

The Economics of Land Use



Final Report

Commercial and Residential Employee Generation and Affordable Housing Nexus Study

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Town of Jackson and Teton County, Wyoming

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1.0 INTRODUCTION AND EXECUTIVE SUMMARY

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

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

Study Objectives

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

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

Context and Rationale

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

The Town and County currently have a housing mitigation program, a land use tool that requires new residential and nonresidential development to provide affordable housing onsite to mitigate the impacts of the new development. In the case of an existing land use changing

to a higher impact land use, the difference must be mitigated. The Town of Jackson Land Development Regulations and Teton County Land Development Regulations list the satisfactory mitigation methods, ordered by preference:

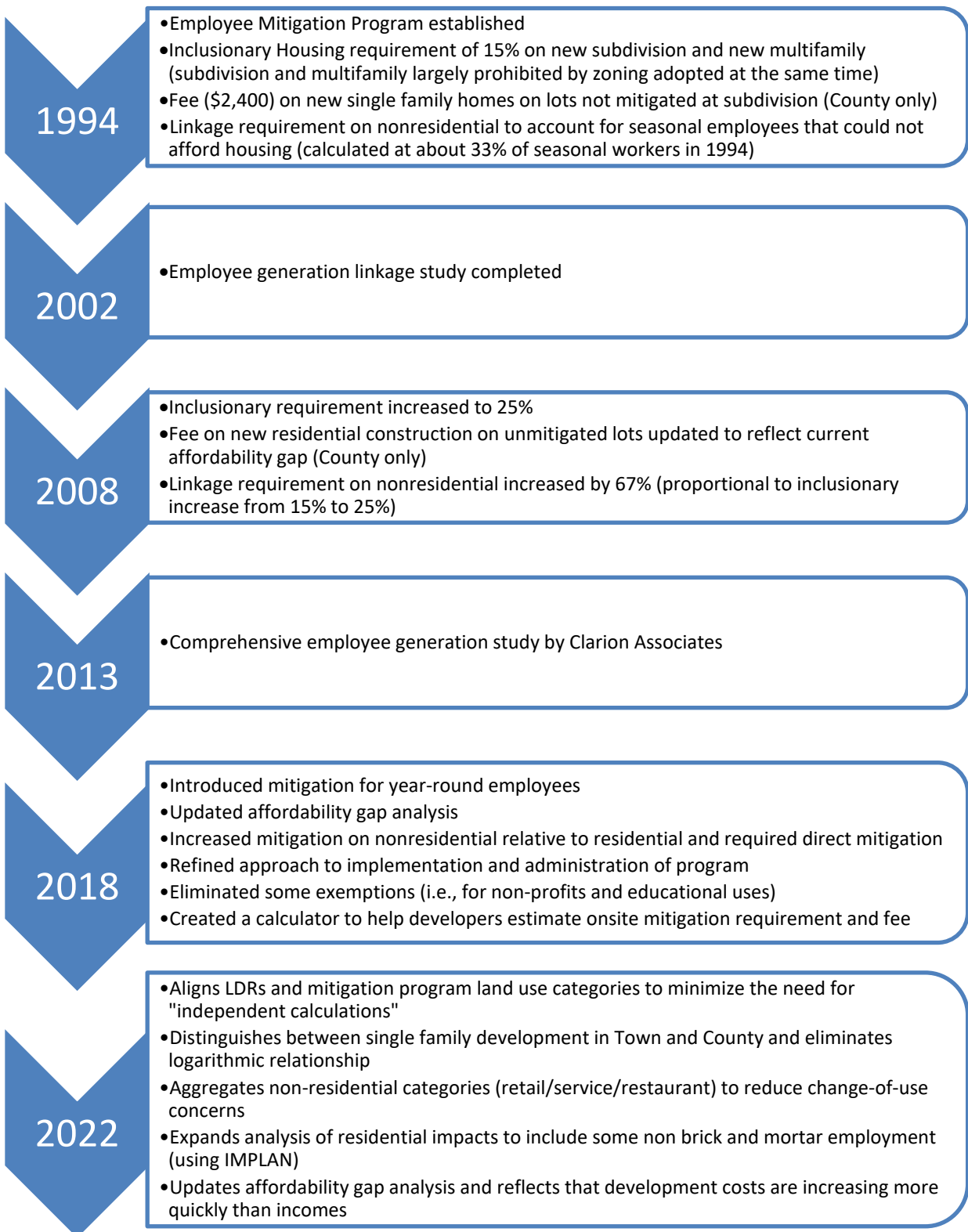
- 1) Build units onsite (preferred) or offsite
- 2) Conveyance of land
- 3) Utilization of banked unit
- 4) Deed restrict or acquire units
- 5) Pay mitigation fee

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

Summary of Key Changes from Prior Program

The evolution of the mitigation program and the key changes reflected in this 2022 study are summarized at a high-level in **Figure 1**.

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



Summary of Maximum Mitigation Requirements

This section presents a summary of the maximum mitigation requirements and fees for new or expanded commercial and residential development in the Town and County, as calculated in this nexus study. The summary results are shown in **Table 1** and **Table 2**. The methodology used to establish maximum justifiable fees is summarized below and described in detail in the subsequent chapters.

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

- For every 1,000 square feet of new **office** development, the maximum-justified mitigation requirement is 0.72 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$351.
- For every 1,000 square feet of new **industrial** development, the maximum-justified mitigation requirement is 0.47 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$226.
- For every 1,000 square feet of new **retail, service, or restaurant** development, the maximum-justified mitigation requirement is 0.70 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$380.
- For every 1,000 square feet of new **lodging** development, the maximum-justified mitigation requirement is 0.46 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$213.
- For every 1,000 square feet of new **institutional, recreation, or amusement** development, the maximum-justified mitigation requirement is 0.33 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$171.

Appendix A provides a list of the land use categories used in this study and aligns each category with the Town’s and County’s development regulations to help define the types of uses that fall into each land use category.

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

Mitigation Requirement	Commercial Land Use Category				
	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Number of Affordable Units (per 1,000 sq.ft.)	0.72	0.47	0.70	0.46	0.33
Mitigation Fee (per 1,000 sq.ft.)	\$350,725	\$226,303	\$379,615	\$212,794	\$170,692
Mitigation Fee (per sq.ft.)	\$351	\$226	\$380	\$213	\$171

Source: Economic & Planning Systems

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

- For each new unit of market-rate **multifamily** development, the maximum-justified mitigation requirement is 0.07 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$29.54.
- For each new unit of market-rate **single family development in the Town**, the maximum-justified mitigation requirement is 0.21 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$26.42.
- For each new unit of market-rate **single family development in the County**, the maximum-justified mitigation requirement is 0.38 units of affordable housing. The equivalent fee, on a per square foot basis, is calculated to be \$48.13.

Table 2 Summary of Residential Mitigation Requirements and Maximum Fees

Mitigation Requirement	Multifamily [1]	Single Family [2]	
		Town	County
Number of Affordable Units (per Market Rate Unit)	0.07	0.21	0.38
Mitigation Fee (per sq.ft. of Market Rate Development)	\$29.54	\$26.42	\$48.13

Note: To establish the per square foot fee, the market-rate unit sizes are assumed be 1,200 sq.ft. per multifamily unit and 4,000 sq.ft. per single family unit, based on recent MLS data.

Source: Economic & Planning Systems, Inc.

Maximum Fees versus Adopted Fees

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

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

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

Summary of Methodology

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

Commercial Nexus Methodology

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

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

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

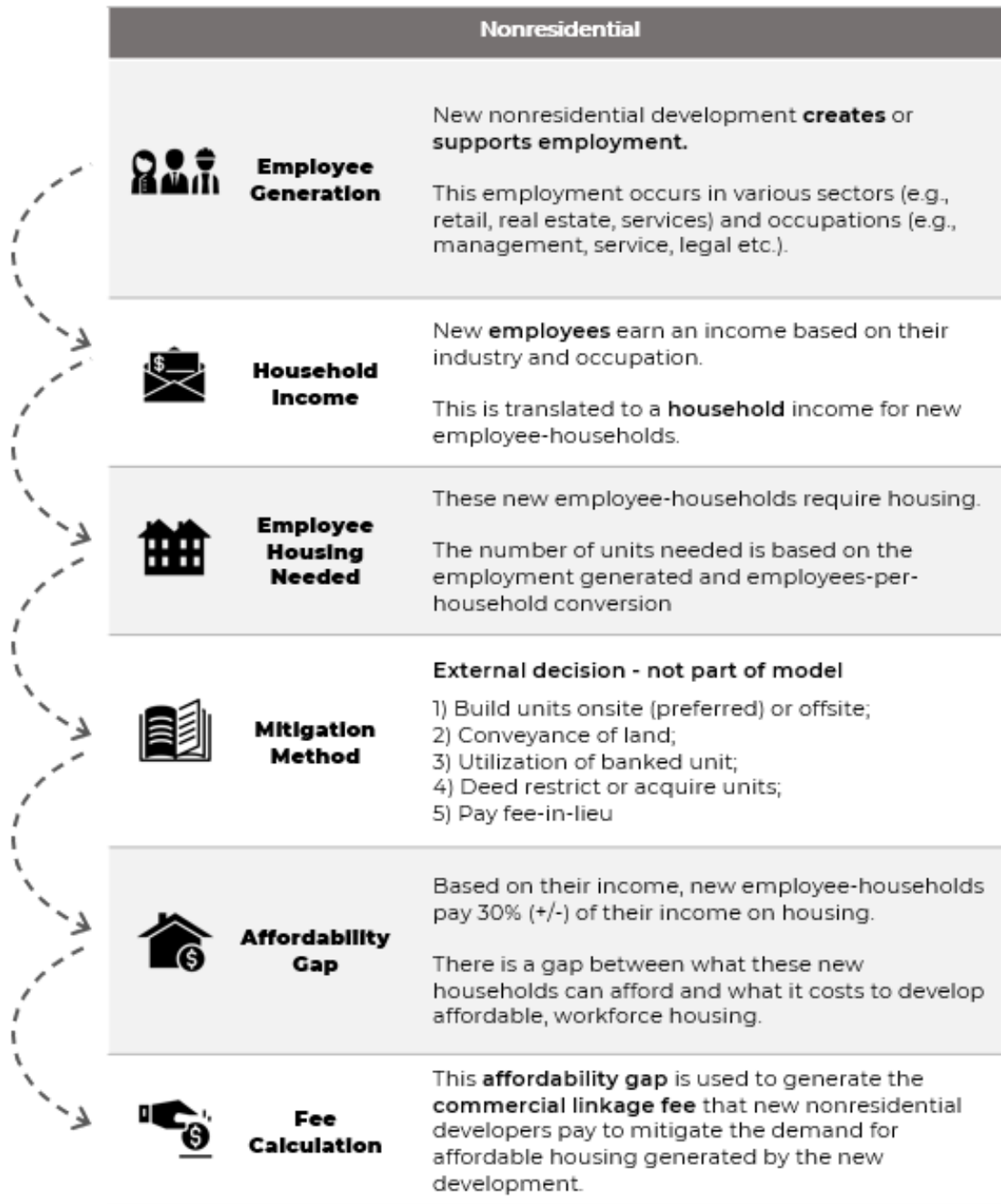
Analysis Steps

- **Jobs generated by NAICS** – The analysis uses a 10,000 square foot prototype for each commercial land use. Based on assumed employment density ratios, the number of jobs created by each land use prototype is calculated. Next, the land uses and jobs are assigned North American Industrial Classification System (NAICS) codes.
- **Jobs to employees (multiple job holder adjustment)** – An adjustment is made to acknowledge that many workers have more than one job (e.g., two or more part-time jobs or a full-time and a part-time job). So as not to overestimate the number of unique *employees* generated, the number of jobs is reduced using a factor of 1.16 jobs per employee.
- **Employees by NAICS to occupation and wages** – Using the average wage by NAICS category would not yield enough detail on the spectrum of wages generated by each land use type to accurately portray household formation and income characteristics. The range of wages and occupations generated by new development is better represented by the 21 Standard Occupational Classifications defined by the Bureau of Labor Statistics (BLS). The National Industry by Occupation Matrix published by the BLS provides the estimated distribution of occupations for each NAICS category (2-Digit NAICS). Where appropriate, more detailed industries (i.e., 3-digit) are used to provide more precise information. The

wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Wyoming to the average wage in that industry for Teton County.

- **Household formation** – Another adjustment is made to account for the fact that many households are occupied by more than one earner. The additional earner also earns wages, and thus increases household income. In Teton County, there are an average of 1.9 earners per household. In this analysis, the first earner earns the wage generated from the economic impact analysis and allocation to occupations. The “second” 0.9 earners make the average wage in the same industry and occupation as the first 1.0 primary earner.
- **Tabulation of households by Median Family Income (MFI) Range** – The last step involves identifying the number of households generated in each income range. The analysis identifies all employee households generated regardless of household income, but only includes households earning up to 150 percent MFI in the mitigation calculation. The affordability gap analysis (**Chapter 2**) finds that a development subsidy is required to provide housing for households earning below 150 percent MFI, while no subsidy is required to provide housing for households earning above 150 percent MFI.

Figure 2 Commercial Employee Generation and Linkage Fee Methodology



Residential Nexus Methodology

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

depending on wage and income levels, there will be a gap between what they can afford and the cost of housing.

