3%
Chemists	\$90,100	\$96,000	\$153,000	\$158,000	6.1%	0.1%
Environmental Scientists and Specialists, Including Health	\$97,700	\$105,000	\$166,000	\$171,000	7.9%	0.2%
Geoscientists, Except Hydrologists and Geographers	\$102,500	\$108,000	\$162,000	\$166,000	3.1%	0.1%
Economists	\$89,700	\$96,000	\$152,000	\$157,000	2.3%	0.0%
Clinical, Counseling, and School Psychologists	\$114,500	\$121,000	\$181,000	\$186,000	4.3%	0.1%
Biological Technicians	\$53,400	\$61,000	\$107,000	\$120,000	8.7%	0.2%
Chemical Technicians	\$52,800	\$61,000	\$105,000	\$119,000	4.7%	0.1%
Environmental Science and Protection Technicians	\$50,900	\$59,000	\$102,000	\$115,000	3.3%	0.1%
Social Science Research Assistants	\$57,100	\$66,000	\$114,000	\$129,000	5.0%	0.1%
Life, Physical, and Social Science Technicians, All Other	\$51,400	\$59,000	\$103,000	\$116,000	4.0%	0.1%
Occupational Health and Safety Specialists	\$84,800	\$102,000	\$161,000	\$166,000	3.0%	0.1%
Other Life, Physical, and Social Science Occupations	<u>\$87,600</u>	<u>\$94,000</u>	<u>\$148,000</u>	<u>\$154,000</u>	<u>22.9%</u>	<u>0.5%</u>
Weighted Mean Annual Wage	\$87,600	\$95,000	\$149,000	\$157,000	100.0%	2.1%
<i>Legal Occupations</i>						
Lawyers	\$156,100	\$164,000	\$211,000	\$218,000	58.1%	2.0%
Paralegals and Legal Assistants	\$59,400	\$68,000	\$118,000	\$134,000	34.0%	1.2%
Title Examiners, Abstractors, and Searchers	\$62,000	\$69,000	\$115,000	\$122,000	5.8%	0.2%
Other Legal Occupations	<u>\$117,000</u>	<u>\$123,000</u>	<u>\$185,000</u>	<u>\$190,000</u>	<u>2.2%</u>	<u>0.1%</u>
Weighted Mean Annual Wage	\$117,000	\$125,000	\$173,000	\$183,000	100.0%	3.5%

APPENDIX B TABLE 2
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
OFFICE WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Office Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 3 of 4</i>						
<i>Arts, Design, Entertainment, Sports, and Media Occupations</i>						
Art Directors	\$109,100	\$115,000	\$172,000	\$177,000	4.1%	0.1%
Graphic Designers	\$60,000	\$66,000	\$111,000	\$118,000	14.9%	0.3%
Interior Designers	\$57,700	\$66,000	\$115,000	\$130,000	5.4%	0.1%
Merchandise Displayers and Window Trimmers	\$40,000	\$47,000	\$87,000	\$101,000	6.9%	0.1%
Producers and Directors	\$72,300	\$80,000	\$134,000	\$142,000	3.2%	0.1%
Public Relations Specialists	\$81,700	\$87,000	\$138,000	\$143,000	27.3%	0.6%
Editors	\$68,400	\$76,000	\$127,000	\$135,000	5.5%	0.1%
Technical Writers	\$85,600	\$92,000	\$145,000	\$150,000	5.0%	0.1%
Writers and Authors	\$95,400	\$102,000	\$162,000	\$167,000	4.0%	0.1%
Interpreters and Translators	\$68,000	\$75,000	\$126,000	\$134,000	4.4%	0.1%
Photographers	\$51,200	\$59,000	\$102,000	\$115,000	5.1%	0.1%
Other Arts, Design, Entertainment, Sports, & Media Occupations	<u>\$71,500</u>	<u>\$79,000</u>	<u>\$132,000</u>	<u>\$141,000</u>	<u>14.3%</u>	<u>0.3%</u>
Weighted Mean Annual Wage	\$71,500	\$78,000	\$128,000	\$136,000	100.0%	2.1%
<i>Healthcare Practitioners and Technical Occupations</i>						
Dentists, General	\$198,100	\$208,000	\$268,000	\$277,000	6.1%	0.5%
Physician Assistants	\$142,000	\$150,000	\$206,000	\$214,000	2.9%	0.2%
Physical Therapists	\$113,800	\$120,000	\$180,000	\$185,000	4.1%	0.3%
Veterinarians	\$118,600	\$125,000	\$187,000	\$192,000	2.9%	0.2%
Registered Nurses	\$137,100	\$145,000	\$199,000	\$206,000	13.3%	1.0%
Nurse Practitioners	\$151,200	\$159,000	\$205,000	\$211,000	4.5%	0.3%
Family Medicine Physicians	\$279,100	\$282,000	\$313,000	\$320,000	3.2%	0.2%
Physicians, All Other; and Ophthalmologists	\$265,600	\$269,000	\$298,000	\$304,000	8.2%	0.6%
Dental Hygienists	\$104,900	\$111,000	\$166,000	\$170,000	12.7%	1.0%
Clinical Laboratory Technologists and Technicians	\$76,400	\$85,000	\$141,000	\$150,000	2.1%	0.2%
Veterinary Technologists and Technicians	\$46,400	\$54,000	\$101,000	\$117,000	4.3%	0.3%
Ophthalmic Medical Technicians	\$41,100	\$48,000	\$89,000	\$104,000	2.1%	0.2%
Licensed Practical and Licensed Vocational Nurses	\$66,300	\$73,000	\$123,000	\$131,000	4.2%	0.3%
Medical Dosimetrists & Records Specialists	\$65,200	\$72,000	\$121,000	\$128,000	4.6%	0.4%
Other Healthcare Practitioners and Technical Occupations	<u>\$137,700</u>	<u>\$145,000</u>	<u>\$200,000</u>	<u>\$207,000</u>	<u>24.7%</u>	<u>1.9%</u>
Weighted Mean Annual Wage	\$137,700	\$145,000	\$198,000	\$203,000	100.0%	7.8%
<i>Healthcare Support Occupations</i>						
Home Health and Personal Care Aides	\$30,500	\$38,000	\$72,000	\$93,000	2.4%	0.1%
Nursing Assistants	\$43,500	\$51,000	\$94,000	\$110,000	2.2%	0.1%
Physical Therapist Assistants	\$81,200	\$87,000	\$138,000	\$142,000	3.8%	0.2%
Physical Therapist Aides	\$33,500	\$42,000	\$79,000	\$102,000	2.5%	0.1%
Massage Therapists	\$41,200	\$48,000	\$89,000	\$104,000	2.5%	0.1%
Dental Assistants	\$50,800	\$58,000	\$101,000	\$115,000	34.9%	1.5%
Medical Assistants	\$50,300	\$58,000	\$100,000	\$113,000	36.4%	1.6%
Medical Transcriptionists	\$49,700	\$58,000	\$108,000	\$126,000	2.7%	0.1%
Veterinary Assistants and Laboratory Animal Caretakers	\$36,800	\$46,000	\$87,000	\$112,000	7.0%	0.3%
Other Healthcare Support Occupations	<u>\$49,400</u>	<u>\$58,000</u>	<u>\$107,000</u>	<u>\$125,000</u>	<u>5.6%</u>	<u>0.2%</u>
Weighted Mean Annual Wage	\$49,400	\$57,000	\$100,000	\$115,000	100.0%	4.3%

**APPENDIX B TABLE 2
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
OFFICE WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg.	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Office Workers
	Worker Compensation ¹	One Worker	Two Workers	Three+ Workers		
<i>Sales and Related Occupations</i>						
First-Line Supervisors of Non-Retail Sales Workers	\$76,100	\$84,000	\$141,000	\$150,000	4.0%	0.3%
Counter and Rental Clerks	\$41,300	\$48,000	\$90,000	\$105,000	6.3%	0.5%
Advertising Sales Agents	\$75,800	\$84,000	\$140,000	\$149,000	3.5%	0.3%
Insurance Sales Agents	\$102,900	\$109,000	\$163,000	\$167,000	29.3%	2.1%
Securities, Commodities, Financial Services Sales Agents	\$82,500	\$88,000	\$140,000	\$145,000	9.2%	0.7%
Sales Representatives of Services	\$72,600	\$80,000	\$134,000	\$143,000	19.2%	1.4%
Sales Reps, Wholesale & Manufacturing, Technical	\$108,200	\$114,000	\$171,000	\$176,000	2.8%	0.2%
Sales Reps, Wholesale & Manufacturing, Non-Technical	\$82,400	\$88,000	\$140,000	\$144,000	3.5%	0.3%
Real Estate Brokers	\$56,500	\$65,000	\$113,000	\$127,000	2.0%	0.1%
Real Estate Sales Agents	\$89,100	\$95,000	\$151,000	\$156,000	7.0%	0.5%
Telemarketers	\$34,300	\$43,000	\$81,000	\$105,000	4.3%	0.3%
Other Sales and Related Occupations	<u>\$82,100</u>	<u>\$88,000</u>	<u>\$139,000</u>	<u>\$144,000</u>	<u>8.7%</u>	<u>0.6%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$82,100</i>	<i>\$89,000</i>	<i>\$141,000</i>	<i>\$148,000</i>	<i>100.0%</i>	<i>7.2%</i>
<i>Office and Administrative Support Occupations</i>						
First-Line Supervisors of Office and Administrative Support	\$66,800	\$74,000	\$124,000	\$132,000	7.9%	2.0%
Billing and Posting Clerks	\$46,700	\$54,000	\$101,000	\$118,000	3.6%	0.9%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$56,000	\$104,000	\$122,000	7.5%	1.9%
Tellers	\$38,000	\$47,000	\$90,000	\$116,000	3.2%	0.8%
Customer Service Representatives	\$44,900	\$52,000	\$97,000	\$114,000	19.3%	4.9%
Receptionists and Information Clerks	\$37,800	\$47,000	\$90,000	\$115,000	8.4%	2.1%
Executive Secretaries and Executive Administrative Assistants	\$70,500	\$78,000	\$130,000	\$139,000	3.1%	0.8%
Legal Secretaries and Administrative Assistants	\$53,700	\$62,000	\$107,000	\$121,000	2.5%	0.6%
Medical Secretaries and Administrative Assistants	\$50,300	\$58,000	\$100,000	\$113,000	4.9%	1.2%
Secretaries and Admin Assistants, Except Legal, Medical, Executive	\$44,900	\$52,000	\$97,000	\$114,000	8.7%	2.2%
Insurance Claims and Policy Processing Clerks	\$49,800	\$58,000	\$108,000	\$126,000	4.8%	1.2%
Office Clerks, General	\$42,300	\$49,000	\$92,000	\$107,000	11.8%	3.0%
Other Office and Administrative Support Occupations	<u>\$47,700</u>	<u>\$56,000</u>	<u>\$103,000</u>	<u>\$121,000</u>	<u>14.2%</u>	<u>3.6%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$47,700</i>	<i>\$55,000</i>	<i>\$101,000</i>	<i>\$118,000</i>	<i>100.0%</i>	<i>25.2%</i>
<i>Installation, Maintenance, and Repair Occupations</i>						
First-Line Supervisors of Mechanics, Installers, and Repairers	\$82,300	\$88,000	\$139,000	\$144,000	8.5%	0.2%
Telecommunications Equipment Installers and Repairers	\$67,800	\$75,000	\$125,000	\$134,000	13.3%	0.3%
Telecommunications Line Installers and Repairers	\$65,800	\$73,000	\$121,000	\$129,000	6.9%	0.2%
Maintenance and Repair Workers, General	\$48,300	\$56,000	\$105,000	\$122,000	60.1%	1.5%
Other Installation, Maintenance, and Repair Occupations	<u>\$55,800</u>	<u>\$64,000</u>	<u>\$111,000</u>	<u>\$126,000</u>	<u>11.2%</u>	<u>0.3%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$55,800</i>	<i>\$63,000</i>	<i>\$112,000</i>	<i>\$126,000</i>	<i>100.0%</i>	<i>2.6%</i>

94.1%

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by 52 weeks.

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-6.