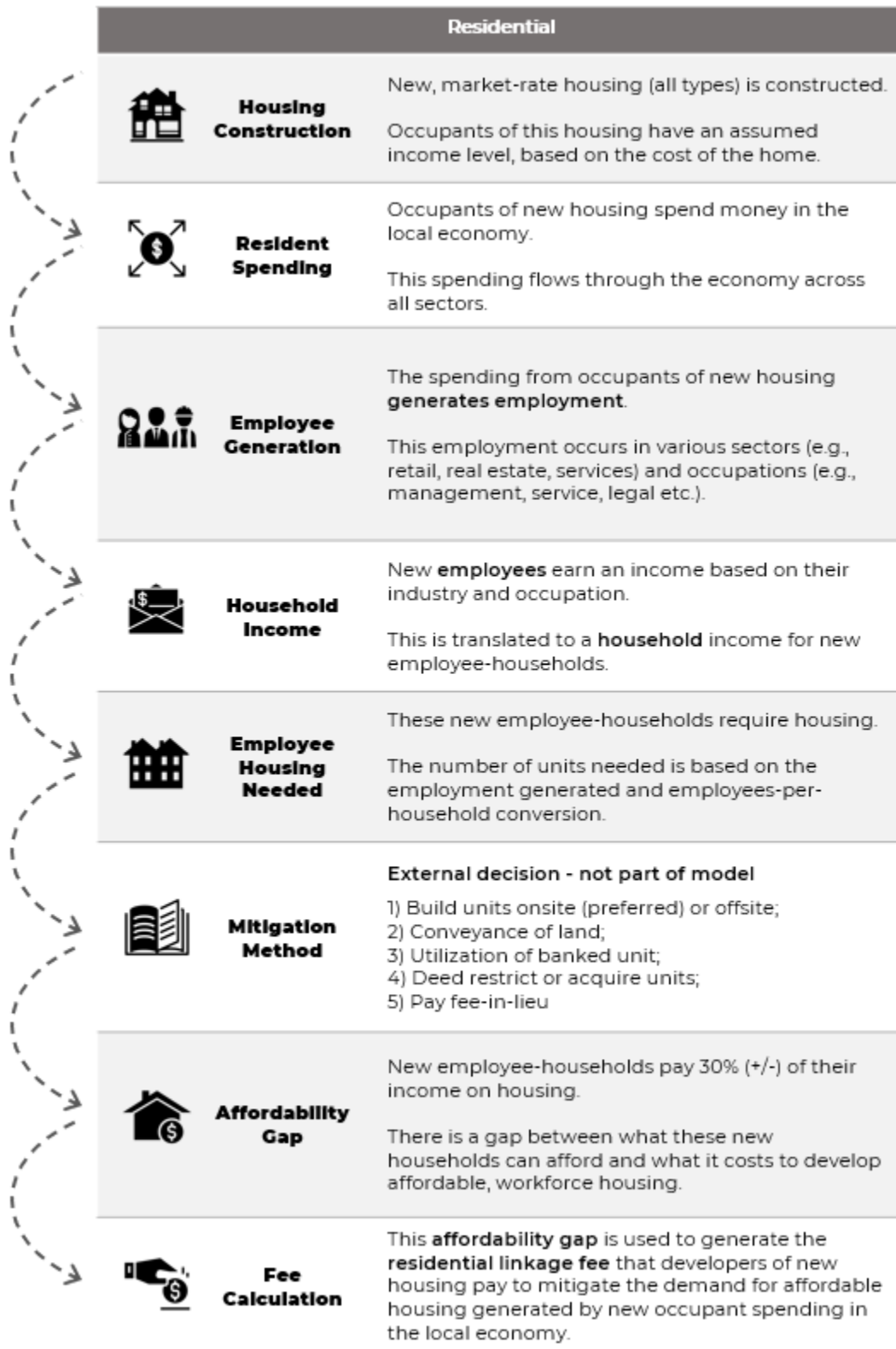
The nexus analysis uses an economic impact model, Impact Analysis for Planning (IMPLAN), which estimates the relationships between new residential development and job generation. IMPLAN is widely used by state and federal agencies, academic researchers, and local economic development organizations to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

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

Analysis Steps

- **Household income** – The first step in the residential nexus analysis is calculating household income of residents occupying new market-rate residential development. Using Multiple Listings Service (MLS) data, the sales prices of newly constructed homes (homes built between 2017 through 2021) in the Town of Jackson and Teton County are identified. A ratio of 4:1 is used to estimate household income based on sales prices, and assumes that monthly payments (including principle, interest, taxes, insurance and HOA dues) do not exceed 30 percent of income.
- **Jobs generated by NAICS** – The household income associated with these new households is used as an input to the IMPLAN model. IMPLAN applies an expenditure profile specific to different household income ranges and estimates the spending in the local economy and the jobs generated in the 20 major industries in the North American Industrial Classification System (NAICS).
- **Jobs to employees (multiple job holder adjustment)** – An adjustment is made to acknowledge that many employees have more than one job, such as two part time jobs or a full time and a part time job. So as not to overestimate the number of *employees* generated, the number of jobs is reduced using a factor of 1.16 jobs per employee (this is the same factor used in the commercial nexus study).
- **Employees by NAICS to occupation and wages** – The IMPLAN model provides estimates on the number of jobs by NAICS category. Using the average wage by NAICS category would not yield enough detail on the spectrum of wages generated by each land use type to accurately portray household formation and income characteristics. The range of wages and occupations generated by new development is better represented by the 21 Standard Occupational Classifications defined by the Bureau of Labor Statistics (BLS). The National Industry by Occupation Matrix published by the BLS provides the estimated distribution of occupations for each NAICS category. The wages for each occupation in Teton County are estimated by indexing the wages by occupation and industry in Wyoming to the average wage in that industry for Teton County.

Figure 3 Residential Employee Generation and Linkage Fee Methodology



- **Household formation** – Another adjustment is made to account for the fact that many households have more than one earner. This has the effect of raising the income of the employees generated from preceding steps. In Teton County, there are an average of 1.9 earners per household. In this analysis, the first earner earns the wage generated from the economic impact analysis and allocation to occupations. The “second” 0.9 earners make the average wage in the same industry and occupation as the first 1.0 primary earners.
- **Tabulation of households by MFI Range** – The last step involves identifying the number of households generated in each income range. The analysis identifies all employee households generated regardless of household income, but only includes households earning up to 150 percent MFI in the mitigation calculation. The affordability gap analysis (**Chapter 2**) finds that a development subsidy is required to provide housing for households earning below 150 percent MFI, while no subsidy is required to provide housing for households earning above 150 percent MFI.

Data Sources

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

- U.S. Bureau of Labor Statistics (BLS)
 - Teton County jobs and wages from “2020 Quarterly Census of Employment and Wages.”
 - National jobs and wages by occupation from “May 2020 Occupational Employment and Wage Statistics Research Estimates by State and Industry.”
- U.S. Census Bureau American Community Survey (ACS)
 - Persons per household in Teton County from 5-Year Estimates (2015-2019).
 - Total number of workers in Teton County from 5-Year Estimates (2015-2019).
- U.S. Census Bureau Longitudinal Employer-Household Dynamics (LEHD)
 - Jobs per employee in Teton County (2019).
- Multiple Listing Service (MLS)
 - Home price data for Town of Jackson and Teton County from 2017 to 2021.
- IMPLAN
 - Comprehensive residential spending patterns and job generation, including traditional industries (e.g., housecleaning, home repair/maintenance) as well as services that may not require physical (i.e., “brick and mortar”) establishments (2019).
- Jackson/Teton County Affordable Housing Department
 - Jackson/ Teton County annual income limits for FY 2021, derived from U.S. Department of Housing and Urban Development (HUD) income limits.

- Maximum affordable rents based on the annual income limits, which are the same as those used in the area’s housing qualification processes.
- 2021 Regional Housing Needs Assessment Employer Survey
 - Commercial employment densities (i.e., square feet of commercial usage per job).
- Technical Stakeholder Group and Town of Jackson and County Planning Staff
 - Input received and incorporated regarding affordability levels, recently developed affordable housing projects, market assumptions, and nexus study methodology.

Organization of Report

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

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

2.0 AFFORDABILITY GAP ANALYSIS

For any nexus-based affordable housing fee calculation, whether residential or commercial, it is necessary to estimate the affordability gap, or the subsidy, required to construct housing units relative to the value of the units. This mitigation program targets households earning at or below 150 percent MFI because households earning less than 150 percent MFI are unable to afford the rents needed to justify the cost of new construction. Based on the following affordability gap analysis, at about 150 percent MFI, the required subsidy is reduced to \$0, meaning a developer would be incentivized to build the unit.

Product Type

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

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

Development Cost Assumptions

Affordable housing development costs include land costs, direct costs (e.g., labor and materials), indirect or “soft” costs (e.g., architecture/engineering, permits, and fees, etc.), and developer profit. Operating costs, including property management and maintenance as well as common utilities, and property taxes also must be incorporated into the analysis. Data from recent developments and land transactions in Teton County have been combined with stakeholder input to estimate appropriate development cost assumptions. These assumptions are shown below in **Table 3** and result in per unit development costs of \$735,000. Stakeholders note that development costs are increasing rapidly and may have increased by the time mitigation fees are adopted.

Table 3 Development Prototype and Cost Assumptions

Item	3-Story Multifamily Building with Tuck-Under Parking			
	Very Low Income ≤ 50% MFI	Low Income > 50% MFI ≤ 80% MFI	Moderate Income > 80% MFI ≤ 120% MFI	Workforce > 120% MFI ≤ 150% MFI
Development Program Assumptions				
Density/Acre ¹	40	40	40	40
Gross Unit Size	1,000	1,000	1,000	1,000
Net Unit Size	900	900	900	900
Number of Bedrooms	2	2	2	2
Occupants per 2-bedroom Unit ²	2	2	2	2
Parking Spaces/Unit	1.5	1.5	1.5	1.5
Development Cost Assumptions				
Land Cost per Acre ³	\$7,000,000	\$7,000,000	\$7,000,000	\$7,000,000
Land Cost per Unit	\$175,000	\$175,000	\$175,000	\$175,000
Direct Costs				
Site Preparation (per Sq.Ft. of Land)	\$10	\$10	\$10	\$10
Direct Construction Costs per Gross Sq.Ft. ⁴	\$350	\$350	\$350	\$350
Direct Construction Costs per Unit	\$350,000	\$350,000	\$350,000	\$350,000
Parking Construction Costs per Space	\$10,000	\$10,000	\$10,000	\$10,000
Parking Construction Costs per Unit	\$15,000	\$15,000	\$15,000	\$15,000
Subtotal, Direct Costs per Unit	\$375,890	\$375,890	\$375,890	\$375,890
Indirect Costs				
Indirect Costs as a % of Direct Costs ⁵	25%	25%	25%	25%
Indirect Costs/Unit	\$93,973	\$93,973	\$93,973	\$93,973
Developer Return				
Developer Return (as % of Land, Direct, and Indirect Costs)	14%	14%	14%	14%
Return Amount	\$90,281	\$90,281	\$90,281	\$90,281
Total Cost per Unit (rounded)	\$735,000	\$735,000	\$735,000	\$735,000

[1] This prototype is most likely to be built in the Town where density can range from 35 - 50 dwelling units per acre.

[2] Assumes number of occupants is equal to the number of bedrooms, per the Jackson/Teton County Housing Department.

[3] Based on a 2021 appraisal of land value prepared for Teton County.

[4] Includes vertical construction (labor and materials), overhead and builder fees. The cost estimate reflects wood-frame construction. Parking is excluded and calculated separately.

[5] Includes costs for architecture and engineering; entitlement and fees; project management; appraisal and market study; marketing, commissions, and general administration; financing and charges; insurance; and contingency.

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

Revenue and Value Assumptions

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

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

Table 4 Income Limits for Affordable Housing

Income Category	Definition	Maximum Income (2-Person Household)	Maximum Allowed Rents
Very Low	≤50% MFI	\$46,240	\$694
Low	51% to ≤80% MFI	\$73,984	\$1,156
Median [1]	100% MFI	\$92,480	n/a
Moderate	81% MFI to ≤120% MFI	\$110,976	\$1,850
Workforce [2]	120% MFI to ≤150% MFI	\$138,720	\$2,774

[1] The Median Family Income for a 2-person household is provided as a reference only. Households earning the median income are included in the Moderate Income category.

[2] The Jackson/Teton County Housing Department defines “workforce” housing as deed-restricted housing that is affordable to working households earning between 120% MFI and 200% MFI. This study limits the mitigation at 150% MFI, the household income at which a development subsidy is no longer required.

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

- Maximum Allowed Rents*—The Housing Department Rules and Regulations specify the maximum allowed monthly rents by household size for each income cohort, as shown on **Table 4**. The maximum rents assume households earn at the low end of the defined range and spend no more than 30 percent of their household income on rent and utilities. There is no maximum rent specified for workforce units, so for this analysis, EPS followed the methodology used to calculate maximum allowed rental rates described above and assumes the Workforce rental rate is based on the low end of the range at 121 percent MFI.¹
- Operating Costs for Rental Units*—Based on input from stakeholders, the analysis assumes that multifamily apartment operators incur annual operating costs of \$8,500 per unit, which includes the cost of utilities.

¹ Current policy defines “Workforce” households as earning between 120% MFI and 200% MFI.

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

Based on the preceding assumptions, **Table 5** calculates the value potential of the affordable units. The higher the rent a household can afford, the higher the value to the developer and when compared with development costs, the lower the required subsidy. The negative value for Very Low Income at (\$3,822) indicates that units in that category require a subsidy not only for the construction of the unit but also for operations and maintenance. As shown, unit values range from negative \$3,822 for Very Low-income units to \$551,000 for Workforce units.

Table 5 Affordability Gap/Subsidy Analysis

Item	3-Story Multifamily Building with Tuck-Under Parking			
	Very Low Income ≤ 50% MFI	Low Income > 50% MFI ≤ 80% MFI	Moderate Income > 80% MFI ≤ 120% MFI	Workforce > 120% MFI ≤ 150% MFI
Total Cost/Unit (rounded)	\$735,000	\$735,000	\$735,000	\$735,000
Maximum Supported Value				
Maximum Affordable Rental Rates ¹	\$8,328	\$13,872	\$22,200	\$33,293
(less) Operating Expenses per Unit/Year ²	(\$8,500)	(\$8,500)	(\$8,500)	(\$8,500)
Net Operating Income	(\$172)	\$5,372	\$13,700	\$24,793
Capitalization Rate ³	4.5%	4.5%	4.5%	4.5%
Total Supportable Unit Value ⁴	(\$3,822)	\$119,378	\$304,444	\$550,951
Affordability Gap	\$735,000	\$615,622	\$430,556	\$184,049

[1] Town/County 2021 maximum affordable rental rates in 2021. The maximum monthly rental rates for Affordable Rental Units are calculated by taking 30% of the low end of the income range and dividing by 12. The low end of the 0 - 50% income range is 30% of the median income.

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

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

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

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

Affordability Gap Results

Table 5 above shows the estimated gaps, or subsidies required, for construction of affordable rental units for 2-person Very Low, Low, Moderate, and Workforce households. With an average development cost of \$735,000 per unit, the affordability gaps per unit are as follows:

- \$735,000 for a 2-person, very low-income unit (income assumed at 30 percent of MFI)

- \$616,000 for a 2-person, low-income unit (income assumed at 50 percent of MFI)
- \$431,000 for a 2-person, moderate-income unit (income assumed at 80 percent of MFI)
- \$184,000 for a 2-person, workforce unit (income assumed at 120 percent of MFI)

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

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

3.0 COMMERCIAL EMPLOYEE GENERATION ANALYSIS AND FEE CALCULATION

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

- (a) new commercial development will directly generate new jobs held by local employees;
- (b) some of the employee-households will make lower incomes and will not be able to afford market-rate housing; and,
- (c) mitigation requirements, including fees charged to commercial projects, can address the impact of those projects on the increased need for affordable housing.