**APPENDIX B TABLE 3
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
MEDICAL WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Major Occupations (2% or more)	Worker Occupation Distribution Medical
Management Occupations	4.4%
Business and Financial Operations Occupations	2.4%
Community and Social Service Occupations	7.1%
Healthcare Practitioners and Technical Occupations	46.3%
Healthcare Support Occupations	15.7%
Food Preparation and Serving Related Occupations	2.3%
Building and Grounds Cleaning and Maintenance Occupations	2.4%
Office and Administrative Support Occupations	13.2%
All Other Worker Occupations - Medical	<u>6.3%</u>
TOTAL	100.0%

**APPENDIX B TABLE 4
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
MEDICAL WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Medical Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 1 of 3</i>						
<i>Management Occupations</i>						
Chief Executives	\$149,700	\$158,000	\$218,000	\$225,000	2.3%	0.1%
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	11.3%	0.5%
Administrative Services and Facilities Managers	\$113,800	\$120,000	\$180,000	\$185,000	6.0%	0.3%
Computer and Information Systems Managers	\$161,800	\$170,000	\$219,000	\$226,000	3.2%	0.1%
Financial Managers	\$138,400	\$146,000	\$201,000	\$208,000	4.0%	0.2%
Medical and Health Services Managers	\$147,000	\$155,000	\$214,000	\$221,000	55.0%	2.4%
Social and Community Service Managers	\$76,300	\$84,000	\$141,000	\$150,000	5.7%	0.3%
Personal Service, Entertainment and Recreation Managers	\$138,300	\$146,000	\$201,000	\$208,000	4.5%	0.2%
Other Management Occupations	<u>\$137,500</u>	<u>\$145,000</u>	<u>\$200,000</u>	<u>\$207,000</u>	<u>8.0%</u>	<u>0.3%</u>
<i>Weighted Mean Annual Wage</i>	\$137,500	\$145,000	\$202,000	\$209,000	100.0%	4.4%
<i>Business and Financial Operations Occupations</i>						
Buyers and Purchasing Agents	\$76,000	\$84,000	\$141,000	\$150,000	5.0%	0.1%
Compliance Officers	\$82,700	\$89,000	\$140,000	\$145,000	6.7%	0.2%
Human Resources Specialists	\$75,300	\$83,000	\$139,000	\$148,000	16.0%	0.4%
Management Analysts	\$79,300	\$88,000	\$147,000	\$156,000	7.7%	0.2%
Fundraisers	\$59,000	\$68,000	\$118,000	\$133,000	2.5%	0.1%
Compensation, Benefits, and Job Analysis Specialists	\$76,800	\$85,000	\$142,000	\$151,000	2.2%	0.1%
Training and Development Specialists	\$68,000	\$75,000	\$126,000	\$134,000	9.4%	0.2%
Market Research Analysts and Marketing Specialists	\$74,800	\$83,000	\$138,000	\$147,000	6.0%	0.1%
Project Management Specialists and Business Ops Specialists	\$83,500	\$89,000	\$142,000	\$146,000	21.2%	0.5%
Accountants and Auditors	\$84,800	\$91,000	\$144,000	\$149,000	12.3%	0.3%
Financial, Investment, Risk Analysts and Specialists	\$91,000	\$97,000	\$154,000	\$160,000	5.4%	0.1%
Other Business and Financial Operations Occupations	<u>\$79,000</u>	<u>\$87,000</u>	<u>\$148,000</u>	<u>\$156,000</u>	<u>5.5%</u>	<u>0.1%</u>
<i>Weighted Mean Annual Wage</i>	\$79,000	\$86,000	\$140,000	\$148,000	100.0%	2.4%
<i>Community and Social Service Occupations</i>						
Marriage and Family Therapists	\$61,700	\$68,000	\$114,000	\$121,000	4.1%	0.3%
Substance Abuse, Disorder, and Mental Health Counselors	\$57,100	\$66,000	\$114,000	\$129,000	35.6%	2.5%
Child, Family, and School Social Workers	\$53,000	\$61,000	\$108,000	\$119,000	4.4%	0.3%
Healthcare Social Workers	\$76,700	\$85,000	\$142,000	\$151,000	13.7%	1.0%
Mental Health and Substance Abuse Social Workers	\$72,000	\$80,000	\$133,000	\$142,000	15.0%	1.1%
Health Education Specialists	\$73,900	\$82,000	\$137,000	\$146,000	4.1%	0.3%
Social and Human Service Assistants	\$50,900	\$59,000	\$102,000	\$115,000	13.3%	0.9%
Community Health Workers	\$65,700	\$73,000	\$122,000	\$129,000	3.4%	0.2%
Other Community and Social Service Occupations	<u>\$62,500</u>	<u>\$69,000</u>	<u>\$116,000</u>	<u>\$123,000</u>	<u>6.5%</u>	<u>0.5%</u>
<i>Weighted Mean Annual Wage</i>	\$62,500	\$71,000	\$120,000	\$132,000	100.0%	7.1%

**APPENDIX B TABLE 4
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
MEDICAL WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Medical Workers
		One Worker	Two Workers	Three+ Workers		
<i>Healthcare Practitioners and Technical Occupations</i>						
Respiratory Therapists	\$101,800	\$107,000	\$161,000	\$165,000	2.0%	0.9%
Registered Nurses	\$137,100	\$145,000	\$199,000	\$206,000	44.8%	20.7%
Nurse Practitioners	\$151,200	\$159,000	\$205,000	\$211,000	2.4%	1.1%
Physicians, All Other; and Ophthalmologists, Except Pediatric	\$265,600	\$269,000	\$298,000	\$304,000	2.9%	1.4%
Clinical Laboratory Technologists and Technicians	\$76,400	\$85,000	\$141,000	\$150,000	5.2%	2.4%
Radiologic Technologists and Technicians	\$108,700	\$115,000	\$172,000	\$176,000	3.5%	1.6%
Emergency Medical Technicians and Paramedics	\$54,500	\$63,000	\$109,000	\$123,000	4.4%	2.1%
Surgical Technologists	\$72,800	\$81,000	\$135,000	\$143,000	2.3%	1.1%
Licensed Practical and Licensed Vocational Nurses	\$66,300	\$73,000	\$123,000	\$131,000	7.7%	3.6%
Medical Records Specialists and Health Technologists	\$65,200	\$72,000	\$121,000	\$128,000	6.4%	3.0%
Other Healthcare Practitioners and Technical Occupations	<u>\$117,600</u>	<u>\$124,000</u>	<u>\$186,000</u>	<u>\$191,000</u>	<u>18.3%</u>	<u>8.5%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$117,600</i>	<i>\$125,000</i>	<i>\$179,000</i>	<i>\$186,000</i>	<i>100.0%</i>	<i>46.3%</i>
<i>Healthcare Support Occupations</i>						
Healthcare Support Occupations	\$37,000	\$46,000	\$88,000	\$113,000	100.0%	15.7%
Home Health and Personal Care Aides	\$30,500	\$38,000	\$72,000	\$93,000	6.8%	1.1%
Nursing Assistants	\$43,500	\$51,000	\$94,000	\$110,000	51.4%	8.1%
Orderlies	\$56,200	\$65,000	\$112,000	\$127,000	2.2%	0.3%
Medical Assistants	\$50,300	\$58,000	\$100,000	\$113,000	20.1%	3.2%
Medical Equipment Preparers	\$67,300	\$74,000	\$125,000	\$133,000	3.0%	0.5%
Phlebotomists	\$49,500	\$58,000	\$107,000	\$125,000	7.0%	1.1%
Healthcare Support Workers, All Other	\$51,900	\$60,000	\$104,000	\$117,000	2.4%	0.4%
Other Healthcare Support Occupations	<u>\$41,200</u>	<u>\$48,000</u>	<u>\$89,000</u>	<u>\$104,000</u>	<u>-92.8%</u>	<u>-14.6%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$41,200</i>	<i>\$51,000</i>	<i>\$95,000</i>	<i>\$120,000</i>	<i>100.0%</i>	<i>15.7%</i>
<i>Food Preparation and Serving Related Occupations</i>						
First-Line Supervisors of Food Prep and Serving Workers	\$43,200	\$50,000	\$94,000	\$109,000	6.2%	0.1%
Cooks, Institution and Cafeteria	\$38,700	\$48,000	\$92,000	\$118,000	28.5%	0.7%
Food Preparation Workers	\$33,200	\$41,000	\$79,000	\$101,000	11.0%	0.3%
Fast Food and Counter Workers	\$30,600	\$38,000	\$72,000	\$93,000	11.6%	0.3%
Dining Room and Cafeteria Attendants and Bartender Helpers	\$30,400	\$38,000	\$72,000	\$93,000	2.1%	0.0%
Other Food Preparation and Serving Related Occupations	<u>\$36,300</u>	<u>\$45,000</u>	<u>\$86,000</u>	<u>\$111,000</u>	<u>40.6%</u>	<u>0.9%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$36,300</i>	<i>\$45,000</i>	<i>\$86,000</i>	<i>\$109,000</i>	<i>100.0%</i>	<i>2.3%</i>

APPENDIX B TABLE 4
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 MEDICAL WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ³	2021 Avg.	Household Income Estimate ⁴			% of Total	% of Total
	Worker Compensation ¹	One Worker	Two Workers	Three+ Workers	Occupation Group ²	Medical Workers
<i>Building and Grounds Cleaning and Maintenance Occupations</i>						
Supervisors of Housekeeping and Janitorial Workers	\$53,300	\$61,000	\$106,000	\$120,000	4.4%	0.1%
Janitors and Cleaners, Except Housekeeping Cleaners	\$38,500	\$48,000	\$91,000	\$117,000	32.6%	0.8%
Maids and Housekeeping Cleaners	\$40,000	\$47,000	\$87,000	\$101,000	61.4%	1.5%
Other Building and Grounds Cleaning and Maintenance	<u>\$40,100</u>	<u>\$47,000</u>	<u>\$87,000</u>	<u>\$102,000</u>	<u>1.6%</u>	<u>0.0%</u>
<i>Weighted Mean Annual Wage</i>	\$40,100	\$48,000	\$89,000	\$107,000	100.0%	2.4%
<i>Office and Administrative Support Occupations</i>						
First-Line Supervisors of Office and Admin Support Workers	\$66,800	\$74,000	\$124,000	\$132,000	7.7%	1.0%
Billing and Posting Clerks	\$46,700	\$54,000	\$101,000	\$118,000	7.2%	0.9%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$56,000	\$104,000	\$122,000	3.4%	0.5%
Customer Service Representatives	\$44,900	\$52,000	\$97,000	\$114,000	10.5%	1.4%
Interviewers, Except Eligibility and Loan	\$52,500	\$60,000	\$105,000	\$118,000	6.2%	0.8%
Receptionists and Information Clerks	\$37,800	\$47,000	\$90,000	\$115,000	10.4%	1.4%
Executive Secretaries and Executive Adml Assistants	\$70,500	\$78,000	\$130,000	\$139,000	2.4%	0.3%
Medical Secretaries and Administrative Assistants	\$50,300	\$58,000	\$100,000	\$113,000	21.8%	2.9%
Secretaries and Admin Assistants	\$44,900	\$52,000	\$97,000	\$114,000	7.9%	1.0%
Office Clerks, General	\$42,300	\$49,000	\$92,000	\$107,000	9.9%	1.3%
Other Office and Administrative Support Occupations	<u>\$48,600</u>	<u>\$57,000</u>	<u>\$105,000</u>	<u>\$123,000</u>	<u>12.5%</u>	<u>1.6%</u>
<i>Weighted Mean Annual Wage</i>	\$48,600	\$58,000	\$101,000	\$117,000	100.0%	13.2%
						93.7%

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household Income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-6.