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

Land Use Categories

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

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

Development Prototype and Job Density Assumptions

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

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

Potential for Overlap

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

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

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

Table 6 Commercial Prototypical Development

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

Source: Economic & Planning Systems

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

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

Table 7 Land Use to Industry Category Conversion

Description ¹	Land Use to NAICS Conversion				
	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Industrial Sectors					
11 Ag, Forestry, Fish & Hunting	0%	3%	0%	0%	0%
21 Mining	0%	0%	0%	0%	0%
22 Utilities	0%	0%	0%	0%	0%
23 Construction	0%	73%	0%	0%	0%
31-33 Manufacturing	0%	6%	0%	0%	0%
42 Wholesale Trade	0%	0%	0%	0%	0%
44-45 Retail trade	0%	0%	51%	0%	0%
48-49 Transportation & Warehousing	0%	13%	0%	0%	0%
51 Information	4%	0%	0%	0%	0%
52 Finance & insurance	12%	0%	0%	0%	0%
53 Real estate & rental	15%	0%	0%	0%	0%
54 Professional- scientific & tech svcs	24%	0%	0%	0%	0%
55 Management of companies	1%	0%	0%	0%	0%
56 Administrative & waste services	19%	2%	0%	0%	0%
61 Educational services	0%	0%	0%	0%	18%
621 Ambulatory health care services	11%	0%	0%	0%	0%
622 Hospitals	0%	0%	0%	0%	0%
623 Nursing and residential care facilities	0%	0%	0%	0%	5%
624 Social assistance	5%	0%	0%	0%	0%
71 Arts- entertainment & recreation	0%	0%	0%	0%	52%
721 Accommodation	0%	0%	0%	100%	0%
722 Food services and drinking places	0%	0%	49%	0%	0%
811 Repair and maintenance	0%	3%	0%	0%	0%
812 Personal and laundry services	0%	0%	0%	0%	0%
813 Membership associations and organizations	4%	0%	0%	0%	0%
91-99 Government & non NAICS	<u>5%</u>	<u>0%</u>	<u>0%</u>	<u>0%</u>	<u>25%</u>
Total	100%	100%	100%	100%	100%

[1] NAICS sector 814 "Private Households" is excluded because it is not tied to commercial land uses.
Source: LEHD; Economic & Planning Systems

Household Formation

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

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

Description ¹	Employees by Land Use				
	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Industrial Sectors					
11 Ag, Forestry, Fish & Hunting	0.00	0.27	0.00	0.00	0.00
21 Mining	0.00	0.02	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	6.98	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.59	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	8.81	0.00	0.00
48-49 Transportation & Warehousing	0.00	1.21	0.00	0.00	0.00
51 Information	0.87	0.00	0.00	0.00	0.00
52 Finance & insurance	2.57	0.00	0.00	0.00	0.00
53 Real estate & rental	3.19	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	5.18	0.00	0.00	0.00	0.00
55 Management of companies	0.19	0.00	0.00	0.00	0.00
56 Administrative & waste services	4.15	0.21	0.00	0.00	0.00
61 Educational services	0.00	0.00	0.00	0.00	1.18
621 Ambulatory health care services	2.47	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.34
624 Social assistance	1.10	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	3.43
721 Accommodation	0.00	0.00	0.00	9.58	0.00
722 Food services and drinking places	0.00	0.00	8.43	0.00	0.00
811 Repair and maintenance	0.00	0.30	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizations	0.81	0.00	0.00	0.00	0.00
91-99 Government & non NAICS	<u>1.01</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>1.69</u>
Total	21.55	9.58	17.24	9.58	6.63

[1] NAICS sector 814 "Private Households" is excluded because it is not tied to commercial land uses.
Source: LEHD; Economic & Planning Systems

The next adjustment for estimating housing demand is to account for multiple earners per household. In other words, one new employee does not equate to demand for one new housing unit; rather, on average, there are 1.9 earners per household in Teton County. This adjustment takes the 21.5 employees generated from office development to 11.3 employee-households, and so on for each prototype as shown on **Table 9**. At this point, the total number of households includes households from all income ranges (i.e., below *and* above 150 percent MFI). The next few sections will describe how household incomes are estimated and which households require subsidized housing.

Table 9 Commercial Employment and Household Generation

Item	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Prototype Size (sq.ft.)	10,000	10,000	10,000	10,000	10,000
Employment Density (sq.ft. per job)	400	900	500	900	1,300
Total Jobs per 10,000 sq.ft.¹	25.0	11.1	20.0	11.1	7.7
Total Employees per 10,000 sq.ft.²	21.5	9.6	17.2	9.6	6.6
Total Employee Households per 10,000 sq.ft.³	11.3	5.0	9.1	5.0	3.5

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

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

[3] Assumes 1.9 earners per household based on 2015-2019 5-Year Estimate data from the U.S. Census American Community Survey. Includes households at all income levels (i.e., both below and above 150% MFI).

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

Occupational Category and Wage Distribution

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

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

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

Industry	Average National Wage	Average Teton County Wage	County-National Wage Index
Agriculture, Forestry, Fishing & Hunting	\$39,894	\$36,898	0.92
Mining	\$110,262	\$255,275	2.32
Utilities ¹	\$105,538	---	---
Construction	\$67,096	\$60,923	0.91
Manufacturing	\$73,452	\$43,427	0.59
Wholesale Trade ¹	\$84,220	---	---
Retail Trade	\$36,746	\$44,713	1.22
Transportation and Warehousing	\$56,934	\$50,328	0.88
Information	\$131,746	\$65,701	0.50
Finance and Insurance	\$121,392	\$157,181	1.29
Real Estate and Rental and Leasing	\$64,995	\$67,677	1.04
Professional and Technical Services	\$106,912	\$136,921	1.28
Management of Companies and Enterprises	\$132,370	\$913,242	6.90
Administrative and Waste Services	\$46,532	\$50,148	1.08
Educational Services	\$56,280	\$51,872	0.92
Ambulatory health care services	\$67,516	\$68,753	1.02
Hospitals ¹	\$70,278	---	---
Nursing and residential care facilities	\$37,646	\$39,661	1.05
Social Assistance	\$28,753	\$35,811	1.25
Arts, Entertainment, and Recreation	\$44,600	\$47,208	1.06
Accommodation	\$35,733	\$40,106	1.12
Food Services and Drinking Places	\$20,961	\$32,121	1.53
Repair and Maintenance	\$49,118	\$52,729	1.07
Personal and Laundry Services	\$30,989	\$35,457	1.14
Membership associations and organizations	\$54,012	\$66,895	1.24
Government & Non-NAICS	\$70,192	\$61,131	0.87
Unclassified	\$66,192	\$165,313	2.50

[1] Not reported by BLS

Source: Bureau of Labor Statistics, Economic & Planning Systems

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

The next step in the employee and household generation analysis is to estimate household incomes (assuming 1.9 earners per household). For purposes of this analysis, the primary earner is the IMPLAN-calculated employee and this earner is assigned the median wage in a given occupation. The second earner (the 0.9 of the 1.9 earners per household) is assumed to make the same wage as the primary earner. The resulting figure is assumed to represent the annual household income assuming workers form households with those of similar earning potential. While certainly there will be some variation in wages per employee within a household, in the absence of more specific data, this analysis assumes comparable levels of education and training among all workers in a household.

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

Commercial Mitigation Requirements

The last step is to tabulate the employee-households at income levels of 150 percent of MFI or less. Each occupation, wage, and household income category is counted by MFI level. For 10,000 square feet of office development, there are 7.2 employee households generated that earn less than 150 percent of MFI, as shown in **Table 12**. Of the 11.3 total employee-households generated for that prototype, 63.8 percent are at incomes of 150 percent MFI or less.

In the target income ranges, industrial development generates 4.7 employee households, and retail/ service/ restaurant development generates 7.0 employee households. Lodging generates 4.6 employee households per 10,000 square feet. Institutional/ recreation/ amusement generates 3.3 employee households.

Table 11 Illustration of Employees' Household Income Calculation

Item	Example	Source
Land Use Category	Lodging	Jackson/ Teton County and EPS
Industry	Accommodation (NAICS Code 721000)	BLS
Nationwide Average Wage for Industry	\$35,733	BLS
County Average Wage for Industry	\$40,106	BLS
Regional Wage Adjustment Factor for Industry	112%	BLS and EPS
Occupation Category	Buildings & Grounds Cleaning & Maintenance	BLS
Nationwide Average Income for Occupation	\$27,553	BLS
County Adjusted Average Income for Occupation	\$30,926	
Workers per Household with Earnings	1.90	US Census ACS
Average Income per Household	\$58,772	BLS and EPS
Income Category for 3-Person Household	Low Income (> 50% MFI and ≤ 80% MFI)	Jackson/ Teton County Affordable Housing Department

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

Table 12 Households by MFI Generated by New Commercial Development

Households Generated per 10,000 Sq. Ft.	Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Total Households Generated	11.3	5.0	9.1	5.0	3.5
Households by Income Range					
≤ 50% MFI (Very Low)	0.2	0.2	0.0	0.0	0.0
> 50% MFI, ≤ 80% MFI (Low)	3.3	1.3	4.7	1.8	1.8
> 80% MFI, ≤ 120% MFI (Moderate)	3.0	2.9	1.9	2.0	1.3
> 120% MFI, ≤ 150% MFI (Workforce)	<u>0.8</u>	<u>0.3</u>	<u>0.4</u>	<u>0.7</u>	<u>0.1</u>
Total - Target Income Ranges	7.2	4.7	7.0	4.6	3.3
Percent Included in Mitigation¹	63.8%	93.4%	77.5%	90.9%	93.8%

[1] Includes households up to 150 percent MFI.

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

This analysis assumes that the mitigation requirements for nonresidential development will result in demand for affordable housing for all new workers generated whose households earn up to 150 percent MFI. In practice, only a portion of Teton County’s workers reside in the County as many workers commute *in* to the County from other areas for a variety of reasons, one of which is the relative cost of housing among different communities. However, if every jurisdiction were to adopt a policy that it would only mitigate housing for the fraction of its locally generated workers that choose to live within the County, in aggregate, the larger region’s affordable housing demand would be grossly underrepresented and underfunded.

Commercial Fee Calculation

In this section, the calculation of the commercial linkage fee is described. The affordability gap per household in each income category described in **Chapter 2** ranges from \$735,000 for households earning up to 50 percent of MFI to \$184,000 for households earning up to 150 percent of MFI.

The number of households generated in each income category are multiplied by the gap per household to calculate the total affordability gap generated by each prototype. **Table 13** details the number of households, affordability gap, and total gap by land use. For example, the total gap for office development is approximately \$3.7 million for the 10,000 square foot prototype.

As the final step, dividing the total gap by the number of square feet results in the maximum fee amount. **Table 13** shows the maximum fees for each of the commercial land uses. The maximum commercial linkage fees range from \$171 per square foot for institutional/ recreation/ amusement space to \$351 per square foot for office space.

Table 13 Commercial Maximum Linkage Fee Calculation

Item		Office	Industrial	Retail/ Service/ Restaurant	Lodging	Institutional/ Recreation/ Amusement
Households by Income Range	A					
≤ 50% MFI (Very Low)		0.1	0.2	0.0	0.0	0.0
> 50% MFI, ≤ 80% MFI (Low)		3.3	1.3	4.7	1.8	1.8
> 80% MFI, ≤ 120% MFI (Moderate)		3.0	2.9	1.9	2.0	1.3
> 120% MFI, ≤ 150% MFI (Workforce)		<u>0.8</u>	<u>0.3</u>	<u>0.4</u>	<u>0.7</u>	<u>0.1</u>
Total per 10,000 Sq.Ft.		7.2	4.7	7.0	4.6	3.3
Gap per Household by AMI Range	B					
≤ 50% MFI (Very Low)		\$735,000	\$735,000	\$735,000	\$735,000	\$735,000
> 50% MFI, ≤ 80% MFI (Low)		\$615,622	\$615,622	\$615,622	\$615,622	\$615,622
> 80% MFI, ≤ 120% MFI (Moderate)		\$430,556	\$430,556	\$430,556	\$430,556	\$430,556
> 120% MFI, ≤ 150% MFI (Workforce)		\$184,049	\$184,049	\$184,049	\$184,049	\$184,049
Total Gap						
≤ 50% MFI (Very Low)		\$58,976	\$156,434	\$0	\$0	\$2,819
> 50% MFI, ≤ 80% MFI (Low)		\$2,016,460	\$804,605	\$2,889,093	\$1,130,175	\$1,113,125
> 80% MFI, ≤ 120% MFI (Moderate)		\$1,279,536	\$1,249,737	\$833,036	\$860,356	\$563,884
> 120% MFI, ≤ 150% MFI (Workforce)		<u>\$152,277</u>	<u>\$52,258</u>	<u>\$74,024</u>	<u>\$137,405</u>	<u>\$27,094</u>
Total	C	\$3,507,249	\$2,263,034	\$3,796,154	\$2,127,937	\$1,706,922
Building Size	D	10,000	10,000	10,000	10,000	10,000
Maximum Fee per Sq. Ft.	C / D	\$350.72	\$226.30	\$379.62	\$212.79	\$170.69
Maximum Fee per 1k Sq. Ft.		\$350,725	\$350,725	\$350,725	\$350,725	\$350,725

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

4.0 RESIDENTIAL NEXUS ANALYSIS

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

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

- (a) residents of market-rate housing have disposable incomes and spend their money on a variety of goods and services;
- (b) the provision of those goods and services will require some workers who make lower incomes and cannot afford market-rate housing; and,
- (c) mitigation requirements, including fees charged to market-rate projects, can address the impact of those projects on the increased need for affordable housing.

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

Development Prototypes and Household Income

To estimate typical household incomes of different types of market-rate residential development, three development prototypes were modeled: new single-family homes in the Town, new single-family homes in the County, and new multifamily units. Key assumptions regarding unit size and value are based on Multiple Listings Service (MLS) data and reflect the sales prices of newly constructed homes (homes built between 2017 through 2021) in the Town of Jackson and Teton County. This data is used as an indication of future residential development patterns and potential values. Due to notable and significant differences between the sizes and values of new single family development in the Town and the County (and the presumed incomes and spending patterns of the occupants), two distinct land use categories are used in this study: Single Family Town and Single Family County.

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

- **Multifamily** – The multifamily prototype is modeled on a 1,200 square foot condominium with a value of \$976,000. This requires an annual gross income of at least \$244,000 to afford and results in disposable, or net (i.e., excluding payroll taxes), income of \$173,000.
- **Single Family (Town)** – This prototype has a market value of \$3.1 million. Residents of this home would have an annual gross household income of at least \$800,000, as shown. After adjusting for payroll taxes, total annual disposable income for this prototypical household would be \$517,000.
- **Single Family (County)** – These homes are located within Teton County but outside of the Town of Jackson. This prototype has a value of \$6.0 million. This requires an annual gross income of at least \$1.5 million to afford. After adjusting for payroll taxes, total annual disposable income for this prototypical household would be \$941,000.

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

Table 14 Residential Development Prototypes

Description	Multifamily	Single Family Town	Single Family County
Average Value per Unit	\$976,000	\$3,080,000	\$6,061,000
Gross Household Income per Unit¹	\$244,000	\$800,000	\$1,500,000
Minus Payroll Tax²			
Federal	\$57,631	\$257,346	\$516,346
FICA	\$9,114	\$9,114	\$9,114
Medicare	\$3,934	\$17,000	\$33,450
State	\$0	\$0	\$0
Total Deductions	\$70,679	\$283,460	\$558,910
Net Pay (Disposable Income)	\$173,322	\$516,541	\$941,091
Disposable Income per 100 Units	\$17,332,150	\$51,654,050	\$94,109,050

[1] Gross household (HH) income estimated at an value to income ratio of approximately 4:1. Household income is used to establish household income category for IMPLAN.

[2] Payroll tax amounts estimated by ADP Salary Paycheck Calculator.

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

Household Expenditures and Job Creation by Income Level

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

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

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

Table 15 Jobs by Industry Generated from Household Spending

Description	Jobs by Land Use (IMPLAN Results)		
	Multifamily	Single Family Town	Single Family County
Industrial Sectors			
11 Ag, Forestry, Fish & Hunting	0.12	0.35	0.63
21 Mining	0.00	0.01	0.02
22 Utilities	0.09	0.26	0.48
23 Construction	0.22	0.66	1.21
31-33 Manufacturing	0.05	0.16	0.29
42 Wholesale Trade	0.19	0.57	1.04
44-45 Retail trade	2.61	7.79	14.19
48-49 Transportation & Warehousing	0.29	0.86	1.56
51 Information	0.31	0.91	1.66
52 Finance & insurance	3.67	10.93	19.92
53 Real estate & rental	2.60	7.74	14.10
54 Professional- scientific & tech svcs	1.04	3.09	5.62
55 Management of companies	0.10	0.31	0.56
56 Administrative & waste services	0.74	2.21	4.02
61 Educational svcs	1.03	3.06	5.58
62 Health & social services	2.40	7.17	13.06
71 Arts- entertainment & recreation	0.70	2.10	3.82
72 Accomodation & food services	2.48	7.39	13.46
81 Other services	1.88	5.61	10.22
91-99 Government & non NAICs	<u>0.01</u>	<u>0.02</u>	<u>0.03</u>
Total	20.53	61.18	111.47

Source: IMPLAN, Economic & Planning Systems

Household Formation

To estimate the number of households generated, the jobs must first be converted to employees. In today's economy, and in Teton County in particular, it is not uncommon for people to hold more than one job. Without this adjustment, the analysis would potentially overestimate the affordable housing demand created from jobs. To step down from jobs to employees, jobs are divided by a factor of 1.16 jobs per employee. As shown in **Table 16**, the 20.5 jobs generated by the multifamily prototype, for example, results in 17.7 unique employees after adjusting for multiple jobs holders.