**APPENDIX B TABLE 5
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
RETAIL WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

	Worker Occupation Distribution Retail
Major Occupations (2% or more)	
Management Occupations	2.6%
Food Preparation and Serving Related Occupations	39.1%
Personal Care and Service Occupations	5.7%
Sales and Related Occupations	28.5%
Office and Administrative Support Occupations	5.4%
Installation, Maintenance, and Repair Occupations	2.9%
Production Occupations	2.2%
Transportation and Material Moving Occupations	8.9%
All Other Worker Occupations - Retail	<u>4.6%</u>
TOTAL	100.0%

**APPENDIX B TABLE 6
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
RETAIL WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ¹	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Retail Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 1 of 2</i>						
<i>Management Occupations</i>						
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	55.1%	1.5%
Sales Managers	\$143,000	\$151,000	\$208,000	\$215,000	9.3%	0.2%
Financial Managers	\$138,400	\$146,000	\$201,000	\$208,000	2.0%	0.1%
Food Service Managers	\$55,800	\$64,000	\$111,000	\$125,000	25.0%	0.7%
Personal Service Managers; Entertainment and Rec Managers	\$138,300	\$146,000	\$201,000	\$208,000	2.2%	0.1%
Other Management Occupations	<u>\$109,000</u>	<u>\$115,000</u>	<u>\$172,000</u>	<u>\$177,000</u>	<u>8.3%</u>	<u>0.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$108,000</i>	<i>\$116,000</i>	<i>\$167,000</i>	<i>\$175,000</i>	<i>100.0%</i>	<i>2.6%</i>
<i>Food Preparation and Serving Related Occupations</i>						
First-Line Supervisors of Food Preparation and Serving Workers	\$43,200	\$50,000	\$84,000	\$109,000	7.7%	3.0%
Cooks, Fast Food	\$29,800	\$40,000	\$83,000	\$108,000	4.7%	1.8%
Cooks, Restaurant	\$32,800	\$41,000	\$78,000	\$100,000	11.3%	4.4%
Food Preparation Workers	\$33,200	\$41,000	\$78,000	\$101,000	6.2%	2.4%
Bartenders	\$33,900	\$42,000	\$80,000	\$103,000	4.1%	1.6%
Fast Food and Counter Workers	\$30,600	\$38,000	\$72,000	\$93,000	32.1%	12.5%
Waiters and Waitresses	\$34,900	\$43,000	\$83,000	\$106,000	20.3%	7.9%
Dining Room and Cafeteria Attendants and Bartender Helpers	\$30,400	\$38,000	\$72,000	\$93,000	3.0%	1.2%
Dishwashers	\$29,400	\$40,000	\$82,000	\$106,000	3.8%	1.5%
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$31,200	\$39,000	\$74,000	\$95,000	3.5%	1.4%
Other Food Preparation and Serving Related Occupations	<u>\$33,000</u>	<u>\$41,000</u>	<u>\$78,000</u>	<u>\$101,000</u>	<u>3.3%</u>	<u>1.3%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$33,000</i>	<i>\$41,000</i>	<i>\$79,000</i>	<i>\$100,000</i>	<i>100.0%</i>	<i>38.1%</i>
<i>Personal Care and Service Occupations</i>						
Supervisors of Personal Service and Entertainment and Rec Worker	\$47,200	\$55,000	\$102,000	\$119,000	5.5%	0.3%
Animal Caretakers	\$33,200	\$41,000	\$79,000	\$101,000	5.9%	0.3%
Ushers, Lobby Attendants, and Ticket Takers	\$31,900	\$40,000	\$76,000	\$97,000	4.4%	0.3%
Amusement and Recreation Attendants	\$31,500	\$39,000	\$75,000	\$96,000	7.7%	0.4%
Hairdressers, Hairstylists, and Cosmetologists	\$36,100	\$45,000	\$86,000	\$110,000	26.4%	1.5%
Manicurists and Pedicurists	\$31,700	\$39,000	\$75,000	\$97,000	8.1%	0.5%
Skincare Specialists	\$37,400	\$46,000	\$89,000	\$114,000	3.2%	0.2%
Childcare Workers	\$31,800	\$40,000	\$75,000	\$97,000	4.6%	0.3%
Exercise Trainers and Group Fitness Instructors	\$61,900	\$68,000	\$115,000	\$122,000	26.5%	1.5%
Recreation Workers	\$33,600	\$42,000	\$80,000	\$102,000	2.6%	0.1%
Other Personal Care and Service Occupations	<u>\$42,800</u>	<u>\$50,000</u>	<u>\$92,000</u>	<u>\$108,000</u>	<u>5.1%</u>	<u>0.3%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$42,800</i>	<i>\$50,000</i>	<i>\$92,000</i>	<i>\$110,000</i>	<i>100.0%</i>	<i>5.7%</i>
<i>Sales and Related Occupations</i>						
First-Line Supervisors of Retail Sales Workers	\$50,700	\$58,000	\$101,000	\$114,000	11.6%	3.3%
Cashiers	\$34,000	\$42,000	\$81,000	\$104,000	34.6%	9.9%
Counter and Rental Clerks	\$41,300	\$48,000	\$90,000	\$105,000	3.0%	0.9%
Parts Salespersons	\$41,900	\$49,000	\$91,000	\$106,000	2.4%	0.7%
Retail Salespersons	\$35,600	\$44,000	\$84,000	\$108,000	43.9%	12.5%
Other Sales and Related Occupations	<u>\$37,200</u>	<u>\$46,000</u>	<u>\$88,000</u>	<u>\$113,000</u>	<u>4.6%</u>	<u>1.3%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$37,200</i>	<i>\$46,000</i>	<i>\$86,000</i>	<i>\$107,000</i>	<i>100.0%</i>	<i>28.5%</i>

APPENDIX B TABLE 8
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 RETAIL WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ³	2021 Avg.	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Retail Workers
	Worker Compensation ¹	One Worker	Two Workers	Three+ Workers		
<i>Page 2 of 2</i>						
<i>Office and Administrative Support Occupations</i>						
First-Line Supervisors of Office and Admin Support Workers	\$66,800	\$74,000	\$124,000	\$132,000	8.1%	0.4%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$56,000	\$104,000	\$122,000	10.2%	0.5%
Customer Service Representatives	\$44,900	\$52,000	\$97,000	\$114,000	26.6%	1.4%
Receptionists and Information Clerks	\$37,800	\$47,000	\$90,000	\$115,000	14.4%	0.8%
Shipping, Receiving, and Inventory Clerks	\$38,800	\$48,000	\$92,000	\$118,000	6.5%	0.4%
Secretaries and Admin Assistants, Except Legal, Medical Office Clerks, General	\$44,900	\$52,000	\$97,000	\$114,000	5.7%	0.3%
Other Office and Administrative Support Occupations	\$42,300	\$49,000	\$92,000	\$107,000	15.3%	0.8%
	<u>\$45,200</u>	<u>\$53,000</u>	<u>\$98,000</u>	<u>\$114,000</u>	<u>13.1%</u>	<u>0.7%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$45,200</i>	<i>\$53,000</i>	<i>\$88,000</i>	<i>\$118,000</i>	<i>100.0%</i>	<i>5.4%</i>
<i>Installation, Maintenance, and Repair Occupations</i>						
First-Line Supervisors of Mechanics, Installers, and Repairers	\$82,300	\$88,000	\$139,000	\$144,000	7.8%	0.2%
Computer, Automated Teller, and Office Machine Repairers	\$47,200	\$55,000	\$102,000	\$119,000	2.9%	0.1%
Automotive Body and Related Repairers	\$59,400	\$68,000	\$118,000	\$134,000	3.7%	0.1%
Automotive Service Technicians and Mechanics	\$56,500	\$65,000	\$113,000	\$127,000	40.5%	1.2%
Tire Repairers and Changers	\$38,700	\$48,000	\$92,000	\$118,000	11.1%	0.3%
Maintenance and Repair Workers, General	\$48,300	\$56,000	\$105,000	\$122,000	9.9%	0.3%
Installation, Maintenance, and Repair Workers, All Other	\$49,100	\$57,000	\$106,000	\$124,000	3.2%	0.1%
Other Installation, Maintenance, and Repair Occupations	<u>\$55,000</u>	<u>\$63,000</u>	<u>\$110,000</u>	<u>\$124,000</u>	<u>21.0%</u>	<u>0.6%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$55,000</i>	<i>\$63,000</i>	<i>\$111,000</i>	<i>\$126,000</i>	<i>100.0%</i>	<i>2.9%</i>
<i>Production Occupations</i>						
First-Line Supervisors of Production and Operating Workers	\$73,400	\$81,000	\$136,000	\$145,000	6.9%	0.2%
Miscellaneous Assemblers and Fabricators	\$38,700	\$48,000	\$92,000	\$118,000	2.9%	0.1%
Bakers	\$36,900	\$46,000	\$87,000	\$112,000	14.7%	0.3%
Butchers and Meat Cutters	\$40,900	\$48,000	\$89,000	\$104,000	17.7%	0.4%
Meat, Poultry, and Fish Cutters and Trimmers	\$39,300	\$49,000	\$93,000	\$120,000	2.9%	0.1%
Laundry and Dry-Cleaning Workers	\$33,100	\$41,000	\$78,000	\$101,000	27.8%	0.6%
Pressers, Textile, Garment, and Related Materials	\$30,300	\$38,000	\$72,000	\$92,000	8.4%	0.2%
Tailors, Dressmakers, and Custom Sewers	\$42,900	\$50,000	\$93,000	\$108,000	2.3%	0.1%
Inspectors, Testers, Sorters, Samplers, and Weighers	\$49,100	\$57,000	\$106,000	\$124,000	2.1%	0.0%
Other Production Occupations	<u>\$39,400</u>	<u>\$49,000</u>	<u>\$93,000</u>	<u>\$120,000</u>	<u>14.2%</u>	<u>0.3%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$39,400</i>	<i>\$48,000</i>	<i>\$89,000</i>	<i>\$110,000</i>	<i>100.0%</i>	<i>2.2%</i>
<i>Transportation and Material Moving Occupations</i>						
First-Line Supervisors of Transportation & Material Moving Workers	\$63,200	\$70,000	\$117,000	\$124,000	2.2%	0.2%
Driver/Sales Workers	\$39,700	\$49,000	\$94,000	\$121,000	10.8%	1.0%
Light Truck Drivers	\$42,700	\$50,000	\$93,000	\$108,000	10.0%	0.9%
Parking Attendants	\$32,800	\$41,000	\$78,000	\$100,000	2.7%	0.2%
Cleaners of Vehicles and Equipment	\$33,400	\$42,000	\$79,000	\$102,000	5.0%	0.4%
Laborers and Freight, Stock, and Material Movers, Hand	\$39,300	\$48,000	\$93,000	\$120,000	9.2%	0.8%
Packers and Packagers, Hand	\$32,300	\$40,000	\$77,000	\$98,000	4.8%	0.4%
Stockers and Order Fillers	\$34,600	\$43,000	\$82,000	\$105,000	47.1%	4.2%
Other Transportation and Material Moving Occupations	<u>\$37,000</u>	<u>\$46,000</u>	<u>\$88,000</u>	<u>\$113,000</u>	<u>8.1%</u>	<u>0.7%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$37,000</i>	<i>\$45,000</i>	<i>\$88,000</i>	<i>\$109,000</i>	<i>100.0%</i>	<i>8.9%</i>

85.4%

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by 52 weeks.

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-8.

**APPENDIX B TABLE 7
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
HOTEL WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

	Worker Occupation Distribution Hotel
Major Occupations (2% or more)	
Management Occupations	4.5%
Food Preparation and Serving Related Occupations	25.0%
Building and Grounds Cleaning and Maintenance Occupations	30.7%
Personal Care and Service Occupations	4.1%
Sales and Related Occupations	2.5%
Office and Administrative Support Occupations	19.7%
Installation, Maintenance, and Repair Occupations	5.6%
Production Occupations	2.5%
All Other Worker Occupations - Hotel	<u>5.4%</u>
TOTAL	100.0%