Table 16 Employees by Industry Generated from Household Spending

Description	Employees by Land Use		
	Multifamily	Single Family Town	Single Family County
Jobs to Employee Conversion Factor	1.16	1.16	1.16
Industrial Sectors			
11 Ag, Forestry, Fish & Hunting	0.10	0.30	0.54
21 Mining	0.00	0.01	0.02
22 Utilities	0.08	0.23	0.41
23 Construction	0.19	0.57	1.04
31-33 Manufacturing	0.05	0.14	0.25
42 Wholesale Trade	0.17	0.49	0.90
44-45 Retail trade	2.25	6.71	12.23
48-49 Transportation & Warehousing	0.25	0.74	1.34
51 Information	0.26	0.79	1.43
52 Finance & insurance	3.16	9.42	17.17
53 Real estate & rental	2.24	6.67	12.15
54 Professional- scientific & tech svcs	0.89	2.66	4.85
55 Management of companies	0.09	0.26	0.48
56 Administrative & waste services	0.64	1.90	3.47
61 Educational svcs	0.89	2.64	4.81
62 Health & social services	2.07	6.18	11.25
71 Arts- entertainment & recreation	0.61	1.81	3.30
72 Accomodation & food services	2.14	6.37	11.60
81 Other services	1.62	4.84	8.81
91-99 Government & non NAICs	0.01	0.02	0.03
Total	17.70	52.74	96.08

Source: IMPLAN, U.S. Census Longitudinal Employer-Household Dynamics, Economic & Planning Systems

The next adjustment for estimating housing demand is to account for multiple earners per household. In other words, one new employee does not equate to demand for one new housing unit; rather, on average, there are 1.9 earners per household in Teton County. This adjustment takes the 17.7 employees generated from multifamily development, for example, to 9.3 employee-households, and so on for each prototype as shown on **Table 17**. At this point, the total number of households includes households from all income ranges (i.e., below and above 150 percent MFI). The next few sections will describe how household incomes are estimated and which households require a subsidy to afford housing.

Table 17 Employment and Households Generated by Residential Development

Item	Multifamily	Single Family	
		Town	County
Jobs per 100 Units ¹	20.5	61.2	111.5
Employees per 100 Units ²	17.7	52.7	96.1
Employee Households per 100 Units ³	9.3	27.7	50.6

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

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

[3] Assumes 1.9 earners per household based on 2015-2019 5-Year Estimate data from the U.S. Census American Community Survey. Includes households at all income levels (i.e., both below and above 150% MFI).

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

Occupational Category and Wage Distribution

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

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

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

Industry	Average National Wage	Average Teton County Wage	County-National Wage Index
Total, All Industries	\$64,021	\$59,927	0.94
Agriculture, Forestry, Fishing & Hunting	\$39,894	\$36,898	0.92
Mining	\$110,262	\$255,275	2.32
Utilities ¹	\$105,538	---	---
Construction	\$67,096	\$60,923	0.91
Manufacturing	\$73,452	\$43,427	0.59
Wholesale Trade ¹	\$84,220	---	---
Retail Trade	\$36,746	\$44,713	1.22
Transportation and Warehousing	\$56,934	\$50,328	0.88
Information	\$131,746	\$65,701	0.50
Finance and Insurance	\$121,392	\$157,181	1.29
Real Estate and Rental and Leasing	\$64,995	\$67,677	1.04
Professional and Technical Services	\$106,912	\$136,921	1.28
Management of Companies and Enterprises	\$132,370	\$913,242	6.90
Administrative and Waste Services	\$46,532	\$50,148	1.08
Educational Services	\$56,280	\$51,872	0.92
Health Care and Social Assistance	\$56,330	\$56,336	1.00
Arts, Entertainment, and Recreation	\$44,600	\$47,208	1.06
Accommodation and Food Services	\$22,918	\$37,536	1.64
Other Services, Ex. Public Admin	\$44,142	\$50,087	1.13
Government & Non-NAICS	\$70,192	\$61,131	0.87
Unclassified	\$66,192	\$165,313	2.50

[1] Not reported by BLS

Source: Bureau of Labor Statistics, Economic & Planning Systems

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

The next step in the employee and household generation analysis is to estimate household incomes (assuming 1.9 earners per household). For purposes of this analysis, the primary earner is the IMPLAN-calculated employee and this earner is assigned the median wage in a given occupation. The second earner (the 0.9 of the 1.9 earners per household) is assumed to make the same wage as the primary earner. The resulting figure is assumed to represent the annual household income assuming workers form households with those of similar earning potential. While certainly there will be some variation in wages per employee within a household, in the absence of more specific data, this analysis assumes comparable levels of education and training among all workers in a household.

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

Table 19 Illustration of Employees' Household Income Calculation

Item	Example	Source
Land Use Category	Lodging	Jackson/ Teton County and EPS
Industry	Accommodation (NAICS Code 721000)	BLS
Nationwide Average Wage for Industry	\$35,733	BLS
County Average Wage for Industry	\$40,106	BLS
Regional Wage Adjustment Factor for Industry	112%	BLS and EPS
Occupation Category	Buildings & Grounds Cleaning & Maintenance	BLS
Nationwide Average Income for Occupation	\$27,553	BLS
County Adjusted Average Income for Occupation	\$30,926	
Workers per Household with Earnings	1.90	US Census ACS
Average Income per Household	\$58,772	BLS and EPS
Income Category for 3-Person Household	Low Income (> 50% MFI and ≤ 80% MFI)	Jackson/ Teton County Affordable Housing Department

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

Residential Mitigation Requirements

The last step is to tabulate the employee-households at income levels of 150 percent MFI or less. For 100 units of multifamily development, there are 6.9 employee households generated that earn less than 150 percent of MFI, as shown in **Table 20**. Of the 9.3 total employee-households generated for that prototype, 74.4 percent are at incomes of 150 percent MFI or less.

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

Table 20 Households by MFI Generated by New Household Spending

Households Generated per 100 Units	Multifamily	Single Family	
		Town	County
Total Households Generated	9.3	27.7	50.6
Target Income Range			
≤ 50% MFI (Very Low)	0.0	0.1	0.2
> 50% MFI, ≤ 80% MFI (Low)	3.3	9.9	18.1
> 80% MFI, ≤ 120% MFI (Moderate)	3.3	9.8	17.8
> 120% MFI, ≤ 150% MFI (Workforce)	<u>0.3</u>	<u>0.8</u>	<u>1.5</u>
Total - Target Income Ranges	6.9	20.6	37.6
Percent Included in Mitigation¹	74.4%	74.4%	74.4%

[1] Includes households up to 150 percent MFI.

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

Residential Fee Calculation

The affordability gap analysis quantifies the subsidy required to construct affordable housing at various income levels. Analysis of residential expenditures in the local economy that rely on lower wage workers provides an estimate of the total number of income-qualified households generated by new residential development. The number of households generated in each MFI category are multiplied by the gap per household to calculate the total affordability gap generated by each prototype. The total gap for multifamily is therefore \$3.5 million per 100 units, or \$35,000 for each new unit of market rate multifamily housing. The average size of a newly constructed multifamily condominium in the region is 1,200 square feet based on MLS data, which results in a per square foot maximum fee of \$29.54. For single-family development in the region, the average size of newly constructed homes is 4,000 square feet. In the Town, the maximum mitigation fee is \$26.42 per square foot, and in the County, the maximum mitigation fee is \$48.13 per square foot.

Table 21 Residential Maximum Fee Calculation

Item		Multifamily	Single Family	
			Town	County
Households Generated (per 100 units)	A			
≤ 50% MFI (Very Low)		0.0	0.1	0.2
> 50% MFI, ≤ 80% MFI (Low)		3.3	9.9	18.1
> 80% MFI, ≤ 120% MFI (Moderate)		3.3	9.8	17.8
> 120% MFI, ≤ 150% MFI (Workforce)		<u>0.3</u>	<u>0.8</u>	<u>1.5</u>
Total per 100 Units		6.9	20.6	37.6
Gap per Household by AMI Range	B			
≤ 50% MFI (Very Low)		\$735,000	\$735,000	\$735,000
> 50% MFI, ≤ 80% MFI (Low)		\$615,622	\$615,622	\$615,622
> 80% MFI, ≤ 120% MFI (Moderate)		\$430,556	\$430,556	\$430,556
> 120% MFI, ≤ 150% MFI (Workforce)		\$184,049	\$184,049	\$184,049
Total Gap	A X B			
≤ 50% MFI (Very Low)		\$30,079	\$89,644	\$163,324
> 50% MFI, ≤ 80% MFI (Low)		\$2,054,754	\$6,123,671	\$11,156,780
> 80% MFI, ≤ 120% MFI (Moderate)		\$1,411,256	\$4,205,889	\$7,662,753
> 120% MFI, ≤ 150% MFI (Workforce)		<u>\$49,264</u>	<u>\$146,819</u>	<u>\$267,491</u>
Total	C	\$3,545,354	\$10,566,023	\$19,250,348
Number of Units	D	100	100	100
Average Prototype Unit Size	E	1,200	4,000	4,000
Maximum Fee per Sq. Ft.	C / D / E	\$29.54	\$26.42	\$48.13

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

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APPENDICES:

Appendix A: Land Use Definitions

Appendix B: Occupation Distribution by
Employment Category

Appendix C: Wages by Occupation and
Employment Category



APPENDIX A: Land Use Definitions

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

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

Note #1: This table aligns the land use categories used in the affordable housing mitigation program with the Town's and County's LDRs. Specific questions may be addressed to the Town or County Planning Departments, which are responsible for making the final determination of land use category applicability.

Note #2: In all cases, fees are applied based on land use as opposed to business type and the mitigation requirement is tied to the physical development.

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



APPENDIX B:

Occupation Distribution by Employment Category

Employees by Occupation and Industry

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

Households by Occupation and Industry

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

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

Office

Industry	Total Employees	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.87	0.08	0.09	0.19	0.01	0.00	0.00	0.00	0.01	0.14	0.00	0.00	0.00	0.01	0.00	0.02	0.10	0.12	0.00	0.00	0.08	0.01	0.01
52 Finance & insurance	2.57	0.24	0.69	0.19	0.00	0.00	0.01	0.03	0.00	0.01	0.03	0.00	0.00	0.00	0.00	0.41	0.97	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	3.19	0.45	0.21	0.02	0.01	0.00	0.01	0.01	0.00	0.03	0.00	0.00	0.04	0.03	0.18	0.03	0.66	0.63	0.00	0.04	0.62	0.02	0.20
54 Professional- scientific & tech svcs	5.18	0.54	0.88	0.92	0.51	0.20	0.01	0.40	0.01	0.19	0.12	0.06	0.01	0.00	0.02	0.02	0.23	0.86	0.00	0.05	0.04	0.07	0.05
55 Management of companies	0.19	0.04	0.04	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	4.15	0.15	0.21	0.11	0.03	0.02	0.01	0.01	0.02	0.03	0.07	0.06	0.40	0.04	0.91	0.03	0.19	0.76	0.01	0.13	0.12	0.31	0.56
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	2.47	0.20	0.12	0.13	0.16	0.17	0.10	0.26	0.09	0.10	0.19	0.07	0.07	0.06	0.06	0.07	0.11	0.07	0.06	0.12	0.09	0.08	0.08
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	1.10	0.09	0.07	0.07	0.00	0.10	0.05	0.08	0.04	0.06	0.08	0.03	0.04	0.03	0.03	0.03	0.04	0.04	0.04	0.05	0.05	0.03	0.04
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatic	0.81	0.08	0.05	0.05	0.07	0.05	0.03	0.07	0.03	0.04	0.05	0.02	0.02	0.02	0.02	0.02	0.03	0.03	0.03	0.03	0.03	0.03	0.02
91-99 Government & non NAICs	1.01	0.06	0.11	0.03	0.03	0.03	0.05	0.03	0.02	0.01	0.05	0.01	0.20	0.01	0.02	0.02	0.01	0.16	0.00	0.05	0.04	0.02	0.04
Total	21.55	1.93	2.46	1.74	0.82	0.57	0.26	0.89	0.22	0.61	0.59	0.26	0.79	0.20	1.25	0.25	1.78	3.68	0.13	0.47	1.07	0.58	1.01

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

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

Industrial

Industry	Total Employees	Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	0.27	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.20	0.00	0.01	0.01	0.03
21 Mining	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	6.98	0.48	0.30	0.02	0.09	0.02	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.00	0.04	0.00	0.15	0.64	0.00	4.26	0.63	0.12	0.22
31-33 Manufacturing	0.59	0.03	0.03	0.02	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.05	0.00	0.01	0.03	0.30	0.05
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	1.21	0.04	0.02	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.00	0.01	0.26	0.00	0.01	0.06	0.01	0.75
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.21	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.05	0.00	0.01	0.04	0.00	0.01	0.01	0.02	0.03
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.30	0.04	0.02	0.03	0.03	0.03	0.00	0.00	0.00	0.02	0.00	0.00	0.01	0.01	0.01	0.00	0.02	0.01	0.00	0.02	0.02	0.02	0.01
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatic	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	9.58	0.60	0.39	0.07	0.17	0.05	0.00	0.00	0.00	0.04	0.00	0.00	0.05	0.02	0.11	0.01	0.22	1.01	0.21	4.31	0.75	0.48	1.10

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

Appendix Table B-3
 Employees by Occupation and Industry
 Land Use Type

Retail/ Service/ Restaurant

Industry	Total Employees	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	8.81	0.26	0.11	0.04	0.00	0.00	0.00	0.00	0.00	0.08	0.32	0.02	0.03	0.33	0.06	0.06	4.63	0.76	0.01	0.02	0.42	0.22	1.44
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	8.43	0.86	0.66	0.78	0.00	0.80	0.00	0.00	0.00	0.55	0.81	0.40	0.44	0.35	0.36	0.39	0.33	0.47	0.00	0.00	0.47	0.40	0.34
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatic	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	17.24	1.12	0.76	0.82	0.00	0.80	0.00	0.00	0.00	0.63	1.13	0.43	0.47	0.68	0.42	0.45	4.96	1.23	0.01	0.02	0.89	0.61	1.79

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

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

Lodging

Industry	Total Employees	Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
		11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
721 Accommodation	9.58	0.87	0.62	0.70	0.72	0.63	0.00	0.00	0.43	0.55	0.52	0.45	0.37	0.33	0.30	0.33	0.46	0.33	0.35	0.56	0.42	0.31	0.31
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatic	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	9.58	0.87	0.62	0.70	0.72	0.63	0.00	0.00	0.43	0.55	0.52	0.45	0.37	0.33	0.30	0.33	0.46	0.33	0.35	0.56	0.42	0.31	0.31

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

Appendix Table B-5
 Employees by Occupation and Industry
 Land Use Type

Institutional/ Recreation/ Amusement

Industry	Total Employees	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
23 Construction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
31-33 Manufacturing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
42 Wholesale Trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
44-45 Retail trade	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
48-49 Transportation & Warehousing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
51 Information	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52 Finance & insurance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
53 Real estate & rental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
54 Professional- scientific & tech svcs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
55 Management of companies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
61 Educational svcs	1.18	0.06	0.03	0.02	0.00	0.02	0.03	0.00	0.70	0.02	0.03	0.00	0.02	0.03	0.04	0.02	0.00	0.11	0.00	0.00	0.01	0.00	0.02
621 Ambulatory health care services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
622 Hospitals	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
623 Nursing and residential care facilities	0.34	0.03	0.02	0.02	0.00	0.02	0.01	0.07	0.01	0.02	0.02	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.01	0.01	0.01	0.01	0.01
624 Social assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
71 Arts- entertainment & recreation	3.43	0.16	0.13	0.02	0.00	0.00	0.00	0.00	0.08	0.30	0.01	0.01	0.15	0.49	0.25	1.01	0.24	0.34	0.00	0.01	0.13	0.01	0.09
721 Accommodation	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
722 Food services and drinking places	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
811 Repair and maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
812 Personal and laundry services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
813 Membership associations and organizatic	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
91-99 Government & non NAICs	1.69	0.10	0.19	0.05	0.05	0.06	0.09	0.04	0.04	0.01	0.08	0.02	0.34	0.01	0.04	0.04	0.01	0.27	0.00	0.08	0.07	0.03	0.07
Total	6.63	0.35	0.37	0.10	0.05	0.10	0.14	0.11	0.83	0.35	0.13	0.04	0.51	0.54	0.34	1.08	0.27	0.73	0.01	0.11	0.22	0.05	0.19

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

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

Multifamily

Industry	Total Employees	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.08	0.00	0.00	0.00	0.01
21 Mining	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.08	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.02	0.01	0.00
23 Construction	0.19	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.12	0.02	0.00	0.01
31-33 Manufacturing	0.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00
42 Wholesale Trade	0.17	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.03	0.00	0.00	0.01	0.01	0.04
44-45 Retail trade	2.25	0.07	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.08	0.01	0.01	0.09	0.01	0.02	1.18	0.19	0.00	0.01	0.11	0.06	0.37
48-49 Transportation & Warehousing	0.25	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.00	0.01	0.00	0.15
51 Information	0.26	0.02	0.03	0.06	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.04	0.00	0.00	0.02	0.00	0.00
52 Finance & insurance	3.16	0.29	0.85	0.24	0.00	0.00	0.01	0.03	0.00	0.01	0.03	0.00	0.00	0.00	0.00	0.50	1.19	0.00	0.00	0.01	0.00	0.00	0.00
53 Real estate & rental	2.24	0.32	0.15	0.02	0.00	0.00	0.01	0.01	0.00	0.02	0.00	0.00	0.03	0.02	0.13	0.02	0.46	0.44	0.00	0.03	0.43	0.01	0.14
54 Professional- scientific & tech svcs	0.89	0.09	0.15	0.16	0.09	0.03	0.00	0.07	0.00	0.03	0.02	0.01	0.00	0.00	0.00	0.04	0.15	0.00	0.01	0.01	0.01	0.01	0.01
55 Management of companies	0.09	0.02	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00
56 Administrative & waste services	0.64	0.02	0.03	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.01	0.06	0.01	0.14	0.00	0.03	0.12	0.00	0.02	0.02	0.05	0.09
61 Educational svcs	0.89	0.05	0.02	0.02	0.00	0.01	0.03	0.00	0.52	0.02	0.02	0.00	0.01	0.03	0.03	0.02	0.00	0.08	0.00	0.00	0.01	0.00	0.02
62 Health & social services	2.07	0.08	0.04	0.01	0.00	0.01	0.12	0.00	0.05	0.00	0.68	0.59	0.01	0.05	0.04	0.06	0.01	0.27	0.00	0.00	0.02	0.01	0.02
71 Arts- entertainment & recreation	0.61	0.03	0.02	0.00	0.00	0.00	0.00	0.00	0.01	0.05	0.00	0.00	0.03	0.09	0.04	0.18	0.04	0.06	0.00	0.00	0.02	0.00	0.02
72 Accomodation & food services	2.14	0.06	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	1.71	0.09	0.02	0.07	0.07	0.00	0.00	0.02	0.02	0.05
81 Other services	1.62	0.11	0.11	0.02	0.00	0.01	0.05	0.00	0.03	0.04	0.01	0.02	0.02	0.03	0.03	0.30	0.07	0.22	0.00	0.01	0.28	0.10	0.16
91-99 Government & non NAICs	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	17.70	1.20	1.50	0.57	0.13	0.08	0.20	0.12	0.62	0.25	0.86	0.65	0.18	2.02	0.53	0.63	2.49	2.97	0.08	0.20	1.02	0.31	1.09

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

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

Industry	Total Employees	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	0.30	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.23	0.00	0.01	0.01	0.03
21 Mining	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
22 Utilities	0.23	0.02	0.02	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.01	0.06	0.03	0.00
23 Construction	0.57	0.04	0.02	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.05	0.00	0.35	0.05	0.01	0.02
31-33 Manufacturing	0.14	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.07	0.01
42 Wholesale Trade	0.49	0.04	0.03	0.01	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.11	0.08	0.00	0.00	0.03	0.03	0.12
44-45 Retail trade	6.71	0.20	0.08	0.03	0.00	0.00	0.00	0.00	0.00	0.06	0.24	0.02	0.03	0.25	0.04	0.05	3.53	0.58	0.01	0.02	0.32	0.16	1.10
48-49 Transportation & Warehousing	0.74	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.16	0.00	0.00	0.04	0.01	0.01	0.46
51 Information	0.79	0.07	0.08	0.17	0.01	0.00	0.00	0.00	0.01	0.12	0.00	0.00	0.00	0.01	0.00	0.01	0.09	0.11	0.00	0.00	0.07	0.01	0.01
52 Finance & insurance	9.42	0.88	2.53	0.70	0.00	0.00	0.02	0.09	0.00	0.03	0.09	0.00	0.01	0.00	0.01	0.00	1.49	3.54	0.00	0.00	0.02	0.00	0.00
53 Real estate & rental	6.67	0.94	0.44	0.05	0.01	0.00	0.01	0.02	0.00	0.06	0.01	0.00	0.08	0.06	0.38	0.07	1.38	1.32	0.00	0.09	1.29	0.04	0.42
54 Professional- scientific & tech svcs	2.66	0.28	0.45	0.47	0.26	0.10	0.00	0.20	0.00	0.10	0.06	0.03	0.00	0.00	0.01	0.01	0.12	0.44	0.00	0.02	0.02	0.04	0.03
55 Management of companies	0.26	0.05	0.06	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.00	0.00	0.00	0.00	0.01
56 Administrative & waste services	1.90	0.07	0.10	0.05	0.02	0.01	0.00	0.00	0.01	0.01	0.03	0.03	0.18	0.02	0.42	0.01	0.09	0.35	0.00	0.06	0.05	0.14	0.26
61 Educational svcs	2.64	0.14	0.07	0.05	0.00	0.04	0.08	0.00	1.56	0.05	0.06	0.01	0.04	0.08	0.09	0.04	0.01	0.24	0.00	0.01	0.03	0.00	0.05
62 Health & social services	6.18	0.23	0.12	0.04	0.00	0.04	0.35	0.00	0.15	0.01	2.04	1.76	0.02	0.16	0.13	0.18	0.02	0.81	0.00	0.01	0.05	0.02	0.05
71 Arts- entertainment & recreation	1.81	0.08	0.07	0.01	0.00	0.00	0.00	0.00	0.04	0.16	0.00	0.00	0.08	0.26	0.13	0.53	0.13	0.18	0.00	0.01	0.07	0.00	0.05
72 Accomodation & food services	6.37	0.17	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.03	5.09	0.27	0.07	0.22	0.21	0.00	0.00	0.06	0.05	0.15
81 Other services	4.84	0.32	0.34	0.05	0.01	0.02	0.14	0.01	0.09	0.11	0.02	0.07	0.05	0.09	0.10	0.90	0.22	0.66	0.00	0.02	0.84	0.31	0.48
91-99 Government & non NAICs	<u>0.02</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total	52.74	3.57	4.47	1.68	0.38	0.23	0.60	0.34	1.86	0.73	2.57	1.93	0.54	6.02	1.59	1.88	7.43	8.85	0.25	0.61	3.03	0.94	3.25

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

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

Industry	Total Employees	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	0.54	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.41	0.00	0.01	0.01	0.05
21 Mining	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00
22 Utilities	0.41	0.03	0.04	0.01	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.00	0.03	0.12	0.06	0.01
23 Construction	1.04	0.07	0.04	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.09	0.00	0.63	0.09	0.02	0.03
31-33 Manufacturing	0.25	0.01	0.01	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.01	0.12	0.02
42 Wholesale Trade	0.90	0.07	0.05	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.21	0.15	0.01	0.01	0.06	0.05	0.22
44-45 Retail trade	12.23	0.36	0.15	0.05	0.00	0.00	0.00	0.00	0.01	0.11	0.44	0.03	0.05	0.46	0.08	0.09	6.43	1.06	0.01	0.03	0.58	0.30	2.00
48-49 Transportation & Warehousing	1.34	0.04	0.03	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.00	0.02	0.29	0.00	0.01	0.07	0.02	0.84
51 Information	1.43	0.13	0.14	0.32	0.02	0.00	0.00	0.01	0.02	0.23	0.00	0.00	0.00	0.02	0.00	0.02	0.16	0.20	0.00	0.01	0.13	0.01	0.02
52 Finance & insurance	17.17	1.60	4.60	1.28	0.01	0.01	0.04	0.17	0.00	0.05	0.17	0.00	0.03	0.00	0.02	0.00	2.71	6.45	0.00	0.00	0.03	0.00	0.01
53 Real estate & rental	12.15	1.71	0.81	0.09	0.02	0.00	0.01	0.04	0.00	0.11	0.02	0.00	0.15	0.11	0.70	0.13	2.51	2.40	0.00	0.16	2.35	0.07	0.76
54 Professional- scientific & tech svcs	4.85	0.51	0.82	0.86	0.48	0.19	0.01	0.37	0.01	0.18	0.11	0.05	0.01	0.00	0.02	0.02	0.21	0.80	0.00	0.04	0.04	0.07	0.05
55 Management of companies	0.48	0.10	0.11	0.06	0.01	0.01	0.00	0.01	0.00	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.02	0.11	0.00	0.00	0.01	0.01	0.01
56 Administrative & waste services	3.47	0.13	0.17	0.09	0.03	0.01	0.01	0.01	0.02	0.02	0.06	0.05	0.34	0.03	0.76	0.02	0.16	0.63	0.01	0.11	0.10	0.26	0.47
61 Educational svcs	4.81	0.25	0.13	0.09	0.01	0.07	0.14	0.00	2.84	0.10	0.10	0.02	0.06	0.14	0.16	0.08	0.01	0.43	0.00	0.02	0.06	0.01	0.09
62 Health & social services	11.25	0.42	0.22	0.08	0.00	0.07	0.63	0.00	0.27	0.02	3.71	3.22	0.04	0.29	0.23	0.33	0.04	1.48	0.00	0.01	0.08	0.04	0.09
71 Arts- entertainment & recreation	3.30	0.15	0.13	0.01	0.00	0.00	0.00	0.00	0.08	0.29	0.01	0.01	0.14	0.47	0.24	0.97	0.24	0.33	0.00	0.01	0.12	0.01	0.09
72 Accomodation & food services	11.60	0.32	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.06	9.27	0.49	0.13	0.40	0.38	0.00	0.00	0.11	0.09	0.28
81 Other services	8.81	0.58	0.62	0.09	0.02	0.03	0.25	0.02	0.16	0.20	0.03	0.13	0.08	0.16	0.19	1.63	0.39	1.20	0.00	0.03	1.53	0.57	0.87
91-99 Government & non NAICs	<u>0.03</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.01</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total	96.08	6.50	8.14	3.07	0.69	0.41	1.10	0.63	3.39	1.34	4.67	3.52	0.98	10.96	2.90	3.43	13.53	16.13	0.45	1.11	5.52	1.71	5.91

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

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

Industrial

Industry	Earners per Household	Occupations																					Total	
		11-0000 Management Occupations	13-0000 Business and Financial Operations Occupations	15-0000 Computer and Mathematical Occupations	17-0000 Architecture and Engineering Occupations	19-0000 Life, Physical, and Social Science Occupations	21-0000 Community and Social Service Occupations	23-0000 Legal Occupations	25-0000 Education, Training, and Library Occupations	27-0000 Arts, Design, Entertainment, Sports, and Media Occupations	29-0000 Healthcare Practitioners and Technical Occupations	31-0000 Healthcare Support Occupations	33-0000 Protective Service Occupations	35-0000 Food Preparation and Serving Related Occupations	37-0000 Building and Grounds Cleaning and Maintenance Occupations	39-0000 Personal Care and Service Occupations	41-0000 Sales and Related Occupations	43-0000 Office and Administrative Support Occupations	45-0000 Farming, Fishing, and Forestry Occupations	47-0000 Construction and Extraction Occupations	49-0000 Installation, Maintenance, and Repair Occupations	51-0000 Production Occupations		53-0000 Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.11	0.00	0.00	0.00	0.01	0.14	
21 Mining	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.01	
22 Utilities	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
23 Construction	1.90	0.25	0.16	0.01	0.05	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.08	0.34	0.00	2.24	0.33	0.06	0.12	3.67	
31-33 Manufacturing	1.90	0.02	0.01	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.01	0.02	0.16	0.03	0.31	
42 Wholesale Trade	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
44-45 Retail trade	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
48-49 Transportation & Warehousing	1.90	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.14	0.00	0.00	0.03	0.01	0.40	0.63	
51 Information	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
52 Finance & insurance	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
53 Real estate & rental	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
54 Professional- scientific & tech svcs	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
55 Management of companies	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
56 Administrative & waste services	1.90	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.00	0.01	0.02	0.00	0.00	0.00	0.01	0.02	0.11	
61 Educational svcs	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
621 Ambulatory health care services	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
622 Hospitals	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
623 Nursing and residential care facilities	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
624 Social assistance	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
71 Arts- entertainment & recreation	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
721 Accommodation	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
722 Food services and drinking places	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
811 Repair and maintenance	1.90	0.02	0.01	0.01	0.02	0.01	0.00	0.00	0.00	0.01	0.00	0.01	0.01	0.01	0.00	0.01	0.01	0.00	0.01	0.01	0.01	0.01	0.16	
812 Personal and laundry services	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
813 Membership associations and organizations	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
91-99 Government & non NAICs	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total		0.32	0.20	0.04	0.09	0.03	0.00	0.00	0.00	0.02	0.00	0.00	0.02	0.01	0.06	0.00	0.11	0.53	0.11	2.27	0.40	0.25	0.58	5.04