**APPENDIX B TABLE 8
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
HOTEL WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Hotel Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 1 of 2</i>						
<i>Management Occupations</i>						
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	21.1%	1.0%
Sales Managers	\$143,000	\$151,000	\$208,000	\$215,000	7.7%	0.3%
Administrative Services and Facilities Managers	\$113,800	\$120,000	\$180,000	\$185,000	4.4%	0.2%
Financial Managers	\$138,400	\$146,000	\$201,000	\$208,000	4.5%	0.2%
Human Resources Managers	\$128,200	\$135,000	\$186,000	\$193,000	2.3%	0.1%
Food Service Managers	\$55,600	\$64,000	\$111,000	\$125,000	9.6%	0.4%
Lodging Managers	\$78,500	\$87,000	\$145,000	\$155,000	43.1%	2.0%
Personal Service Managers; Entertainment and Rec Managers	\$138,300	\$146,000	\$201,000	\$208,000	3.4%	0.2%
Other Management Occupations	<u>\$99,400</u>	<u>\$106,000</u>	<u>\$168,000</u>	<u>\$174,000</u>	<u>3.9%</u>	<u>0.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$99,400</i>	<i>\$107,000</i>	<i>\$162,000</i>	<i>\$171,000</i>	<i>100.0%</i>	<i>4.5%</i>
<i>Food Preparation and Serving Related Occupations</i>						
Chefs and Head Cooks	\$53,800	\$62,000	\$107,000	\$121,000	2.8%	0.7%
First-Line Supervisors of Food Preparation and Serving Workers	\$43,200	\$50,000	\$94,000	\$109,000	6.0%	1.5%
Cooks, Restaurant	\$32,800	\$41,000	\$78,000	\$100,000	16.1%	4.0%
Food Preparation Workers	\$33,200	\$41,000	\$79,000	\$101,000	2.1%	0.5%
Bartenders	\$33,900	\$42,000	\$80,000	\$103,000	7.8%	1.9%
Fast Food and Counter Workers	\$30,600	\$38,000	\$72,000	\$93,000	4.8%	1.2%
Waiters and Waitresses	\$34,900	\$43,000	\$83,000	\$106,000	30.6%	7.6%
Food Servers, Nonrestaurant	\$33,800	\$42,000	\$80,000	\$103,000	6.2%	1.6%
Dining Room and Cafeteria Attendants and Bartender Helpers	\$30,400	\$38,000	\$72,000	\$93,000	12.0%	3.0%
Dishwashers	\$29,400	\$40,000	\$82,000	\$106,000	6.1%	1.5%
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$31,200	\$39,000	\$74,000	\$95,000	3.6%	0.9%
Other Food Preparation and Serving Related Occupations	<u>\$34,200</u>	<u>\$43,000</u>	<u>\$81,000</u>	<u>\$104,000</u>	<u>2.2%</u>	<u>0.6%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$34,200</i>	<i>\$42,000</i>	<i>\$81,000</i>	<i>\$103,000</i>	<i>100.0%</i>	<i>25.0%</i>
<i>Building and Grounds Cleaning and Maintenance Occupations</i>						
First-Line Supervisors of Housekeeping and Janitorial Workers	\$53,300	\$61,000	\$106,000	\$120,000	6.3%	1.9%
Janitors and Cleaners, Except Maids and Housekeeping	\$38,500	\$48,000	\$91,000	\$117,000	5.5%	1.7%
Maids and Housekeeping Cleaners	\$40,000	\$47,000	\$87,000	\$101,000	85.8%	26.3%
Other Building and Grounds Cleaning and Maintenance Occupation	<u>\$40,800</u>	<u>\$48,000</u>	<u>\$88,000</u>	<u>\$103,000</u>	<u>2.4%</u>	<u>0.8%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$40,800</i>	<i>\$48,000</i>	<i>\$88,000</i>	<i>\$103,000</i>	<i>100.0%</i>	<i>30.7%</i>
<i>Personal Care and Service Occupations</i>						
Supervisors of Personal Service, Entertainment and Recr Workers	\$47,200	\$55,000	\$102,000	\$119,000	5.5%	0.2%
Amusement and Recreation Attendants	\$31,500	\$39,000	\$75,000	\$96,000	17.2%	0.7%
Locker Room, Coatroom, and Dressing Room Attendants	\$35,500	\$44,000	\$84,000	\$108,000	4.7%	0.2%
Skincare Specialists	\$37,400	\$46,000	\$89,000	\$114,000	3.4%	0.1%
Baggage Porters and Bellhops	\$36,200	\$45,000	\$86,000	\$110,000	29.0%	1.2%
Concierges	\$32,900	\$41,000	\$78,000	\$100,000	17.2%	0.7%
Exercise Trainers and Group Fitness Instructors	\$61,900	\$68,000	\$115,000	\$122,000	4.1%	0.2%
Recreation Workers	\$33,600	\$42,000	\$80,000	\$102,000	7.5%	0.3%
Other Personal Care and Service Occupations	<u>\$36,300</u>	<u>\$45,000</u>	<u>\$86,000</u>	<u>\$111,000</u>	<u>11.4%</u>	<u>0.5%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$36,300</i>	<i>\$45,000</i>	<i>\$84,000</i>	<i>\$106,000</i>	<i>100.0%</i>	<i>4.1%</i>

**APPENDIX B TABLE 8
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
HOTEL WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Hotel Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 2 of 2</i>						
<i>Sales and Related Occupations</i>						
First-Line Supervisors of Retail Sales Workers	\$50,700	\$58,000	\$101,000	\$114,000	3.9%	0.1%
First-Line Supervisors of Non-Retail Sales Workers	\$76,100	\$84,000	\$141,000	\$150,000	3.7%	0.1%
Cashiers	\$34,000	\$42,000	\$81,000	\$104,000	17.7%	0.4%
Retail Salespersons	\$35,600	\$44,000	\$84,000	\$108,000	11.8%	0.3%
Sales Reps of Services, Except Advertising, Insurance, Financial	\$72,600	\$80,000	\$134,000	\$143,000	55.2%	1.4%
Sales Reps, Wholesale & Manufacturing, Except Tech & Scientific	\$82,400	\$88,000	\$140,000	\$144,000	2.3%	0.1%
Other Sales and Related Occupations	<u>\$60,200</u>	<u>\$67,000</u>	<u>\$111,000</u>	<u>\$119,000</u>	<u>5.6%</u>	<u>0.1%</u>
Weighted Mean Annual Wage	\$60,200	\$68,000	\$117,000	\$130,000	100.0%	2.5%
<i>Office and Administrative Support Occupations</i>						
Supervisors of Office and Admin Support Workers	\$66,800	\$74,000	\$124,000	\$132,000	9.5%	1.9%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$58,000	\$104,000	\$122,000	5.5%	1.1%
Hotel, Motel, and Resort Desk Clerks	\$29,700	\$40,000	\$83,000	\$107,000	72.8%	14.3%
Secretaries & Admin Assistants, Except Legal, Medical, Executive	\$44,900	\$52,000	\$97,000	\$114,000	2.3%	0.4%
Other Office and Administrative Support Occupations	<u>\$35,100</u>	<u>\$44,000</u>	<u>\$83,000</u>	<u>\$107,000</u>	<u>9.9%</u>	<u>1.9%</u>
Weighted Mean Annual Wage	\$35,100	\$45,000	\$88,000	\$110,000	100.0%	19.7%
<i>Installation, Maintenance, and Repair Occupations</i>						
First-Line Supervisors of Mechanics, Installers, and Repairers	\$82,300	\$88,000	\$139,000	\$144,000	7.6%	0.4%
Maintenance and Repair Workers, General	\$48,300	\$58,000	\$105,000	\$122,000	89.5%	5.0%
Other Installation, Maintenance, and Repair Occupations	<u>\$51,000</u>	<u>\$59,000</u>	<u>\$102,000</u>	<u>\$115,000</u>	<u>2.8%</u>	<u>0.2%</u>
Weighted Mean Annual Wage	\$51,000	\$59,000	\$108,000	\$123,000	100.0%	5.6%
<i>Production Occupations</i>						
First-Line Supervisors of Production and Operating Workers	\$73,400	\$81,000	\$136,000	\$145,000	2.1%	0.1%
Bakers	\$36,900	\$46,000	\$87,000	\$112,000	6.2%	0.2%
Laundry and Dry-Cleaning Workers	\$33,100	\$41,000	\$78,000	\$101,000	85.9%	2.1%
Other Production Occupations	<u>\$34,300</u>	<u>\$43,000</u>	<u>\$81,000</u>	<u>\$105,000</u>	<u>5.8%</u>	<u>0.1%</u>
Weighted Mean Annual Wage	\$34,300	\$42,000	\$80,000	\$103,000	100.0%	2.5%
						94.6%

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by 52 weeks.

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household Income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-6.

**APPENDIX B TABLE 9
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
INDUSTRIAL WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

	Worker Occupation Distribution Industrial
Major Occupations (2% or more)	
Management Occupations	5.6%
Business and Financial Operations Occupations	3.3%
Architecture and Engineering Occupations	3.3%
Food Preparation and Serving Related Occupations	3.4%
Sales and Related Occupations	6.3%
Office and Administrative Support Occupations	8.9%
Installation, Maintenance, and Repair Occupations	4.4%
Production Occupations	44.5%
Transportation and Material Moving Occupations	12.7%
All Other Worker Occupations - Industrial	<u>7.5%</u>
TOTAL	100.0%

APPENDIX B TABLE 10
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 INDUSTRIAL WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Industrial Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 1 of 3</i>						
<i>Management Occupations</i>						
Chief Executives	\$149,700	\$158,000	\$218,000	\$225,000	2.4%	0.1%
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	35.0%	2.0%
Marketing Managers	\$154,800	\$163,000	\$210,000	\$216,000	3.6%	0.2%
Sales Managers	\$143,000	\$151,000	\$208,000	\$215,000	7.0%	0.4%
Administrative Services and Facilities Managers	\$113,800	\$120,000	\$180,000	\$185,000	3.2%	0.2%
Computer and Information Systems Managers	\$181,800	\$170,000	\$219,000	\$226,000	3.0%	0.2%
Financial Managers	\$138,400	\$146,000	\$201,000	\$208,000	5.4%	0.3%
Industrial Production Managers	\$115,800	\$122,000	\$183,000	\$188,000	18.2%	1.0%
Transportation, Storage, and Distribution Managers	\$95,800	\$103,000	\$162,000	\$168,000	2.5%	0.1%
Human Resources Managers	\$128,200	\$135,000	\$188,000	\$193,000	2.3%	0.1%
Architectural and Engineering Managers	\$169,900	\$178,000	\$230,000	\$237,000	4.6%	0.3%
Natural Sciences Managers	\$142,100	\$150,000	\$206,000	\$214,000	4.5%	0.3%
Personal Service Managers; Entertainment & Rec Managers	\$138,300	\$146,000	\$201,000	\$208,000	4.2%	0.2%
Other Management Occupations	<u>\$130,800</u>	<u>\$138,000</u>	<u>\$190,000</u>	<u>\$197,000</u>	<u>4.2%</u>	<u>0.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$130,800</i>	<i>\$138,000</i>	<i>\$192,000</i>	<i>\$199,000</i>	<i>100.0%</i>	<i>5.6%</i>
<i>Business and Financial Operations Occupations</i>						
Buyers and Purchasing Agents	\$76,000	\$84,000	\$141,000	\$150,000	15.7%	0.5%
Compliance Officers	\$82,700	\$89,000	\$140,000	\$145,000	5.7%	0.2%
Cost Estimators	\$79,800	\$88,000	\$148,000	\$157,000	5.9%	0.2%
Human Resources Specialists	\$75,300	\$83,000	\$138,000	\$148,000	10.7%	0.4%
Logisticians	\$86,400	\$93,000	\$146,000	\$151,000	7.2%	0.2%
Management Analysts	\$79,300	\$88,000	\$147,000	\$156,000	3.4%	0.1%
Training and Development Specialists	\$68,000	\$75,000	\$126,000	\$134,000	3.5%	0.1%
Market Research Analysts and Marketing Specialists	\$74,800	\$83,000	\$138,000	\$147,000	11.5%	0.4%
Project Management and Business Ops Specialists, All Other	\$83,500	\$89,000	\$142,000	\$146,000	11.6%	0.4%
Accountants and Auditors	\$84,800	\$91,000	\$144,000	\$149,000	18.5%	0.6%
Financial, Investment Analysts, Financial Specialists	\$91,000	\$97,000	\$154,000	\$180,000	3.1%	0.1%
Other Business and Financial Operations Occupations	<u>\$80,100</u>	<u>\$88,000</u>	<u>\$136,000</u>	<u>\$140,000</u>	<u>3.3%</u>	<u>0.1%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$80,100</i>	<i>\$87,000</i>	<i>\$142,000</i>	<i>\$149,000</i>	<i>100.0%</i>	<i>3.3%</i>
<i>Architecture and Engineering Occupations</i>						
Bioengineers and Biomedical Engineers	\$97,500	\$104,000	\$165,000	\$171,000	2.7%	0.1%
Computer Hardware Engineers	\$156,800	\$164,000	\$212,000	\$219,000	4.5%	0.1%
Electrical Engineers	\$110,500	\$117,000	\$175,000	\$179,000	6.3%	0.2%
Electronics Engineers, Except Computer	\$121,200	\$128,000	\$181,000	\$197,000	10.7%	0.4%
Industrial Engineers	\$101,200	\$107,000	\$160,000	\$164,000	28.5%	0.9%
Mechanical Engineers	\$103,200	\$109,000	\$163,000	\$167,000	11.2%	0.4%
Engineers, All Other	\$108,000	\$114,000	\$171,000	\$175,000	3.7%	0.1%
Mechanical Drafters	\$60,200	\$67,000	\$111,000	\$119,000	2.1%	0.1%
Electrical & Electronic Engineering Technologists & Technicians	\$72,100	\$80,000	\$133,000	\$142,000	8.4%	0.3%
Industrial Engineering Technologists and Technicians	\$68,300	\$76,000	\$126,000	\$134,000	8.7%	0.3%
Calibration & Engineering Technologists & Technicians	\$77,500	\$86,000	\$143,000	\$153,000	3.1%	0.1%
Other Architecture and Engineering Occupations	<u>\$99,700</u>	<u>\$107,000</u>	<u>\$169,000</u>	<u>\$175,000</u>	<u>10.3%</u>	<u>0.3%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$99,700</i>	<i>\$108,000</i>	<i>\$182,000</i>	<i>\$187,000</i>	<i>100.0%</i>	<i>3.3%</i>