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

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

Multifamily

Industry	Earners per Household	Occupations																					Total	
		11-0000 Management Occupations	13-0000 Business and Financial Operations Occupations	15-0000 Computer and Mathematical Occupations	17-0000 Architecture and Engineering Occupations	19-0000 Life, Physical, and Social Science Occupations	21-0000 Community and Social Services Occupations	23-0000 Legal Occupations	25-0000 Education, Training, and Library Occupations	27-0000 Arts, Design, Entertainment, Sports, and Media Occupations	29-0000 Healthcare Practitioners and Technical Occupations	31-0000 Healthcare Support Occupations	33-0000 Protective Service Occupations	35-0000 Food Preparation and Serving Related Occupations	37-0000 Building and Grounds Cleaning and Maintenance Occupations	39-0000 Personal Care and Service Occupations	41-0000 Sales and Related Occupations	43-0000 Office and Administrative Support Occupations	45-0000 Farming, Fishing, and Forestry Occupations	47-0000 Construction and Extraction Occupations	49-0000 Installation, Maintenance, and Repair Occupations	51-0000 Production Occupations		53-0000 Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.05	
21 Mining	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
22 Utilities	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.01	0.00	0.04	
23 Construction	1.90	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.06	0.01	0.00	0.00	0.10	
31-33 Manufacturing	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	
42 Wholesale Trade	1.90	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.02	0.00	0.00	0.01	0.00	0.02	0.09	
44-45 Retail trade	1.90	0.03	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.04	0.00	0.00	0.04	0.01	0.01	0.62	0.10	0.00	0.00	0.06	0.03	1.19	
48-49 Transportation & Warehousing	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.00	0.01	0.00	0.08	0.13	
51 Information	1.90	0.01	0.01	0.03	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00	0.00	0.02	0.02	0.00	0.00	0.01	0.00	0.00	0.14	
52 Finance & insurance	1.90	0.15	0.45	0.12	0.00	0.00	0.00	0.02	0.00	0.01	0.02	0.00	0.00	0.00	0.00	0.26	0.63	0.00	0.00	0.00	0.00	0.00	1.66	
53 Real estate & rental	1.90	0.17	0.08	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.07	0.01	0.24	0.23	0.00	0.02	0.23	0.01	0.07	1.18	
54 Professional- scientific & tech svcs	1.90	0.05	0.08	0.08	0.05	0.02	0.00	0.04	0.00	0.02	0.01	0.01	0.00	0.00	0.00	0.02	0.08	0.00	0.00	0.00	0.01	0.00	0.47	
55 Management of companies	1.90	0.01	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.05	
56 Administrative & waste services	1.90	0.01	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.07	0.00	0.02	0.06	0.00	0.01	0.01	0.03	0.05	0.34	
61 Educational svcs	1.90	0.02	0.01	0.01	0.00	0.01	0.01	0.00	0.27	0.01	0.01	0.00	0.01	0.02	0.01	0.00	0.04	0.00	0.00	0.01	0.00	0.01	0.47	
62 Health & social services	1.90	0.04	0.02	0.01	0.00	0.01	0.06	0.00	0.03	0.00	0.36	0.31	0.00	0.03	0.02	0.03	0.00	0.14	0.00	0.00	0.01	0.00	1.09	
71 Arts- entertainment & recreation	1.90	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.00	0.01	0.05	0.02	0.09	0.02	0.03	0.00	0.00	0.01	0.00	0.32	
72 Accomodation & food services	1.90	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.90	0.05	0.01	0.04	0.04	0.00	0.00	0.01	0.01	0.03	1.12	
81 Other services	1.90	0.06	0.06	0.01	0.00	0.00	0.02	0.00	0.02	0.00	0.01	0.01	0.02	0.02	0.16	0.04	0.12	0.00	0.00	0.15	0.06	0.08	0.85	
91-99 Government & non NAICs	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Total		0.63	0.79	0.30	0.07	0.04	0.11	0.06	0.33	0.13	0.45	0.34	0.09	1.06	0.28	0.33	1.31	1.56	0.04	0.11	0.53	0.17	0.57	9.31

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

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

Industry	Earners per Household	11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000	Total
		Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Service Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Service Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations	
11 Ag, Forestry, Fish & Hunting	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.12	0.00	0.00	0.00	0.02	0.16
21 Mining	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
22 Utilities	1.90	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.01	0.03	0.02	0.00	0.12
23 Construction	1.90	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.18	0.03	0.01	0.01	0.30
31-33 Manufacturing	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.04	0.01	0.07
42 Wholesale Trade	1.90	0.02	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.06	0.04	0.00	0.00	0.02	0.01	0.06	0.26
44-45 Retail trade	1.90	0.10	0.04	0.01	0.00	0.00	0.00	0.00	0.00	0.03	0.13	0.01	0.01	0.13	0.02	0.02	1.86	0.31	0.00	0.01	0.17	0.09	0.58	3.53
48-49 Transportation & Warehousing	1.90	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.08	0.00	0.00	0.02	0.00	0.24	0.39
51 Information	1.90	0.04	0.04	0.09	0.01	0.00	0.00	0.00	0.00	0.07	0.00	0.00	0.00	0.01	0.00	0.05	0.06	0.00	0.00	0.04	0.00	0.01	0.01	0.41
52 Finance & insurance	1.90	0.46	1.33	0.37	0.00	0.00	0.01	0.05	0.00	0.02	0.05	0.00	0.01	0.00	0.00	0.78	1.86	0.00	0.00	0.01	0.00	0.00	0.00	4.96
53 Real estate & rental	1.90	0.50	0.23	0.03	0.01	0.00	0.00	0.01	0.00	0.03	0.00	0.00	0.04	0.03	0.20	0.04	0.72	0.69	0.00	0.05	0.68	0.02	0.22	3.51
54 Professional- scientific & tech svcs	1.90	0.15	0.24	0.25	0.14	0.05	0.00	0.11	0.00	0.05	0.03	0.02	0.00	0.00	0.00	0.01	0.06	0.23	0.00	0.01	0.01	0.02	0.01	1.40
55 Management of companies	1.90	0.03	0.03	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.03	0.00	0.00	0.00	0.00	0.00	0.14
56 Administrative & waste services	1.90	0.04	0.05	0.03	0.01	0.00	0.00	0.00	0.00	0.01	0.02	0.01	0.10	0.01	0.22	0.01	0.05	0.18	0.00	0.03	0.03	0.08	0.14	1.00
61 Educational svcs	1.90	0.07	0.04	0.02	0.00	0.02	0.04	0.00	0.82	0.03	0.03	0.01	0.02	0.04	0.05	0.02	0.00	0.13	0.00	0.00	0.02	0.00	0.03	1.39
62 Health & social services	1.90	0.12	0.06	0.02	0.00	0.02	0.18	0.00	0.08	0.01	1.07	0.93	0.01	0.08	0.07	0.09	0.01	0.43	0.00	0.00	0.02	0.01	0.03	3.25
71 Arts- entertainment & recreation	1.90	0.04	0.04	0.00	0.00	0.00	0.00	0.00	0.02	0.08	0.00	0.00	0.04	0.14	0.07	0.28	0.07	0.09	0.00	0.00	0.03	0.00	0.03	0.95
72 Accomodation & food services	1.90	0.09	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.02	2.68	0.14	0.04	0.12	0.11	0.00	0.00	0.03	0.02	0.08	3.35
81 Other services	1.90	0.17	0.18	0.03	0.01	0.01	0.07	0.01	0.04	0.06	0.01	0.04	0.02	0.05	0.05	0.47	0.11	0.35	0.00	0.01	0.44	0.16	0.25	2.54
91-99 Government & non NAICs	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01
Total		1.88	2.35	0.89	0.20	0.12	0.32	0.18	0.98	0.39	1.35	1.02	0.28	3.17	0.84	0.99	3.91	4.66	0.13	0.32	1.59	0.49	1.71	27.75

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

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

Industry	Earners per Household	Occupations																					Total	
		11-0000 Management Occupations	13-0000 Business and Financial Operations Occupations	15-0000 Computer and Mathematical Occupations	17-0000 Architecture and Engineering Occupations	19-0000 Life, Physical, and Social Science Occupations	21-0000 Community and Social Service Occupations	23-0000 Legal Occupations	25-0000 Education, Training, and Library Occupations	27-0000 Arts, Design, Entertainment, Sports, and Media Occupations	29-0000 Healthcare Practitioners and Technical Occupations	31-0000 Healthcare Support Occupations	33-0000 Protective Service Occupations	35-0000 Food Preparation and Serving Related Occupations	37-0000 Building and Grounds Cleaning and Maintenance Occupations	39-0000 Personal Care and Service Occupations	41-0000 Sales and Related Occupations	43-0000 Office and Administrative Support Occupations	45-0000 Farming, Fishing, and Forestry Occupations	47-0000 Construction and Extraction Occupations	49-0000 Installation, Maintenance, and Repair Occupations	51-0000 Production Occupations		53-0000 Transportation and Material Moving Occupations
11 Ag, Forestry, Fish & Hunting	1.90	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.22	0.00	0.01	0.01	0.03	0.29	
21 Mining	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	
22 Utilities	1.90	0.02	0.02	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.03	0.00	0.01	0.06	0.03	0.00	0.22	
23 Construction	1.90	0.04	0.02	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.05	0.00	0.33	0.05	0.01	0.02	0.55	
31-33 Manufacturing	1.90	0.01	0.01	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.01	0.07	0.01	0.13	
42 Wholesale Trade	1.90	0.04	0.03	0.01	0.01	0.00	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.00	0.00	0.11	0.08	0.00	0.00	0.03	0.03	0.12	0.47	
44-45 Retail trade	1.90	0.19	0.08	0.03	0.00	0.00	0.00	0.00	0.06	0.23	0.02	0.02	0.24	0.04	0.05	3.38	0.56	0.01	0.02	0.31	0.16	1.05	6.44	
48-49 Transportation & Warehousing	1.90	0.02	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.15	0.00	0.00	0.04	0.01	0.44	0.71		
51 Information	1.90	0.07	0.07	0.17	0.01	0.00	0.00	0.00	0.01	0.12	0.00	0.00	0.00	0.00	0.01	0.08	0.10	0.00	0.00	0.07	0.01	0.01	0.75	
52 Finance & insurance	1.90	0.84	2.42	0.67	0.00	0.00	0.02	0.09	0.00	0.03	0.09	0.00	0.01	0.00	0.00	1.43	3.39	0.00	0.00	0.02	0.00	0.00	9.03	
53 Real estate & rental	1.90	0.90	0.42	0.05	0.01	0.00	0.01	0.02	0.00	0.06	0.01	0.00	0.06	0.37	0.07	1.32	1.26	0.00	0.09	1.24	0.03	0.40	6.39	
54 Professional- scientific & tech svcs	1.90	0.27	0.43	0.45	0.25	0.10	0.00	0.20	0.00	0.09	0.06	0.03	0.00	0.01	0.01	0.11	0.42	0.00	0.02	0.02	0.04	0.02	2.55	
55 Management of companies	1.90	0.05	0.06	0.03	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.06	0.00	0.00	0.00	0.00	0.01	0.25	
56 Administrative & waste services	1.90	0.07	0.09	0.05	0.01	0.01	0.00	0.00	0.01	0.01	0.03	0.03	0.18	0.02	0.40	0.01	0.08	0.00	0.06	0.05	0.14	0.25	1.82	
61 Educational svcs	1.90	0.13	0.07	0.05	0.00	0.04	0.07	0.00	1.49	0.05	0.06	0.01	0.03	0.07	0.08	0.04	0.01	0.23	0.00	0.01	0.03	0.00	2.53	
62 Health & social services	1.90	0.22	0.11	0.04	0.00	0.03	0.33	0.00	0.14	0.01	1.95	1.69	0.02	0.15	0.12	0.17	0.02	0.78	0.00	0.01	0.04	0.02	5.92	
71 Arts- entertainment & recreation	1.90	0.08	0.07	0.01	0.00	0.00	0.00	0.00	0.04	0.15	0.00	0.07	0.25	0.13	0.51	0.12	0.17	0.00	0.01	0.06	0.00	0.05	1.73	
72 Accomodation & food services	1.90	0.17	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00	4.88	0.26	0.07	0.21	0.20	0.00	0.00	0.06	0.05	0.15	6.10	
81 Other services	1.90	0.30	0.33	0.05	0.01	0.02	0.13	0.01	0.08	0.10	0.02	0.07	0.04	0.10	0.86	0.21	0.63	0.00	0.02	0.81	0.30	0.46	4.64	
91-99 Government & non NAICs	1.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	
Total		3.42	4.28	1.62	0.36	0.22	0.58	0.33	1.78	0.70	2.46	1.85	0.51	5.77	1.53	1.80	7.12	8.49	0.24	0.58	2.90	0.90	3.11	50.56

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



APPENDIX C:

Wages and Household Income by Occupation and Employment Category

Table C-1 Wages by Occupation and Industry (Commercial)

Table C-2 Wages by Occupation and Industry (Residential)

Table C-1 Household Income by Occupation and Industry (Commercial)

Table C-2 Household Income by Occupation and Industry (Residential)

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

Commercial																								
Industry	NAICS		Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Service Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Service Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000
Avg. Wage	COUNTY																							
11 Ag, Forestry, Fish & Hunting	11	\$36,898	\$92,857	\$61,310	\$70,826	\$0	\$53,393	\$0	\$0	\$33,659	\$0	\$0	\$0	\$30,829	\$0	\$35,738	\$32,457	\$63,916	\$35,423	\$33,638	\$44,272	\$40,583	\$32,647	\$38,096
21 Mining	21	\$255,275	\$282,357	\$177,110	\$196,603	\$228,934	\$178,428	\$0	\$214,563	\$0	\$209,577	\$135,507	\$0	\$96,227	\$68,135	\$83,043	\$0	\$183,830	\$101,862	\$0	\$121,563	\$133,535	\$123,656	\$114,573
22 Utilities ¹	22	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
23 Construction	23	\$60,923	\$100,761	\$66,667	\$65,289	\$69,210	\$65,747	\$36,075	\$128,150	\$59,719	\$53,025	\$0	\$0	\$34,672	\$30,139	\$31,685	\$28,842	\$61,611	\$38,151	\$34,825	\$47,234	\$48,710	\$46,238	\$42,877
31-33 Manufacturing	31-33	\$43,427	\$75,664	\$44,103	\$53,699	\$50,970	\$41,992	\$26,809	\$91,644	\$38,337	\$32,152	\$44,199	\$23,007	\$25,642	\$16,328	\$19,078	\$19,342	\$38,209	\$25,593	\$20,700	\$30,696	\$32,715	\$24,805	\$22,552
42 Wholesale Trade ¹	42	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
44-45 Retail trade	44-45	\$44,713	\$115,460	\$75,742	\$83,416	\$90,485	\$69,481	\$52,377	\$86,837	\$48,010	\$46,436	\$82,539	\$36,548	\$45,963	\$33,710	\$34,828	\$35,964	\$38,408	\$43,175	\$37,749	\$55,609	\$53,153	\$43,309	\$36,066
48-49 Transportation & Warehousing	48-49	\$50,328	\$94,884	\$61,959	\$69,286	\$74,349	\$60,904	\$0	\$115,253	\$47,281	\$51,940	\$38,064	\$24,027	\$36,216	\$28,886	\$40,011	\$26,283	\$54,881	\$41,361	\$31,610	\$51,732	\$51,891	\$46,930	\$42,052
51 Information	51	\$65,701	\$68,020	\$37,957	\$42,737	\$46,077	\$45,055	\$30,929	\$67,386	\$24,490	\$28,346	\$40,431	\$22,239	\$22,433	\$12,372	\$14,750	\$13,803	\$31,092	\$21,398	\$0	\$28,689	\$31,694	\$21,167	\$17,730
52 Finance & insurance	52	\$157,181	\$183,173	\$104,040	\$115,380	\$150,097	\$123,487	\$78,940	\$133,159	\$86,758	\$91,103	\$99,708	\$54,383	\$70,016	\$49,557	\$39,619	\$42,697	\$93,448	\$54,282	\$39,764	\$86,412	\$64,785	\$68,286	\$72,717
53 Real estate & rental	53	\$67,677	\$87,660	\$72,058	\$80,587	\$86,983	\$76,078	\$47,146	\$101,800	\$21,992	\$52,408	\$63,394	\$34,763	\$36,682	\$30,205	\$32,108	\$33,353	\$49,414	\$39,784	\$39,223	\$52,303	\$44,507	\$42,003	\$37,585
54 Professional- scientific & tech svcs	54	\$136,921	\$182,688	\$102,223	\$111,558	\$107,259	\$96,193	\$69,273	\$124,002	\$82,350	\$77,264	\$84,004	\$39,067	\$65,573	\$43,864	\$41,719	\$35,872	\$96,581	\$55,001	\$48,783	\$80,913	\$69,780	\$62,579	\$54,541
55 Management of companies	55	\$913,242	\$1,002,601	\$543,663	\$609,492	\$662,955	\$624,146	\$342,514	\$974,227	\$343,699	\$478,698	\$518,176	\$245,940	\$338,648	\$282,445	\$220,286	\$259,731	\$519,635	\$319,367	\$277,035	\$433,072	\$394,910	\$389,086	\$304,892
56 Administrative & waste services	56	\$50,148	\$121,984	\$73,240	\$85,954	\$88,003	\$72,780	\$53,787	\$97,685	\$45,283	\$61,987	\$72,743	\$35,107	\$36,203	\$30,980	\$34,610	\$32,953	\$51,969	\$40,414	\$36,096	\$51,093	\$51,640	\$36,660	\$38,031
61 Educational svcs	61	\$51,872	\$94,944	\$58,071	\$59,861	\$70,589	\$58,012	\$53,557	\$113,884	\$53,124	\$45,649	\$63,034	\$36,028	\$36,462	\$27,382	\$31,318	\$29,563	\$40,918	\$36,894	\$33,538	\$50,159	\$43,860	\$45,893	\$35,435
621 Ambulatory health care services	621	\$68,753	\$64,428	\$71,971	\$83,212	\$89,934	\$51,490	\$140,065	\$49,431	\$55,512	\$102,002	\$35,692	\$38,559	\$30,585	\$29,857	\$39,232	\$61,503	\$39,157	\$31,746	\$62,627	\$50,038	\$44,919	\$41,823	\$41,823
622 Hospitals ¹	622	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
623 Nursing and residential care facilities	623	\$39,661	\$59,971	\$67,283	\$0	\$76,995	\$43,542	\$228,753	\$44,055	\$60,571	\$63,024	\$30,960	\$34,345	\$29,823	\$29,229	\$34,007	\$56,628	\$39,542	\$25,511	\$51,019	\$43,860	\$28,476	\$32,018	\$32,018
624 Social assistance	624	\$35,811	\$67,058	\$74,431	\$0	\$103,923	\$51,257	\$86,213	\$37,981	\$61,569	\$79,805	\$33,712	\$40,671	\$34,732	\$33,503	\$33,910	\$41,538	\$44,728	\$36,788	\$55,202	\$48,189	\$34,934	\$36,689	\$36,689
71 Arts- entertainment & recreation	71	\$47,208	\$61,448	\$73,820	\$92,343	\$67,023	\$43,860	\$162,291	\$47,277	\$58,728	\$57,477	\$48,143	\$32,516	\$30,039	\$32,666	\$34,424	\$34,006	\$35,163	\$35,376	\$54,624	\$44,153	\$42,730	\$38,208	\$38,208
721 Accommodation	721	\$40,106	\$63,406	\$71,854	\$73,268	\$64,920	\$0	\$0	\$43,701	\$56,482	\$52,955	\$45,865	\$37,580	\$33,699	\$30,926	\$34,103	\$47,187	\$33,975	\$36,258	\$57,613	\$43,332	\$31,373	\$31,908	\$31,908
722 Food services and drinking places	722	\$32,121	\$76,559	\$91,458	\$0	\$93,752	\$0	\$0	\$0	\$64,681	\$94,981	\$47,244	\$51,082	\$40,803	\$42,302	\$45,375	\$39,095	\$55,116	\$0	\$0	\$54,577	\$46,226	\$40,259	\$40,259
811 Repair and maintenance	811	\$52,729	\$67,599	\$69,322	\$83,460	\$69,343	\$0	\$0	\$0	\$59,133	\$0	\$0	\$31,175	\$34,309	\$29,815	\$0	\$51,388	\$39,596	\$0	\$57,282	\$50,084	\$48,068	\$32,932	\$32,932
812 Personal and laundry services	812	\$35,457	\$69,752	\$91,447	\$114,255	\$0	\$53,567	\$0	\$58,151	\$53,368	\$82,566	\$48,275	\$54,640	\$33,672	\$35,120	\$38,386	\$38,018	\$36,245	\$34,862	\$59,962	\$48,322	\$31,883	\$37,597	\$37,597
813 Membership associations and organizations	813	\$66,895	\$81,460	\$91,263	\$117,344	\$81,742	\$54,316	\$122,216	\$50,271	\$73,834	\$80,552	\$35,200	\$36,850	\$33,406	\$37,485	\$37,178	\$56,756	\$48,579	\$47,240	\$57,256	\$49,591	\$51,732	\$39,758	\$39,758
91-99 Government & non NAICs	99	\$61,131	\$83,925	\$63,692	\$69,684	\$72,093	\$60,765	\$45,842	\$78,636	\$43,673	\$53,022	\$74,826	\$32,284	\$50,865	\$29,374	\$30,801	\$28,312	\$36,044	\$37,580	\$38,578	\$43,240	\$47,656	\$47,970	\$43,935

[1] Not reported by BLS.
Source: U.S. Bureau of Labor Statistics, Economic & Planning Systems

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

Industry	NAICS																							
		Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer and Mathematical Occupations 15-0000	Architecture and Engineering Occupations 17-0000	Life, Physical, and Social Science Occupations 19-0000	Community and Social Services Occupations 21-0000	Legal Occupations 23-0000	Education, Training, and Library Occupations 25-0000	Arts, Design, Entertainment, Sports, and Media Occupations 27-0000	Healthcare Practitioners and Technical Occupations 29-0000	Healthcare Support Occupations 31-0000	Protective Service Occupations 33-0000	Food Preparation and Serving Related Occupations 35-0000	Building and Grounds Cleaning and Maintenance Occupations 37-0000	Personal Care and Services Occupations 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Farming, Fishing, and Forestry Occupations 45-0000	Construction and Extraction Occupations 47-0000	Installation, Maintenance, and Repair Occupations 49-0000	Production Occupations 51-0000	Transportation and Material Moving Occupations 53-0000	
Avg. Wage	COUNTY																							
11 Ag, Forestry, Fish & Hunting	11	\$36,898	\$92,857	\$61,310	\$70,826	\$0	\$53,393	\$0	\$0	\$33,659	\$0	\$0	\$30,829	\$0	\$35,738	\$32,457	\$63,916	\$35,423	\$33,638	\$44,272	\$40,583	\$32,647	\$38,096	
21 Mining	21	\$255,275	\$282,357	\$177,110	\$196,603	\$228,934	\$178,428	\$0	\$214,563	\$0	\$209,577	\$135,507	\$0	\$96,227	\$68,135	\$83,043	\$0	\$183,830	\$101,862	\$0	\$121,563	\$133,535	\$123,656	\$114,573
22 Utilities ¹	22	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
23 Construction	23	\$60,923	\$100,761	\$66,667	\$65,289	\$69,210	\$65,747	\$36,075	\$128,150	\$59,719	\$53,025	\$0	\$34,672	\$30,139	\$31,685	\$28,842	\$61,611	\$38,151	\$34,825	\$47,234	\$48,710	\$46,238	\$42,877	
31-33 Manufacturing	31-33	\$43,427	\$75,664	\$44,103	\$53,699	\$50,970	\$41,992	\$26,809	\$91,644	\$38,337	\$32,152	\$44,199	\$23,007	\$25,642	\$16,328	\$19,078	\$19,342	\$38,209	\$25,593	\$20,700	\$30,696	\$32,715	\$24,805	\$22,552
42 Wholesale Trade ¹	42	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
44-45 Retail trade	44-45	\$44,713	\$115,460	\$75,742	\$83,416	\$90,485	\$69,481	\$52,377	\$86,837	\$48,010	\$46,436	\$82,539	\$36,548	\$45,963	\$33,710	\$34,828	\$35,964	\$38,408	\$43,175	\$37,749	\$55,609	\$53,153	\$43,309	\$36,066
48-49 Transportation & Warehousing	48-49	\$50,328	\$94,884	\$61,959	\$69,286	\$74,349	\$60,904	\$0	\$115,253	\$47,281	\$51,940	\$38,064	\$24,027	\$36,216	\$28,886	\$40,011	\$26,283	\$54,881	\$41,361	\$31,610	\$51,732	\$51,891	\$46,930	\$42,052
51 Information	51	\$65,701	\$68,020	\$37,957	\$42,737	\$46,077	\$45,055	\$30,929	\$67,386	\$24,490	\$28,346	\$40,431	\$22,239	\$22,433	\$12,372	\$14,750	\$13,803	\$31,092	\$21,398	\$0	\$28,689	\$31,694	\$21,167	\$17,730
52 Finance & insurance	52	\$157,181	\$183,173	\$104,040	\$115,380	\$150,097	\$123,487	\$78,940	\$133,159	\$86,758	\$91,103	\$99,708	\$54,383	\$70,016	\$49,557	\$39,619	\$42,697	\$93,448	\$54,282	\$39,764	\$86,412	\$64,785	\$68,286	\$72,717
53 Real estate & rental	53	\$67,677	\$87,660	\$72,058	\$80,587	\$86,983	\$76,078	\$47,146	\$101,800	\$21,992	\$52,408	\$63,394	\$34,763	\$36,682	\$30,205	\$32,108	\$33,353	\$49,414	\$39,784	\$39,223	\$52,303	\$44,507	\$42,003	\$37,585
54 Professional- scientific & tech svcs	54	\$136,921	\$182,688	\$102,223	\$111,558	\$107,259	\$96,193	\$69,273	\$124,002	\$82,350	\$77,264	\$84,004	\$39,067	\$65,573	\$43,864	\$41,719	\$35,872	\$96,581	\$55,001	\$48,783	\$80,913	\$69,780	\$62,579	\$54,541
55 Management of companies	55	\$913,242	\$1,002,601	\$543,663	\$609,492	\$662,955	\$624,146	\$342,514	\$974,227	\$343,699	\$478,698	\$518,176	\$245,940	\$338,648	\$282,445	\$220,286	\$259,731	\$519,635	\$319,367	\$277,035	\$433,072	\$394,910	\$389,086	\$304,892
56 Administrative & waste services	56	\$50,148	\$121,984	\$73,240	\$85,954	\$88,003	\$72,780	\$53,787	\$97,685	\$45,283	\$61,987	\$72,743	\$35,107	\$36,203	\$30,980	\$34,610	\$32,953	\$51,969	\$40,414	\$36,096	\$51,093	\$51,640	\$36,660	\$38,031
61 Educational svcs	61	\$51,872	\$94,944	\$58,071	\$59,861	\$70,589	\$58,012	\$53,557	\$113,884	\$53,124	\$45,649	\$63,034	\$36,028	\$36,462	\$27,382	\$31,318	\$29,563	\$40,918	\$36,894	\$33,538	\$50,159	\$43,860	\$45,893	\$35,435
62 Health & social services	62	\$56,336	\$101,080	\$61,845	\$73,399	\$78,106	\$84,401	\$45,642	\$102,808	\$34,473	\$53,799	\$86,185	\$31,573	\$37,629	\$29,239	\$29,358	\$29,372	\$44,454	\$38,533	\$29,834	\$53,665	\$46,101	\$34,088	\$33,510
71 Arts- entertainment & recreation	71	\$47,208	\$97,525	\$61,448	\$73,820	\$92,343	\$67,023	\$43,860	\$162,291	\$47,277	\$58,728	\$57,477	\$48,143	\$32,516	\$30,039	\$32,666	\$34,424	\$34,006	\$35,163	\$35,376	\$54,624	\$44,153	\$42,730	\$38,208
72 Accommodation & food services	72	\$37,536	\$114,370	\$85,942	\$104,138	\$106,798	\$98,930	\$49,724	\$0	\$68,080	\$69,360	\$99,567	\$67,285	\$55,199	\$43,945	\$45,082	\$49,336	\$46,076	\$50,980	\$52,873	\$84,720	\$62,303	\$47,529	\$44,112
81 Other services	81	\$50,087	\$114,428	\$73,716	\$80,123	\$89,263	\$77,745	\$49,700	\$111,188	\$46,219	\$65,307	\$74,630	\$45,350	\$35,918	\$30,351	\$34,298	\$37,055	\$45,927	\$41,730	\$43,024	\$58,837	\$52,460	\$39,429	\$35,638
91-99 Government & non NAICs	92	\$61,131	\$83,925	\$63,692	\$69,684	\$72,093	\$60,765	\$45,842	\$78,636	\$43,673	\$53,022	\$74,826	\$32,284	\$50,865	\$29,374	\$30,801	\$28,312	\$36,044	\$37,580	\$38,578	\$43,240	\$47,656	\$47,970	\$43,935

[1] Not reported by BLS.
Source: IMPLAN, U.S. Bureau of Labor Statistics, Economic & Planning Systems