APPENDIX B TABLE 10
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 INDUSTRIAL WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ¹	2021 Avg. Worker Compensation ¹	Household Income Estimate [*]			% of Total Occupation Group ²	% of Total Industrial Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 2 of 3</i>						
<i>Food Preparation and Serving Related Occupations</i>						
First-Line Supervisors of Food Preparation & Serving Workers	\$43,200	\$50,000	\$94,000	\$109,000	5.1%	0.2%
Cooks, Restaurant	\$32,800	\$41,000	\$78,000	\$100,000	5.9%	0.2%
Food Preparation Workers	\$33,200	\$41,000	\$79,000	\$101,000	15.4%	0.5%
Bartenders	\$33,900	\$42,000	\$80,000	\$103,000	25.3%	0.9%
Fast Food and Counter Workers	\$30,600	\$38,000	\$72,000	\$93,000	17.3%	0.6%
Walters and Waitresses	\$34,900	\$43,000	\$83,000	\$106,000	18.1%	0.6%
Dining Room and Cafeteria Attendants and Bartender Helpers	\$30,400	\$38,000	\$72,000	\$93,000	2.0%	0.1%
Dishwashers	\$29,400	\$40,000	\$82,000	\$108,000	4.1%	0.1%
Other Food Preparation and Serving Related Occupations	\$33,500	\$42,000	\$78,000	\$102,000	6.8%	0.2%
<i>Weighted Mean Annual Wage</i>	\$33,500	\$42,000	\$78,000	\$101,000	100.0%	3.4%
<i>Sales and Related Occupations</i>						
First-Line Supervisors of Non-Retail Sales Workers	\$76,100	\$84,000	\$141,000	\$150,000	2.6%	0.2%
Cashiers	\$34,000	\$42,000	\$81,000	\$104,000	10.0%	0.6%
Retail Salespersons	\$35,800	\$44,000	\$84,000	\$108,000	19.0%	1.2%
Sales Reps of Services, Except Ad, Insur, Financial, Travel	\$72,600	\$80,000	\$134,000	\$143,000	3.3%	0.2%
Sales Reps, Wholesale & Manuf., Tech & Scientific	\$108,200	\$114,000	\$171,000	\$176,000	8.4%	0.5%
Sales Reps, Wholesale & Manuf., Except Tech & Scientific	\$82,400	\$88,000	\$140,000	\$144,000	42.8%	2.7%
Demonstrators and Product Promoters	\$54,900	\$63,000	\$109,000	\$124,000	9.8%	0.6%
Other Sales and Related Occupations	\$67,000	\$74,000	\$124,000	\$132,000	4.1%	0.3%
<i>Weighted Mean Annual Wage</i>	\$67,000	\$74,000	\$122,000	\$134,000	100.0%	6.3%
<i>Office and Administrative Support Occupations</i>						
Supervisors of Office and Admin Support Workers	\$66,800	\$74,000	\$124,000	\$132,000	6.1%	0.5%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$56,000	\$104,000	\$122,000	10.4%	0.9%
Customer Service Representatives	\$44,900	\$52,000	\$97,000	\$114,000	16.5%	1.5%
Production, Planning, and Expediting Clerks	\$54,900	\$63,000	\$109,000	\$124,000	8.7%	0.8%
Shipping, Receiving, and Inventory Clerks	\$38,800	\$48,000	\$92,000	\$118,000	18.5%	1.6%
Executive Secretaries & Executive Admin Assistants	\$70,500	\$78,000	\$130,000	\$139,000	2.2%	0.2%
Secretaries & Admin, Except Legal, Medical, Executive	\$44,900	\$52,000	\$97,000	\$114,000	9.0%	0.8%
Office Clerks, General	\$42,300	\$49,000	\$92,000	\$107,000	15.9%	1.4%
Other Office and Administrative Support Occupations	\$46,700	\$54,000	\$101,000	\$118,000	12.6%	1.1%
<i>Weighted Mean Annual Wage</i>	\$46,700	\$54,000	\$100,000	\$117,000	100.0%	8.9%
<i>Installation, Maintenance, and Repair Occupations</i>						
Supervisors of Mechanics, Installers, and Repairers	\$82,300	\$88,000	\$139,000	\$144,000	8.1%	0.4%
Bus and Truck Mechanics and Diesel Engine Specialists	\$60,200	\$67,000	\$111,000	\$119,000	3.8%	0.2%
Industrial Machinery Mechanics	\$66,300	\$73,000	\$123,000	\$131,000	35.7%	1.6%
Maintenance Workers, Machinery	\$57,500	\$66,000	\$115,000	\$130,000	7.1%	0.3%
Maintenance and Repair Workers, General	\$48,300	\$56,000	\$105,000	\$122,000	34.5%	1.5%
Other Installation, Maintenance, and Repair Occupations	\$59,800	\$69,000	\$119,000	\$135,000	10.7%	0.5%
<i>Weighted Mean Annual Wage</i>	\$59,800	\$67,000	\$117,000	\$129,000	100.0%	4.4%

APPENDIX B TABLE 10
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 INDUSTRIAL WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Industrial Workers
		One Worker	Two Workers	Three+ Workers		
<i>Production Occupations</i>						
First-Line Supervisors of Production and Operating Workers	\$73,400	\$81,000	\$138,000	\$145,000	7.6%	3.4%
Miscellaneous Assemblers and Fabricators	\$38,700	\$48,000	\$92,000	\$118,000	7.1%	3.1%
Bakers	\$36,800	\$48,000	\$87,000	\$112,000	4.5%	2.0%
Food Batchmakers	\$38,800	\$48,000	\$92,000	\$118,000	5.7%	2.5%
Machinists	\$48,700	\$57,000	\$106,000	\$123,000	4.2%	1.8%
Printing Press Operators	\$41,500	\$48,000	\$90,000	\$105,000	7.5%	3.3%
Print Binding and Finishing Workers	\$40,900	\$48,000	\$89,000	\$104,000	2.4%	1.1%
Woodworking Machine Setters, Operators, Tenders	\$39,500	\$49,000	\$94,000	\$120,000	3.5%	1.6%
Separating, Filtering, Clarifying, Machine Setters, Tenders	\$46,000	\$54,000	\$100,000	\$116,000	2.9%	1.3%
Mixing & Blending Machine Setters, Operators, Tenders	\$46,000	\$54,000	\$100,000	\$116,000	2.5%	1.1%
Inspectors, Testers, Sorters, Samplers, and Weighers	\$49,100	\$57,000	\$106,000	\$124,000	5.1%	2.3%
Packaging and Filling Machine Operators and Tenders	\$37,800	\$47,000	\$89,000	\$115,000	11.2%	5.0%
Paper Goods Machine Setters, Operators, and Tenders	\$38,300	\$48,000	\$91,000	\$117,000	5.0%	2.2%
Helpers—Production Workers	\$34,100	\$42,000	\$81,000	\$104,000	4.1%	1.8%
Other Production Occupations	<u>\$44,000</u>	<u>\$51,000</u>	<u>\$95,000</u>	<u>\$111,000</u>	<u>26.7%</u>	<u>11.9%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$44,000</i>	<i>\$62,000</i>	<i>\$97,000</i>	<i>\$118,000</i>	<i>100.0%</i>	<i>44.5%</i>
<i>Transportation and Material Moving Occupations</i>						
Supervisors of Transportation & Material Moving Workers	\$83,200	\$70,000	\$117,000	\$124,000	3.5%	0.4%
Driver/Sales Workers	\$39,700	\$49,000	\$94,000	\$121,000	5.5%	0.7%
Heavy and Tractor-Trailer Truck Drivers	\$55,400	\$64,000	\$110,000	\$125,000	18.1%	2.0%
Light Truck Drivers	\$42,700	\$50,000	\$93,000	\$108,000	6.4%	0.8%
Industrial Truck and Tractor Operators	\$43,700	\$51,000	\$95,000	\$111,000	14.8%	1.9%
Cleaners of Vehicles and Equipment	\$33,400	\$42,000	\$79,000	\$102,000	3.4%	0.4%
Laborers and Freight, Stock, and Material Movers, Hand	\$39,300	\$49,000	\$93,000	\$120,000	24.1%	3.1%
Machine Feeders and Offbearers	\$35,100	\$44,000	\$83,000	\$107,000	4.2%	0.5%
Packers and Packagers, Hand	\$32,300	\$40,000	\$77,000	\$98,000	15.5%	2.0%
Stockers and Order Fillers	\$34,600	\$43,000	\$82,000	\$105,000	5.1%	0.6%
Other Transportation and Material Moving Occupations	<u>\$42,000</u>	<u>\$49,000</u>	<u>\$91,000</u>	<u>\$108,000</u>	<u>1.6%</u>	<u>0.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$42,000</i>	<i>\$50,000</i>	<i>\$93,000</i>	<i>\$113,000</i>	<i>100.0%</i>	<i>12.7%</i>
						92.5%

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by 52 weeks.

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-6.

**APPENDIX B TABLE 11
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
R&D WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Major Occupations (2% or more)	Worker Occupation Distribution R&D
Management Occupations	15.4%
Business and Financial Operations Occupations	10.1%
Computer and Mathematical Occupations	12.7%
Architecture and Engineering Occupations	16.0%
Life, Physical, and Social Science Occupations	25.9%
Healthcare Practitioners and Technical Occupations	2.5%
Office and Administrative Support Occupations	7.7%
All Other Worker Occupations - R&D	<u>9.8%</u>
TOTAL	100.0%

**APPENDIX B TABLE 12
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
R&D WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ¹	2021 Avg.	Household Income Estimate ²			% of Total	% of Total
	Worker Compensation ¹	One Worker	Two Workers	Three+ Workers	Occupation Group ²	R&D Workers
<i>Page 1 of 3</i>						
<i>Management Occupations</i>						
Chief Executives	\$149,700	\$158,000	\$218,000	\$225,000	2.5%	0.4%
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	16.1%	2.5%
Marketing Managers	\$154,900	\$163,000	\$210,000	\$216,000	4.5%	0.7%
Sales Managers	\$143,000	\$151,000	\$208,000	\$215,000	2.7%	0.4%
Administrative Services and Facilities Managers	\$113,800	\$120,000	\$180,000	\$185,000	3.6%	0.6%
Computer and Information Systems Managers	\$161,800	\$170,000	\$219,000	\$226,000	8.4%	1.3%
Financial Managers	\$138,400	\$148,000	\$201,000	\$208,000	6.6%	1.0%
Industrial Production Managers	\$115,800	\$122,000	\$183,000	\$188,000	3.2%	0.5%
Human Resources Managers	\$128,200	\$135,000	\$186,000	\$193,000	2.2%	0.3%
Architectural and Engineering Managers	\$169,900	\$178,000	\$230,000	\$237,000	11.3%	1.7%
Medical and Health Services Managers	\$147,000	\$155,000	\$214,000	\$221,000	4.4%	0.7%
Natural Sciences Managers	\$142,100	\$150,000	\$206,000	\$214,000	19.6%	3.0%
Personal Service Managers; Entertainment & Rec Managers	\$138,300	\$146,000	\$201,000	\$208,000	9.2%	1.4%
Other Management Occupations	<u>\$142,400</u>	<u>\$150,000</u>	<u>\$207,000</u>	<u>\$214,000</u>	<u>5.5%</u>	<u>0.8%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$142,400</i>	<i>\$150,000</i>	<i>\$204,000</i>	<i>\$211,000</i>	<i>100.0%</i>	<i>15.4%</i>
<i>Business and Financial Operations Occupations</i>						
Buyers and Purchasing Agents	\$76,000	\$84,000	\$141,000	\$150,000	7.2%	0.7%
Compliance Officers	\$82,700	\$89,000	\$140,000	\$145,000	10.5%	1.1%
Human Resources Specialists	\$75,300	\$83,000	\$139,000	\$148,000	7.3%	0.7%
Logisticians	\$86,400	\$93,000	\$146,000	\$151,000	4.4%	0.4%
Management Analysts	\$79,300	\$88,000	\$147,000	\$156,000	9.1%	0.9%
Training and Development Specialists	\$68,000	\$75,000	\$126,000	\$134,000	3.7%	0.4%
Market Research Analysts and Marketing Specialists	\$74,800	\$83,000	\$138,000	\$147,000	8.3%	0.8%
Project Management and Business Ops Specialists	\$83,500	\$89,000	\$142,000	\$148,000	27.3%	2.8%
Accountants and Auditors	\$84,800	\$91,000	\$144,000	\$149,000	12.4%	1.3%
Financial, Investment, Risk Specialists	\$91,000	\$97,000	\$154,000	\$160,000	4.3%	0.4%
Other Business and Financial Operations Occupations	<u>\$81,100</u>	<u>\$87,000</u>	<u>\$137,000</u>	<u>\$142,000</u>	<u>5.6%</u>	<u>0.6%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$81,100</i>	<i>\$88,000</i>	<i>\$142,000</i>	<i>\$148,000</i>	<i>100.0%</i>	<i>10.1%</i>
<i>Computer and Mathematical Occupations</i>						
Computer Systems Analysts	\$108,700	\$113,000	\$169,000	\$173,000	12.1%	1.5%
Information Security Analysts	\$115,000	\$121,000	\$182,000	\$187,000	4.1%	0.5%
Computer and Information Research Scientists	\$142,800	\$151,000	\$207,000	\$215,000	6.2%	0.8%
Computer User Support Specialists	\$88,100	\$94,000	\$149,000	\$154,000	4.7%	0.6%
Computer Network Architects	\$129,800	\$137,000	\$189,000	\$195,000	3.8%	0.5%
Network and Computer Systems Administrators	\$96,700	\$104,000	\$164,000	\$170,000	6.0%	0.8%
Database Administrators and Architects	\$113,500	\$120,000	\$179,000	\$184,000	2.2%	0.3%
Computer Programmers	\$83,000	\$89,000	\$141,000	\$146,000	5.2%	0.7%
Software Developers & Software Quality Assurance Analysts	\$124,800	\$132,000	\$197,000	\$202,000	35.3%	4.5%
Computer Occupations, All Other	\$94,000	\$101,000	\$159,000	\$165,000	6.5%	0.8%
Operations Research Analysts	\$94,600	\$101,000	\$160,000	\$166,000	2.5%	0.3%
Statisticians	\$97,800	\$105,000	\$166,000	\$171,000	7.1%	0.9%
Other Computer and Mathematical Occupations	<u>\$112,500</u>	<u>\$119,000</u>	<u>\$178,000</u>	<u>\$183,000</u>	<u>4.3%</u>	<u>0.5%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$112,500</i>	<i>\$119,000</i>	<i>\$179,000</i>	<i>\$185,000</i>	<i>100.0%</i>	<i>12.7%</i>