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

Industry	Earners per Household	Average Wage	Occupation																					
			11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	1.90	\$36,898	\$176,468	\$116,515	\$134,600	\$0	\$101,469	\$0	\$0	\$63,967	\$0	\$0	\$58,588	\$0	\$67,917	\$61,681	\$121,469	\$67,319	\$63,927	\$84,135	\$77,125	\$62,044	\$72,399	
21 Mining	1.90	\$255,275	\$536,601	\$336,587	\$373,631	\$435,075	\$339,090	\$0	\$407,764	\$0	\$398,287	\$257,522	\$0	\$182,873	\$129,487	\$157,817	\$0	\$349,358	\$193,582	\$0	\$231,022	\$253,775	\$235,000	\$217,739
22 Utilities ¹	1.90	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
23 Construction	1.90	\$60,923	\$191,490	\$126,696	\$124,078	\$131,530	\$124,948	\$68,557	\$243,541	\$113,492	\$100,771	\$0	\$0	\$65,892	\$57,276	\$60,215	\$54,811	\$117,087	\$72,503	\$66,182	\$89,765	\$92,570	\$87,872	\$81,486
31-33 Manufacturing	1.90	\$43,427	\$143,795	\$83,815	\$102,051	\$96,865	\$79,803	\$50,949	\$174,164	\$72,857	\$61,104	\$83,998	\$43,723	\$48,732	\$31,031	\$36,257	\$36,759	\$72,614	\$48,637	\$39,339	\$58,337	\$62,173	\$47,140	\$42,859
42 Wholesale Trade ¹	1.90	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
44-45 Retail trade	1.90	\$44,713	\$219,424	\$143,944	\$158,527	\$171,961	\$132,044	\$99,539	\$165,029	\$91,239	\$88,249	\$156,860	\$69,458	\$87,350	\$64,064	\$66,187	\$68,347	\$72,992	\$82,051	\$71,739	\$105,681	\$101,013	\$82,305	\$68,541
48-49 Transportation & Warehousing	1.90	\$50,328	\$180,321	\$117,748	\$131,674	\$141,295	\$115,744	\$0	\$219,031	\$89,855	\$98,708	\$72,338	\$45,661	\$68,827	\$54,897	\$76,038	\$49,949	\$104,299	\$78,604	\$60,074	\$98,314	\$98,615	\$89,188	\$79,917
51 Information	1.90	\$65,701	\$129,267	\$72,134	\$81,218	\$87,567	\$85,624	\$58,779	\$128,064	\$46,541	\$53,870	\$76,836	\$42,264	\$42,632	\$23,512	\$28,032	\$26,232	\$59,088	\$40,665	\$0	\$54,522	\$60,233	\$40,226	\$33,694
52 Finance & insurance	1.90	\$157,181	\$348,108	\$197,721	\$219,272	\$285,250	\$234,679	\$150,020	\$253,059	\$164,879	\$173,136	\$189,489	\$103,352	\$133,060	\$94,180	\$75,294	\$81,142	\$177,592	\$103,160	\$75,569	\$164,220	\$123,119	\$129,772	\$138,194
53 Real estate & rental	1.90	\$67,677	\$166,592	\$136,942	\$153,151	\$165,306	\$144,580	\$89,598	\$193,465	\$41,794	\$99,599	\$120,477	\$66,065	\$69,712	\$57,403	\$61,020	\$63,385	\$93,907	\$75,606	\$74,541	\$99,399	\$84,582	\$79,824	\$71,428
54 Professional- scientific & tech svcs	1.90	\$136,921	\$347,187	\$194,268	\$212,009	\$203,838	\$182,809	\$131,649	\$235,657	\$156,500	\$146,836	\$159,644	\$74,245	\$124,618	\$83,360	\$79,283	\$68,173	\$183,546	\$104,526	\$92,709	\$153,769	\$132,613	\$118,927	\$103,652
55 Management of companies	1.90	\$913,242	\$1,905,377	\$1,033,196	\$1,158,299	\$1,259,903	\$1,186,149	\$650,926	\$1,851,454	\$653,178	\$909,734	\$984,759	\$467,393	\$643,579	\$536,769	\$418,640	\$493,601	\$987,533	\$606,936	\$526,487	\$823,025	\$750,500	\$739,432	\$579,426
56 Administrative & waste services	1.90	\$50,148	\$231,823	\$139,188	\$163,349	\$167,243	\$138,314	\$102,218	\$185,644	\$86,058	\$117,802	\$138,242	\$66,718	\$68,801	\$58,875	\$65,774	\$62,625	\$98,764	\$76,805	\$68,599	\$97,099	\$98,139	\$69,669	\$72,275
61 Educational svcs	1.90	\$51,872	\$180,434	\$110,360	\$113,762	\$134,149	\$110,249	\$101,781	\$216,429	\$100,958	\$86,754	\$119,792	\$68,469	\$69,294	\$52,038	\$59,518	\$56,182	\$77,763	\$70,115	\$63,737	\$95,323	\$83,353	\$87,217	\$67,342
621 Ambulatory health care services	1.90	\$68,753	\$208,228	\$122,441	\$136,776	\$158,139	\$170,913	\$97,853	\$266,184	\$93,940	\$105,497	\$193,848	\$67,830	\$73,279	\$58,125	\$56,741	\$74,558	\$116,882	\$74,416	\$60,332	\$119,018	\$95,094	\$85,366	\$79,482
622 Hospitals ¹	1.90	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	
623 Nursing and residential care facilities	1.90	\$39,661	\$178,796	\$113,972	\$127,867	\$0	\$146,324	\$82,749	\$434,730	\$83,723	\$115,112	\$119,774	\$58,837	\$65,270	\$56,677	\$55,548	\$64,629	\$107,619	\$75,148	\$48,482	\$96,958	\$83,353	\$54,117	\$60,848
624 Social assistance	1.90	\$35,811	\$168,613	\$127,439	\$141,451	\$0	\$197,499	\$97,410	\$163,842	\$72,181	\$117,009	\$151,664	\$64,067	\$77,293	\$66,005	\$63,671	\$64,443	\$78,940	\$85,003	\$69,913	\$104,908	\$91,580	\$66,390	\$69,725
71 Arts- entertainment & recreation	1.90	\$47,208	\$185,339	\$116,778	\$140,290	\$175,492	\$127,373	\$83,352	\$308,424	\$89,846	\$111,609	\$109,232	\$91,492	\$61,795	\$57,088	\$62,080	\$65,421	\$64,627	\$66,825	\$67,229	\$103,810	\$83,911	\$81,206	\$72,612
721 Accommodation	1.90	\$40,106	\$169,599	\$120,498	\$136,554	\$139,240	\$123,376	\$0	\$0	\$83,052	\$107,340	\$100,637	\$87,163	\$71,418	\$64,044	\$58,772	\$64,810	\$89,676	\$64,567	\$68,907	\$109,491	\$82,349	\$59,623	\$60,639
722 Food services and drinking places	1.90	\$32,121	\$191,258	\$145,495	\$173,809	\$0	\$178,169	\$0	\$0	\$0	\$122,922	\$180,505	\$89,783	\$97,077	\$77,544	\$80,392	\$86,232	\$74,298	\$104,745	\$0	\$0	\$103,720	\$87,850	\$76,510
811 Repair and maintenance	1.90	\$52,729	\$195,450	\$128,468	\$131,742	\$158,609	\$131,781	\$0	\$0	\$0	\$112,379	\$0	\$0	\$59,245	\$65,203	\$56,661	\$0	\$97,660	\$75,249	\$0	\$108,861	\$95,181	\$91,350	\$62,586
812 Personal and laundry services	1.90	\$35,457	\$188,298	\$132,558	\$173,790	\$217,134	\$0	\$101,800	\$0	\$110,513	\$101,422	\$156,910	\$91,743	\$103,839	\$63,992	\$66,743	\$72,950	\$72,251	\$68,880	\$66,253	\$113,954	\$91,832	\$60,591	\$71,451
813 Membership associations and organizations	1.90	\$66,895	\$251,716	\$154,809	\$173,440	\$223,005	\$155,345	\$103,224	\$232,264	\$95,536	\$140,317	\$153,084	\$66,896	\$70,031	\$63,485	\$71,238	\$70,655	\$107,861	\$92,321	\$89,777	\$108,812	\$94,244	\$98,313	\$75,557
62 Health & social services	1.90	\$56,336	\$192,095	\$117,532	\$139,491	\$148,436	\$160,400	\$86,739	\$195,379	\$65,513	\$102,242	\$163,789	\$60,002	\$71,512	\$55,567	\$55,794	\$55,820	\$84,481	\$73,230	\$56,697	\$101,987	\$87,612	\$64,781	\$63,683
71 Arts- entertainment & recreation	1.90	\$47,208	\$185,339	\$116,778	\$140,290	\$175,492	\$127,373	\$83,352	\$308,424	\$89,846	\$111,609	\$109,232	\$91,492	\$61,795	\$57,088	\$62,080	\$65,421	\$64,627	\$66,825	\$67,229	\$103,810	\$83,911	\$81,206	\$72,612
72 Accommodation & food services	1.90	\$37,536	\$217,352	\$163,327	\$197,908	\$202,963	\$188,009	\$94,498	\$0	\$129,382	\$131,814	\$189,221	\$127,871	\$104,902	\$83,515	\$85,676	\$93,760	\$87,564	\$96,884	\$100,483	\$161,005	\$118,403	\$90,326	\$83,832
81 Other services	1.90	\$50,087	\$217,463	\$140,092	\$152,268	\$169,638	\$147,749	\$94,452	\$211,306	\$87,837	\$124,112	\$141,830	\$86,184	\$68,260	\$57,680	\$65,182	\$70,421	\$87,281	\$79,305	\$81,764	\$111,816	\$99,698	\$74,932	\$67,728
91-99 Government & non NAICs	1.90	\$61,131	\$159,494	\$121,042	\$132,429	\$137,008	\$115,480	\$87,120	\$149,442	\$82,998	\$100,765	\$142,203	\$61,353	\$96,666	\$55,824	\$58,535	\$53,805	\$68,499	\$71,419	\$73,316	\$82,174	\$90,568	\$91,163	\$83,496

[1] Not reported by BLS.
Source: U.S. Census American Community Survey, U.S. Bureau of Labor Statistics, Economic & Planning Systems

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

Industry	Earners per Household	Average Wage	Management Occupations	Business and Financial Operations Occupations	Computer and Mathematical Occupations	Architecture and Engineering Occupations	Life, Physical, and Social Science Occupations	Community and Social Services Occupations	Legal Occupations	Education, Training, and Library Occupations	Arts, Design, Entertainment, Sports, and Media Occupations	Healthcare Practitioners and Technical Occupations	Healthcare Support Occupations	Protective Service Occupations	Food Preparation and Serving Related Occupations	Building and Grounds Cleaning and Maintenance Occupations	Personal Care and Services Occupations	Sales and Related Occupations	Office and Administrative Support Occupations	Farming, Fishing, and Forestry Occupations	Construction and Extraction Occupations	Installation, Maintenance, and Repair Occupations	Production Occupations	Transportation and Material Moving Occupations
			11-0000	13-0000	15-0000	17-0000	19-0000	21-0000	23-0000	25-0000	27-0000	29-0000	31-0000	33-0000	35-0000	37-0000	39-0000	41-0000	43-0000	45-0000	47-0000	49-0000	51-0000	53-0000
11 Ag, Forestry, Fish & Hunting	1.90	\$36,898	\$176,468	\$116,515	\$134,600	\$0	\$101,469	\$0	\$0	\$63,967	\$0	\$0	\$0	\$58,588	\$0	\$67,917	\$61,681	\$121,469	\$67,319	\$63,927	\$84,135	\$77,125	\$62,044	\$72,399
21 Mining	1.90	\$255,275	\$536,601	\$336,587	\$373,631	\$435,075	\$339,090	\$0	\$407,764	\$0	\$398,287	\$257,522	\$0	\$182,873	\$129,487	\$157,817	\$0	\$349,358	\$193,582	\$0	\$231,022	\$253,775	\$235,000	\$217,739
22 Utilities ¹	1.90	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
23 Construction	1.90	\$60,923	\$191,490	\$126,696	\$124,078	\$131,530	\$124,948	\$68,557	\$243,541	\$113,492	\$100,771	\$0	\$0	\$65,892	\$57,276	\$60,215	\$54,811	\$117,087	\$72,503	\$66,182	\$89,765	\$92,570	\$87,872	\$81,486
31-33 Manufacturing	1.90	\$43,427	\$143,795	\$83,815	\$102,051	\$96,865	\$79,803	\$50,949	\$174,164	\$72,857	\$61,104	\$83,998	\$43,723	\$48,732	\$31,031	\$36,257	\$36,759	\$72,614	\$48,637	\$39,339	\$58,337	\$62,173	\$47,140	\$42,859
42 Wholesale Trade ¹	1.90	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
44-45 Retail trade	1.90	\$44,713	\$219,424	\$143,944	\$158,527	\$171,961	\$132,044	\$99,539	\$165,029	\$91,239	\$88,249	\$156,860	\$69,458	\$87,350	\$64,064	\$66,187	\$68,347	\$72,992	\$82,051	\$71,739	\$105,681	\$101,013	\$82,305	\$68,541
48-49 Transportation & Warehousing	1.90	\$50,328	\$180,321	\$117,748	\$131,674	\$141,295	\$115,744	\$0	\$219,031	\$89,855	\$98,708	\$72,338	\$45,661	\$68,827	\$54,897	\$76,038	\$49,949	\$104,299	\$78,604	\$60,074	\$98,314	\$98,615	\$89,188	\$79,917
51 Information	1.90	\$65,701	\$129,267	\$72,134	\$81,218	\$87,567	\$85,624	\$58,779	\$128,064	\$46,541	\$53,870	\$76,836	\$42,264	\$42,632	\$23,512	\$28,032	\$26,232	\$59,088	\$40,665	\$0	\$54,522	\$60,233	\$40,226	\$33,694
52 Finance & insurance	1.90	\$157,181	\$348,108	\$197,721	\$219,272	\$285,250	\$234,679	\$150,020	\$253,059	\$164,879	\$173,136	\$189,489	\$103,352	\$133,060	\$94,180	\$75,294	\$81,142	\$177,592	\$103,160	\$75,569	\$164,220	\$123,119	\$129,772	\$138,194
53 Real estate & rental	1.90	\$67,677	\$166,592	\$136,942	\$153,151	\$165,306	\$144,580	\$89,598	\$193,465	\$41,794	\$99,599	\$120,477	\$66,065	\$69,712	\$57,403	\$61,020	\$63,385	\$93,907	\$75,606	\$74,541	\$99,399	\$84,582	\$79,824	\$71,428
54 Professional- scientific & tech svcs	1.90	\$136,921	\$347,187	\$194,268	\$212,009	\$203,838	\$182,809	\$131,649	\$235,657	\$156,500	\$146,836	\$159,644	\$74,245	\$124,618	\$83,360	\$79,283	\$68,173	\$183,546	\$104,526	\$92,709	\$153,769	\$132,613	\$118,927	\$103,652
55 Management of companies	1.90	\$913,242	\$1,905,377	\$1,033,196	\$1,158,299	\$1,259,903	\$1,186,149	\$650,926	\$1,851,454	\$653,178	\$909,734	\$984,759	\$467,393	\$643,579	\$536,769	\$418,640	\$493,601	\$987,533	\$606,936	\$526,487	\$823,025	\$750,500	\$739,432	\$579,426
56 Administrative & waste services	1.90	\$50,148	\$231,823	\$139,188	\$163,349	\$167,243	\$138,314	\$102,218	\$185,644	\$86,058	\$117,802	\$138,242	\$66,718	\$68,801	\$58,875	\$65,774	\$62,625	\$98,764	\$76,805	\$68,599	\$97,099	\$98,139	\$69,669	\$72,275
61 Educational svcs	1.90	\$51,872	\$180,434	\$110,360	\$113,762	\$134,149	\$110,249	\$101,781	\$216,429	\$100,958	\$86,754	\$119,792	\$68,469	\$69,294	\$52,038	\$59,518	\$56,182	\$77,763	\$70,115	\$63,737	\$95,323	\$83,353	\$87,217	\$67,342
62 Health & social services	1.90	\$56,336	\$192,095	\$117,532	\$139,491	\$148,436	\$160,400	\$86,739	\$195,379	\$65,513	\$102,242	\$163,789	\$60,002	\$71,512	\$55,567	\$55,794	\$55,820	\$84,481	\$73,230	\$66,697	\$101,987	\$87,612	\$64,781	\$63,683
71 Arts- entertainment & recreation	1.90	\$47,208	\$185,339	\$116,778	\$140,290	\$175,492	\$127,373	\$83,352	\$308,424	\$89,846	\$111,609	\$109,232	\$91,492	\$61,795	\$57,088	\$62,080	\$65,421	\$64,627	\$66,825	\$67,229	\$103,810	\$83,911	\$81,206	\$72,612
72 Accomodation & food services	1.90	\$37,536	\$217,352	\$163,327	\$197,908	\$202,963	\$188,009	\$94,498	\$0	\$129,382	\$131,814	\$189,221	\$127,871	\$104,902	\$83,515	\$85,676	\$93,760	\$87,564	\$96,884	\$100,483	\$161,005	\$118,403	\$90,326	\$83,832
81 Other services	1.90	\$50,087	\$217,463	\$140,092	\$152,268	\$169,638	\$147,749	\$94,452	\$211,306	\$87,837	\$124,112	\$141,830	\$86,184	\$68,260	\$57,680	\$65,182	\$70,421	\$87,281	\$79,305	\$81,764	\$111,816	\$99,698	\$74,932	\$67,728
91-99 Government & non NAICs	1.90	\$61,131	\$159,494	\$121,042	\$132,429	\$137,008	\$115,480	\$87,120	\$149,442	\$82,998	\$100,765	\$142,203	\$61,353	\$96,666	\$55,824	\$58,535	\$53,805	\$68,499	\$71,419	\$73,316	\$82,174	\$90,568	\$91,163	\$83,496

[1] Not reported by BLS.
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