APPENDIX B TABLE 12
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 R&D WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ³	2021 Avg.	Household Income Estimate ⁴			% of Total	% of Total
	Worker Compensation ¹	One Worker	Two Workers	Three+ Workers	Occupation Group ²	R&D Workers
<i>Page 2 of 3</i>						
<i>Architecture and Engineering Occupations</i>						
Aerospace Engineers	\$126,300	\$133,000	\$184,000	\$190,000	4.7%	0.8%
Bioengineers and Biomedical Engineers	\$97,500	\$104,000	\$165,000	\$171,000	2.7%	0.4%
Chemical Engineers	\$87,300	\$104,000	\$165,000	\$171,000	3.0%	0.5%
Computer Hardware Engineers	\$156,800	\$164,000	\$212,000	\$219,000	7.5%	1.2%
Electrical Engineers	\$110,500	\$117,000	\$175,000	\$179,000	9.8%	1.6%
Electronics Engineers, Except Computer	\$121,200	\$128,000	\$191,000	\$197,000	8.4%	1.3%
Industrial Engineers	\$101,200	\$107,000	\$160,000	\$164,000	8.0%	1.3%
Mechanical Engineers	\$103,200	\$109,000	\$163,000	\$167,000	16.8%	2.7%
Nuclear Engineers	\$152,900	\$160,000	\$207,000	\$214,000	2.1%	0.3%
Engineers, All Other	\$108,000	\$114,000	\$171,000	\$175,000	10.2%	1.6%
Mechanical Engineering Technologists and Technicians	\$85,300	\$91,000	\$145,000	\$150,000	2.6%	0.4%
Calibration and Engineering Technologists, Technicians	\$77,500	\$86,000	\$143,000	\$153,000	5.7%	0.9%
Other Architecture and Engineering Occupations	<u>\$111,100</u>	<u>\$117,000</u>	<u>\$176,000</u>	<u>\$180,000</u>	<u>18.4%</u>	<u>2.9%</u>
<i>Weighted Mean Annual Wage</i>	\$711,100	\$117,000	\$174,000	\$179,000	100.0%	18.0%
<i>Life, Physical, and Social Science Occupations</i>						
Microbiologists	\$114,400	\$121,000	\$181,000	\$186,000	2.7%	0.7%
Biological Scientists, All Other	\$86,900	\$93,000	\$147,000	\$152,000	5.9%	1.5%
Medical Scientists, Except Epidemiologists	\$124,700	\$132,000	\$197,000	\$202,000	27.8%	7.2%
Physicists	\$107,400	\$113,000	\$170,000	\$174,000	3.2%	0.8%
Chemists	\$90,100	\$96,000	\$153,000	\$158,000	7.1%	1.8%
Biological Technicians	\$53,400	\$61,000	\$107,000	\$120,000	16.2%	4.2%
Chemical Technicians	\$52,800	\$61,000	\$105,000	\$119,000	3.6%	0.9%
Social Science Research Assistants	\$57,100	\$66,000	\$114,000	\$129,000	3.5%	0.9%
Life, Physical, and Social Science Technicians, All Other	\$51,400	\$59,000	\$103,000	\$116,000	4.6%	1.2%
Other Life, Physical, and Social Science Occupations	<u>\$80,700</u>	<u>\$87,000</u>	<u>\$154,000</u>	<u>\$159,000</u>	<u>25.4%</u>	<u>6.6%</u>
<i>Weighted Mean Annual Wage</i>	\$90,700	\$98,000	\$154,000	\$181,000	100.0%	25.9%
<i>Healthcare Practitioners and Technical Occupations</i>						
Veterinarians	\$118,600	\$125,000	\$187,000	\$192,000	2.3%	0.1%
Registered Nurses	\$137,100	\$145,000	\$199,000	\$206,000	16.9%	0.4%
Nurse Practitioners	\$151,200	\$159,000	\$205,000	\$211,000	3.4%	0.1%
Physicians, All Other; and Ophthalmologists, Except Pediatric	\$265,600	\$269,000	\$298,000	\$304,000	6.9%	0.2%
Clinical Laboratory Technologists and Technicians	\$76,400	\$85,000	\$141,000	\$150,000	41.2%	1.0%
Veterinary Technologists and Technicians	\$46,400	\$54,000	\$101,000	\$117,000	8.1%	0.2%
Medical Dosimetrists, Records Specialists, Health Technologists	\$65,200	\$72,000	\$121,000	\$128,000	5.2%	0.1%
Health Info Technologists, Medical Registrars, Surgical Assistants	\$74,000	\$82,000	\$137,000	\$146,000	3.1%	0.1%
Other Healthcare Practitioners and Technical Occupations	<u>\$105,000</u>	<u>\$111,000</u>	<u>\$168,000</u>	<u>\$170,000</u>	<u>15.0%</u>	<u>0.4%</u>
<i>Weighted Mean Annual Wage</i>	\$105,000	\$112,000	\$165,000	\$173,000	100.0%	2.6%

APPENDIX B TABLE 12
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 R&D WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total R&D Workers
		One Worker	Two Workers	Three+ Workers		
<i>Office and Administrative Support Occupations</i>						
Supervisors of Office and Admin Support Workers	\$68,800	\$74,000	\$124,000	\$132,000	7.6%	0.6%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$56,000	\$104,000	\$122,000	6.5%	0.5%
Customer Service Representatives	\$44,900	\$52,000	\$97,000	\$114,000	6.0%	0.5%
Production, Planning, and Expediting Clerks	\$54,900	\$63,000	\$109,000	\$124,000	5.1%	0.4%
Shipping, Receiving, and Inventory Clerks	\$38,800	\$48,000	\$92,000	\$118,000	3.0%	0.2%
Executive Secretaries and Executive Administrative Assistants	\$70,500	\$78,000	\$130,000	\$138,000	16.1%	1.2%
Secretaries & Admin Assistants, Except Legal, Medical, Executive	\$44,900	\$52,000	\$97,000	\$114,000	22.1%	1.7%
Office Clerks, General	\$42,300	\$49,000	\$92,000	\$107,000	17.9%	1.4%
Other Office and Administrative Support Occupations	<u>\$51,800</u>	<u>\$60,000</u>	<u>\$103,000</u>	<u>\$117,000</u>	<u>15.7%</u>	<u>1.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$51,800</i>	<i>\$58,000</i>	<i>\$105,000</i>	<i>\$120,000</i>	<i>100.0%</i>	<i>7.7%</i>
						90.2%

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by 52 weeks.

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-6.

**APPENDIX B TABLE 13
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
WAREHOUSE WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

	Worker Occupation Distribution Warehouse
Major Occupations (2% or more)	
Management Occupations	2.7%
Business and Financial Operations Occupations	2.2%
Office and Administrative Support Occupations	13.1%
Installation, Maintenance, and Repair Occupations	2.8%
Production Occupations	2.3%
Transportation and Material Moving Occupations	72.7%
All Other Worker Occupations - Warehouse	<u>4.2%</u>
TOTAL	100.0%

**APPENDIX B TABLE 14
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
WAREHOUSE WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Warehouse Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 1 of 2</i>						
<i>Management Occupations</i>						
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	35.2%	0.9%
Sales Managers	\$143,000	\$151,000	\$208,000	\$215,000	3.3%	0.1%
Administrative Services and Facilities Managers	\$113,800	\$120,000	\$180,000	\$185,000	4.4%	0.1%
Financial Managers	\$138,400	\$146,000	\$201,000	\$208,000	2.7%	0.1%
Industrial Production Managers	\$115,800	\$122,000	\$183,000	\$188,000	2.2%	0.1%
Transportation, Storage, and Distribution Managers	\$95,800	\$103,000	\$162,000	\$168,000	38.2%	1.0%
Human Resources Managers	\$128,200	\$135,000	\$186,000	\$193,000	2.9%	0.1%
Personal Service, Entertainment and Recreation Managers	\$138,300	\$146,000	\$201,000	\$208,000	3.9%	0.1%
Other Management Occupations	<u>\$114,000</u>	<u>\$120,000</u>	<u>\$180,000</u>	<u>\$185,000</u>	<u>7.2%</u>	<u>0.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$114,000</i>	<i>\$121,000</i>	<i>\$176,000</i>	<i>\$183,000</i>	<i>100.0%</i>	<i>2.7%</i>
<i>Business and Financial Operations Occupations</i>						
Buyers and Purchasing Agents	\$76,000	\$84,000	\$141,000	\$150,000	13.3%	0.3%
Compliance Officers	\$82,700	\$89,000	\$140,000	\$145,000	2.8%	0.1%
Human Resources Specialists	\$75,300	\$83,000	\$139,000	\$148,000	14.9%	0.3%
Logisticians	\$86,400	\$93,000	\$146,000	\$151,000	13.4%	0.3%
Management Analysts	\$79,300	\$88,000	\$147,000	\$156,000	2.1%	0.0%
Training and Development Specialists	\$68,000	\$75,000	\$126,000	\$134,000	16.3%	0.4%
Market Research Analysts and Marketing Specialists	\$74,800	\$83,000	\$138,000	\$147,000	4.6%	0.1%
Project Management and Business Ops Specialists	\$83,500	\$89,000	\$142,000	\$146,000	19.3%	0.4%
Accountants and Auditors	\$84,800	\$91,000	\$144,000	\$149,000	8.9%	0.2%
Financial, Investment, Risk Specialists	\$91,000	\$97,000	\$154,000	\$160,000	2.4%	0.1%
Other Business and Financial Operations Occupations	<u>\$78,800</u>	<u>\$87,000</u>	<u>\$146,000</u>	<u>\$155,000</u>	<u>1.9%</u>	<u>0.0%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$78,800</i>	<i>\$86,000</i>	<i>\$140,000</i>	<i>\$147,000</i>	<i>100.0%</i>	<i>2.2%</i>
<i>Office and Administrative Support Occupations</i>						
First-Line Supervisors of Office and Admin Support Workers	\$66,800	\$74,000	\$124,000	\$132,000	10.5%	1.4%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$56,000	\$104,000	\$122,000	2.4%	0.3%
Customer Service Representatives	\$44,900	\$52,000	\$97,000	\$114,000	12.4%	1.6%
Order Clerks	\$48,900	\$57,000	\$106,000	\$124,000	3.9%	0.5%
Production, Planning, and Expediting Clerks	\$54,900	\$63,000	\$109,000	\$124,000	6.9%	0.9%
Shipping, Receiving, and Inventory Clerks	\$38,800	\$48,000	\$92,000	\$118,000	35.8%	4.7%
Weights, Measurers, Checkers, Samplers, Recordkeeping	\$37,900	\$47,000	\$90,000	\$115,000	6.6%	0.9%
Secretaries & Admin Assistants, Except Legal, Medical, Executive	\$44,900	\$52,000	\$97,000	\$114,000	3.8%	0.5%
Office Clerks, General	\$42,300	\$49,000	\$92,000	\$107,000	8.5%	1.1%
Other Office and Administrative Support Occupations	<u>\$45,300</u>	<u>\$53,000</u>	<u>\$98,000</u>	<u>\$115,000</u>	<u>9.2%</u>	<u>1.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$45,300</i>	<i>\$53,000</i>	<i>\$98,000</i>	<i>\$118,000</i>	<i>100.0%</i>	<i>13.1%</i>

APPENDIX B TABLE 14
 AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
 WAREHOUSE WORKER OCCUPATIONS
 HOUSING TRUST FUND NEXUS ANALYSIS
 COUNTY OF SACRAMENTO

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Warehouse Workers
		One Worker	Two Workers	Three+ Workers		
<i>Installation, Maintenance, and Repair Occupations</i>						
First-Line Supervisors of Mechanics, Installers, Repairers	\$82,300	\$88,000	\$139,000	\$144,000	8.9%	0.2%
Bus and Truck Mechanics and Diesel Engine Specialists	\$60,200	\$67,000	\$111,000	\$119,000	7.6%	0.2%
Mobile Heavy Equipment Mechanics, Except Engines	\$64,900	\$72,000	\$120,000	\$128,000	2.5%	0.1%
Industrial Machinery Mechanics	\$66,300	\$73,000	\$123,000	\$131,000	2.8%	0.1%
Maintenance Workers, Machinery	\$57,500	\$66,000	\$115,000	\$130,000	2.1%	0.1%
Maintenance and Repair Workers, General	\$48,300	\$56,000	\$105,000	\$122,000	62.6%	1.8%
Installation, Maintenance, and Repair Workers, All Other	\$49,100	\$57,000	\$106,000	\$124,000	3.3%	0.1%
Other Installation, Maintenance, and Repair Occupations	<u>\$53,900</u>	<u>\$62,000</u>	<u>\$108,000</u>	<u>\$121,000</u>	<u>10.0%</u>	<u>0.3%</u>
Weighted Mean Annual Wage	\$53,800	\$61,000	\$110,000	\$124,000	100.0%	2.8%
<i>Production Occupations</i>						
First-Line Supervisors of Production and Operating Workers	\$73,400	\$81,000	\$136,000	\$145,000	8.4%	0.2%
Miscellaneous Assemblers and Fabricators	\$38,700	\$48,000	\$92,000	\$118,000	19.1%	0.4%
Sewing Machine Operators	\$37,700	\$47,000	\$89,000	\$115,000	2.3%	0.1%
Inspectors, Tasters, Sorters, Samplers, and Weighers	\$49,100	\$57,000	\$106,000	\$124,000	28.2%	0.7%
Packaging and Filling Machine Operators and Tenders	\$37,600	\$47,000	\$89,000	\$115,000	11.3%	0.3%
Helpers—Production Workers	\$34,100	\$42,000	\$81,000	\$104,000	2.3%	0.1%
Production Workers, All Other	\$35,200	\$44,000	\$83,000	\$107,000	7.0%	0.2%
Other Production Occupations	<u>\$45,500</u>	<u>\$53,000</u>	<u>\$99,000</u>	<u>\$115,000</u>	<u>21.6%</u>	<u>0.5%</u>
Weighted Mean Annual Wage	\$45,500	\$54,000	\$100,000	\$120,000	100.0%	2.3%
<i>Transportation and Material Moving Occupations</i>						
Supervisors of Transportation & Material Moving Workers	\$63,200	\$70,000	\$117,000	\$124,000	5.3%	3.9%
Heavy and Tractor-Trailer Truck Drivers	\$55,400	\$64,000	\$110,000	\$125,000	6.6%	4.8%
Industrial Truck and Tractor Operators	\$43,700	\$51,000	\$95,000	\$111,000	22.2%	16.1%
Laborers and Freight, Stock, and Material Movers, Hand	\$39,300	\$49,000	\$93,000	\$120,000	34.1%	24.8%
Packers and Packagers, Hand	\$32,300	\$40,000	\$77,000	\$98,000	7.0%	5.1%
Stockers and Order Fillers	\$34,600	\$43,000	\$82,000	\$105,000	20.2%	14.7%
Other Transportation and Material Moving Occupations	<u>\$41,300</u>	<u>\$48,000</u>	<u>\$90,000</u>	<u>\$105,000</u>	<u>4.6%</u>	<u>3.3%</u>
Weighted Mean Annual Wage	\$41,300	\$50,000	\$92,000	\$113,000	100.0%	72.7%
					95.8%	

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by 52 weeks.

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-6.

**APPENDIX B TABLE 15
ESTIMATED WORKER OCCUPATION DISTRIBUTION, 2019
RESIDENTIAL CARE WORKERS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

	Worker Occupation Distribution Residential Care
Major Occupations (2% or more)	
Management Occupations	3.5%
Healthcare Practitioners and Technical Occupations	10.8%
Healthcare Support Occupations	44.9%
Food Preparation and Serving Related Occupations	18.0%
Building and Grounds Cleaning and Maintenance Occupations	6.0%
Personal Care and Service Occupations	4.4%
Office and Administrative Support Occupations	5.1%
Installation, Maintenance, and Repair Occupations	2.5%
All Other Worker Occupations - Residential Care	<u>4.8%</u>
TOTAL	100.0%

**APPENDIX B TABLE 16
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
RESIDENTIAL CARE WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate [*]			% of Total Occupation Group ²	% of Total Res. Care Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 1 of 2</i>						
<i>Management Occupations</i>						
General and Operations Managers	\$125,300	\$132,000	\$182,000	\$189,000	29.9%	1.0%
Marketing Managers	\$154,900	\$163,000	\$210,000	\$216,000	2.6%	0.1%
Administrative Services and Facilities Managers	\$113,800	\$120,000	\$180,000	\$185,000	6.6%	0.2%
Food Service Managers	\$55,600	\$64,000	\$111,000	\$125,000	7.3%	0.3%
Medical and Health Services Managers	\$147,000	\$155,000	\$214,000	\$221,000	31.8%	1.1%
Social and Community Service Managers	\$76,300	\$84,000	\$141,000	\$150,000	7.5%	0.3%
Personal Serv., Entertainment, Recreation Managers	\$138,300	\$146,000	\$201,000	\$208,000	2.7%	0.1%
Other Management Occupations	<u>\$123,700</u>	<u>\$131,000</u>	<u>\$195,000</u>	<u>\$201,000</u>	<u>11.6%</u>	<u>0.4%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$123,700</i>	<i>\$131,000</i>	<i>\$187,000</i>	<i>\$194,000</i>	<i>100.0%</i>	<i>3.5%</i>
<i>Healthcare Practitioners and Technical Occupations</i>						
Registered Nurses	\$137,100	\$145,000	\$199,000	\$206,000	34.3%	3.7%
Dietetic Technicians	\$44,800	\$52,000	\$97,000	\$113,000	2.3%	0.3%
Licensed Practical and Licensed Vocational Nurses	\$66,300	\$73,000	\$123,000	\$131,000	52.3%	5.6%
Other Healthcare Practitioners and Technical Occupations	<u>\$93,000</u>	<u>\$100,000</u>	<u>\$158,000</u>	<u>\$163,000</u>	<u>11.1%</u>	<u>1.2%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$93,000</i>	<i>\$100,000</i>	<i>\$152,000</i>	<i>\$160,000</i>	<i>100.0%</i>	<i>10.8%</i>
<i>Healthcare Support Occupations</i>						
Home Health and Personal Care Aides	\$30,500	\$38,000	\$72,000	\$93,000	58.4%	26.2%
Nursing Assistants	\$43,500	\$51,000	\$94,000	\$110,000	37.0%	16.6%
Medical Assistants	\$50,300	\$58,000	\$100,000	\$113,000	3.5%	1.6%
Other Healthcare Support Occupations	<u>\$36,100</u>	<u>\$45,000</u>	<u>\$86,000</u>	<u>\$110,000</u>	<u>1.1%</u>	<u>0.5%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$36,100</i>	<i>\$44,000</i>	<i>\$81,000</i>	<i>\$100,000</i>	<i>100.0%</i>	<i>44.9%</i>
<i>Food Preparation and Serving Related Occupations</i>						
First-Line Supervisors of Food Preparation and Serving Workers	\$43,200	\$50,000	\$94,000	\$109,000	5.0%	0.9%
Cooks, Institution and Cafeteria	\$38,700	\$48,000	\$92,000	\$118,000	24.6%	4.4%
Food Preparation Workers	\$33,200	\$41,000	\$79,000	\$101,000	5.7%	1.0%
Fast Food and Counter Workers	\$30,600	\$38,000	\$72,000	\$93,000	5.5%	1.0%
Waiters and Waitresses	\$34,900	\$43,000	\$83,000	\$106,000	8.2%	1.5%
Food Servers, Nonrestaurant	\$33,800	\$42,000	\$80,000	\$103,000	36.5%	6.6%
Dining Room and Cafeteria Attendants and Bartender Helpers	\$30,400	\$38,000	\$72,000	\$93,000	4.3%	0.8%
Dishwashers	\$29,400	\$40,000	\$82,000	\$106,000	6.0%	1.1%
Other Food Preparation and Serving Related Occupations	<u>\$35,000</u>	<u>\$44,000</u>	<u>\$83,000</u>	<u>\$107,000</u>	<u>4.2%</u>	<u>0.8%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$35,000</i>	<i>\$43,000</i>	<i>\$83,000</i>	<i>\$106,000</i>	<i>100.0%</i>	<i>18.0%</i>
<i>Building and Grounds Cleaning and Maintenance Occupations</i>						
First-Line Supervisors of Housekeeping and Janitorial Workers	\$53,300	\$61,000	\$106,000	\$120,000	4.8%	0.3%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$38,500	\$48,000	\$91,000	\$117,000	10.4%	0.6%
Maids and Housekeeping Cleaners	\$40,000	\$47,000	\$87,000	\$101,000	81.4%	4.9%
Landscaping and Groundskeeping Workers	\$42,800	\$50,000	\$93,000	\$108,000	3.0%	0.2%
Other Building and Grounds Cleaning and Maintenance Occupations	<u>\$40,600</u>	<u>\$47,000</u>	<u>\$89,000</u>	<u>\$103,000</u>	<u>0.4%</u>	<u>0.0%</u>
<i>Weighted Mean Annual Wage</i>	<i>\$40,600</i>	<i>\$48,000</i>	<i>\$89,000</i>	<i>\$104,000</i>	<i>100.0%</i>	<i>6.0%</i>

**APPENDIX B TABLE 16
AVERAGE ANNUAL WORKER COMPENSATION AND ESTIMATED HOUSEHOLD INCOME, 2021
RESIDENTIAL CARE WORKER OCCUPATIONS
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

Occupation ³	2021 Avg. Worker Compensation ¹	Household Income Estimate ⁴			% of Total Occupation Group ²	% of Total Res. Care Workers
		One Worker	Two Workers	Three+ Workers		
<i>Page 2 of 2</i>						
<i>Personal Care and Service Occupations</i>						
Supervisors of Personal Service & Entertainment and Rec Workers	\$47,200	\$55,000	\$102,000	\$119,000	18.8%	0.8%
Concierges	\$32,900	\$41,000	\$78,000	\$100,000	9.3%	0.4%
Exercise Trainers and Group Fitness Instructors	\$61,900	\$68,000	\$115,000	\$122,000	2.0%	0.1%
Recreation Workers	\$33,600	\$42,000	\$80,000	\$102,000	54.8%	2.4%
Other Personal Care and Service Occupations	<u>\$37,200</u>	<u>\$46,000</u>	<u>\$88,000</u>	<u>\$113,000</u>	<u>15.1%</u>	<u>0.7%</u>
Weighted Mean Annual Wage	\$37,200	\$45,000	\$86,000	\$107,000	100.0%	4.4%
<i>Office and Administrative Support Occupations</i>						
Supervisors of Office and Admin Support Workers	\$66,800	\$74,000	\$124,000	\$132,000	8.4%	0.4%
Bookkeeping, Accounting, and Auditing Clerks	\$48,100	\$56,000	\$104,000	\$122,000	7.1%	0.4%
Customer Service Representatives	\$44,900	\$52,000	\$97,000	\$114,000	2.1%	0.1%
Receptionists and Information Clerks	\$37,800	\$47,000	\$90,000	\$115,000	37.9%	2.0%
Executive Secretaries and Executive Administrative Assistants	\$70,500	\$78,000	\$130,000	\$139,000	2.1%	0.1%
Medical Secretaries and Administrative Assistants	\$50,300	\$58,000	\$100,000	\$113,000	4.5%	0.2%
Secretaries and Admin Assistants, Except Legal, Medical, Executive	\$44,900	\$52,000	\$97,000	\$114,000	12.8%	0.7%
Office Clerks, General	\$42,300	\$49,000	\$92,000	\$107,000	16.0%	0.8%
Other Office and Administrative Support Occupations	<u>\$44,600</u>	<u>\$52,000</u>	<u>\$97,000</u>	<u>\$113,000</u>	<u>9.0%</u>	<u>0.5%</u>
Weighted Mean Annual Wage	\$44,600	\$53,000	\$97,000	\$118,000	100.0%	5.1%
<i>Installation, Maintenance, and Repair Occupations</i>						
First-Line Supervisors of Mechanics, Installers, and Repairers	\$82,300	\$88,000	\$139,000	\$144,000	9.8%	0.2%
Maintenance and Repair Workers, General	\$48,300	\$56,000	\$105,000	\$122,000	87.5%	2.2%
Other Installation, Maintenance, and Repair Occupations	<u>\$51,700</u>	<u>\$59,000</u>	<u>\$103,000</u>	<u>\$117,000</u>	<u>2.7%</u>	<u>0.1%</u>
Weighted Mean Annual Wage	\$51,700	\$59,000	\$108,000	\$124,000	100.0%	2.5%
					95.2%	

¹ The methodology utilized by the California Employment Development Department (EDD) assumes hourly paid employees are employed full-time. EDD data is adjusted by KMA to reflect Sacramento County minimum wage. Annual compensation is calculated by EDD by multiplying hourly wages by 40 hours per work week by 52 weeks.

² Occupation percentages are based on the 2019 National Industry - Specific Occupational Employment survey compiled by the Bureau of Labor Statistics. Wages are based on Occupational Employment Survey data applicable to Sacramento County as of 2020 and are adjusted by EDD to the first quarter of 2021.

³ Including occupations representing 2% or more of the major occupation group.

⁴ Household Income estimated based average worker compensation and ratios between employee income and household income identified in Table 3-6.

**APPENDIX B TABLE 17
INDUSTRIES REPRESENTED
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

NAICS	Representative Industries	Percent of Employment
Page 1 of 3		
<u>Office</u>		
621100	Offices of Physicians	8.753%
551100	Management of Companies and Enterprises	8.172%
541500	Computer Systems Design and Related Services	7.418%
541300	Architectural, Engineering, and Related Services	6.495%
524100	Insurance Carriers	6.417%
524200	Agencies, Brokerages, and Other Insurance Related Activities	6.298%
531000	Real Estate	6.201%
541600	Management, Scientific, and Technical Consulting Services	5.850%
541100	Legal Services	4.957%
621200	Offices of Dentists	4.516%
541700	Scientific Research and Development Services	4.240%
5220A1	Credit Intermediation and Related Activities (5221 And 5223 only)	3.781%
621300	Offices of Other Health Practitioners	3.107%
813900	Business, Professional, Labor, Political, and Similar Organizations	3.082%
541200	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	2.796%
561400	Business Support Services	2.546%
541900	Other Professional, Scientific, and Technical Services	2.425%
541800	Advertising and Related Services	1.775%
517000	Telecommunications	1.614%
561100	Office Administrative Services	1.580%
813200	Grantmaking and Giving Services	1.464%
522200	Nondepository Credit Intermediation	1.045%
519100	Other Information Services	0.968%
518200	Data Processing, Hosting, and Related Services	0.808%
813300	Social Advocacy Organizations	0.788%
561900	Other Support Services	0.760%
523000	Securities, Commodity Contracts, and Other Financial Investments and Related	0.759%
813400	Civic and Social Organizations	0.700%
511200	Software Publishers	0.437%
541400	Specialized Design Services	0.250%
<u>Medical</u>		
622100	General Medical and Surgical Hospitals	44.848%
621400	Outpatient Care Centers	35.712%
623100	Nursing Care Facilities (Skilled Nursing Facilities)	12.963%
621900	Other Ambulatory Health Care Services	3.999%
621500	Medical and Diagnostic Laboratories	2.479%

**APPENDIX B TABLE 17
INDUSTRIES REPRESENTED
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

NAICS	Representative Industries	Percent of Employment
Page 2 of 3		
<u>Retail / Commercial</u>		
722500	Restaurant and Other Eating Places	38.633%
4450A1	Food and Beverage Stores (4451 and 4452 only)	9.922%
452000	General Merchandise Stores	7.452%
441100	Automobile Dealers	4.658%
713940	Fitness and Recreational Sports Centers	4.555%
444100	Building Material and Supplies Dealers	3.476%
448100	Clothing Stores	3.354%
812100	Personal Care Services	3.106%
446100	Health and Personal Care Stores	2.964%
441300	Auto Parts, Accessories, and Tire Stores	2.082%
447100	Gasoline Stations	1.936%
443100	Electronics and Appliance Stores	1.751%
812300	Drycleaning and Laundry Services	1.657%
4530A1	Miscellaneous Store Retailers (4532 and 4533 only)	1.631%
451100	Sporting Goods/Musical Instrument Stores	1.604%
722300	Special Food Services	1.558%
453900	Other Miscellaneous Store Retailers	1.543%
722400	Drinking Places (Alcoholic Beverages)	1.081%
442200	Home Furnishings Stores	0.998%
532100	Automotive Equipment Rental and Leasing	0.943%
512130	Motion Picture and Video Exhibition	0.709%
812900	Other Personal Services	0.665%
448200	Shoe Stores	0.662%
713940	Fitness and Recreational Sports Centers	0.624%
442100	Furniture Stores	0.538%
441200	Other Motor Vehicle Dealers	0.479%
445300	Beer, Wine, and Liquor Stores	0.428%
448300	Jewelry, Luggage & Leather Goods Stores	0.348%
444200	Lawn & Garden Equipment/Supplies Stores	0.315%
451200	Book, Periodical, and Music Stores	0.234%
453100	Florists	0.096%
<u>Hotel</u>		
721100	Traveler Accommodation (with Casino hotels removed)	100.00%

**APPENDIX B TABLE 17
INDUSTRIES REPRESENTED
HOUSING TRUST FUND NEXUS ANALYSIS
COUNTY OF SACRAMENTO**

NAICS	Representative Industries	Percent of Employment
Page 3 of 3		
<u>Industrial / Manufacturing</u>		
811100	Automotive Repair and Maintenance	17.038%
4230A1	Merchant Wholesalers, Durable Goods (4232, 4233, 4235, 4236, 4237, and 4238)	16.359%
423400	Professional and Commercial Equipment and Supplies Merchant Wholesalers	8.978%
423800	Machinery, Equipment, and Supplies Merchant Wholesalers	5.066%
312100	Beverage Manufacturing	4.244%
423100	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	4.169%
311900	Other Food Manufacturing	3.846%
323100	Printing and Related Support Activities	3.561%
311800	Bakeries and Tortilla Manufacturing	3.185%
321900	Other Wood Product Manufacturing	3.015%
322200	Converted Paper Product Manufacturing	2.725%
339100	Medical Equipment and Supplies Manufacturing	2.717%
325400	Pharmaceutical and Medicine Manufacturing	2.432%
327000	Nonmetallic Mineral Product Manufacturing	2.307%
3370A1	Furniture and Related Product Manufacturing (3371 and 3372 only)	2.267%
339900	Other Miscellaneous Manufacturing	2.164%
811300	Commercial Machinery Repair/Maintenance	2.101%
334400	Semiconductor and Other Electronic Component Manufacturing	1.784%
334500	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	1.661%
332700	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	1.398%
811200	Electronic Equipment Repair/Maintenance	1.321%
3330A1	Machinery Manufacturing (3331, 3332, 3334, and 3339 only)	1.309%
336300	Motor Vehicle Parts Manufacturing	1.143%
3250A1	Chemical Manufacturing (3251, 3252, 3253, and 3259 only)	1.047%
335900	Other Electrical Equipment and Component Manufacturing	0.944%
332800	Coating, Engraving, Heat Treating, and Allied Activities	0.792%
333500	Metalworking Machinery Manufacturing	0.787%
3320A1	Fabricated Metal Product Manufacturing (3321, 3322, 3325, 3326, and 3329 only)	0.710%
334200	Communications Equipment Manufacturing	0.287%
335100	Electric Lighting Equipment Manufacturing	0.266%
333300	Commercial and Service Industry Machinery Manufacturing	0.128%
336200	Motor Vehicle Body and Trailer Manufacturing	0.087%
331200	Steel Product Manufacturing from Purchased Steel	0.085%
336900	Other Transportation Equipment Manufacturing	0.077%
<u>Research and Development</u>		
541710	Research and Development in the Physical, Engineering, and Life Sciences	100.000%
<u>Warehouse</u>		
493100	Warehousing and Storage	100.000%
<u>Residential Care</u>		
623300	Continuing Care Retirement Communities and Assisted Living Facilities	100.000%

(1) Employment by industry is weighted to reflect mix of industries Sacramento County using data from the Quarterly Census of Employment and Wages for 4th Q 2019.

NAICS = North American Industry Classification System



KEYSER MARSTON ASSOCIATES

ANALYSIS, CONTEXT AND RECOMENDATIONS

For Updates To

HOUSING TRUST FUND FEES

Prepared for
County of Sacramento

Prepared by:
Keyser Marston Associates, Inc.

September 2021

TABLE OF CONTENTS

1.0 INTRODUCTION	1
2.0 SUMMARY AND RECOMMENDATIONS.....	3
3.0 CONTEXT MATERIALS.....	5
3.1 Nexus Maximum Fee Levels	5
3.2 Market Context.....	6
3.3 Development Cost Analysis.....	7
3.4 Other Non-Residential Affordable Housing Fee Programs.....	10
3.5 Comparison of Total Fee and Permit Costs to Other Jurisdictions.....	11
3.6 Illustration of Affordable Housing Fees if Index Had Been Applied	15
 APPENDIX A: SUPPORTING TECHNICAL TABLES	 17
 APPENDIX B: NON-RESIDENTIAL AFFORDABLE HOUSING FEE PROGRAM IN OTHER JURISDICTIONS	 32

LIST OF TABLES

Table 1-1 – County of Sacramento Non-Residential Affordable Housing Fees	2
Table 3-1 – Nexus Analysis Maximum Fee Level Findings Per Square Foot of Gross Building Area	5
Table 3-2 – Non-Residential Development Prototypes.....	8
Table 3-3 – Geographic Sub-Areas Paired with Non-Residential Development Prototypes	9
Table 3-4 – Non-Residential Development Cost Summary	9
Table 3-5 – Linkage Fees as a Percentage of Total Development Costs	10
Table 3-6 – Affordable Housing Fee Comparison – Non-Residential Projects (\$/SF)	11
Table 3-7 – Illustrative Fee Level if Indexed for Change in Costs Since 1992	15

LIST OF FIGURES

Figure 3-1 – Cumulative Development Activity in Unincorporated Sacramento County, 2010-2019	7
Figure 3-2 – Cumulative Development Activity in Unincorporated Sacramento County as Percentage of Countywide Development Activity, 2010-2019	7
Figure 3-3 –Total Development Fees Per Square Foot, Warehouse Prototype.....	13
Figure 3-4 –Total Development Fees Per Square Foot, Light Industrial Prototype.....	13
Figure 3-5 –Total Development Fees Per Square Foot, Retail Prototype	14
Figure 3-6 –Total Development Fees Per Square Foot, Office Prototype.....	14
Figure 3-7 –Total Development Fees Per Square Foot, Hotel Prototype.....	15

1.0 INTRODUCTION

The County of Sacramento ("County") established its affordable housing fee program for non-residential development in 1990 to mitigate the impacts of new non-residential development on the need for affordable housing. Fees are deposited into the County's Housing Trust Fund and are used to fund the creation of affordable housing. This report was prepared by Keyser Marston Associates, Inc. (KMA) to support consideration of updated non-residential affordable housing fees by providing a series of analyses and context materials. A separate Housing Trust Fund Nexus Analysis ("Nexus Analysis") was prepared to provide updated nexus support for the program.

The materials presented in this report include:

1. Nexus results,
2. Market context,
3. Analysis of fees as a percent of total development costs,
4. Summary of affordable housing fee programs in the Sacramento region,
5. Comparison of total fees and permit cost to other jurisdictions, and
6. Illustrative fee levels with indexing for cost escalation since the last update.

Background

The City and County of Sacramento adopted Housing Trust Fund ordinances, the City in 1989 and the County in 1990, which impose a fee on non-residential development to mitigate impacts on affordable housing. Fees are deposited into a Housing Trust Fund and utilized to increase the supply of affordable housing. The programs were among the earliest non-residential affordable housing fee programs in the U.S. Non-residential affordable housing fee programs are also sometimes referred to as commercial linkage fees.

The Sacramento Housing and Redevelopment Agency (SHRA) administers the County Housing Trust Fund on behalf of the County and reports back annually regarding the use of funds and production of affordable housing under the program. SHRA also administers the City's Housing Trust Fund. Through the end of 2020, the County's Housing Trust Fund had received a cumulative of \$47 million in revenue and contributed to the production of almost 3,000 affordable housing units.

County and City fee levels were initially set at the same level. At adoption, fees ranged from \$0.18 per square foot for warehouse space to \$0.95 per square foot for office space. An index was applied to increase fees by 4% in 1992. The City's fees were subsequently increased in 2004/05 by approximately 80% and have been indexed automatically since that time. The County's fees have remained the same since 1992. The County ordinance includes a provision for indexing the fee, but the index is not automatic, and it has not been applied. Current County fee levels are summarized in Table 1-1.