



13.

**Population,
Housing, and
Employment**

13 Population, Housing, and Employment

This chapter describes existing conditions with respect to population, housing, and employment, and evaluates the impacts that would occur with implementation of either the Preferred Alternative or the Concentration and Conservation Alternative.

The population, housing, and employment data reported in this chapter was obtained from the American Community Survey documentation (U.S. Census Bureau, 2006); the American Community Survey is a service of the U.S. Census Bureau. Additional information was taken from the Association of Bay Area Governments' (ABAG's) Projections 2007 (ABAG, 2007) and Projections 2009 (ABAG, 2009), which contain projections of population, jobs, and housing statistics.¹ Some City-specific housing statistics were provided by the Concord Housing Element Update (City of Concord, 2009). Additional State- and County-level data used in the development of this chapter were provided by the California Department of Finance (DOF).

The ABAG and DOF data, along with the 2006 American Community Survey data (U.S. Census Bureau, 2006), have been combined to create the most accurate picture of current and projected population growth in the Bay Area. As the chief regional planning organization, ABAG uses population figures, migration, building permit data, local general plans, and other detailed information to project local population and housing growth to the year 2035.

The 2002 Economic Census (DOF, 2002) presently offers the most recent available employment data, and provides a snapshot of jobs within Contra Costa County and the City of Concord. The DOF data supplement the ABAG projections.

It is important to recognize that population levels, housing, and job supply and demand tend to fluctuate with the regional economy. These fluctuations can be perceived as either positive or negative, depending on individual and collective values and viewpoints. Therefore, this analysis will report the projected changes relative to the region and the site, and discuss the impacts of managing the changing population, housing needs, and employment requirements within the Bay Area.

13.1 Existing Conditions

13.1.1 Population in Concord

As shown in Table 13-1, the population of Concord in 2006 was 122,204. There were 43,015 households, the majority of which were families who owned homes, and the average household size was 2.79 people. In 2006, Concord was the largest city in Contra Costa County, followed by Richmond with a population of 103,022, and then Antioch with a population of 98,330.

As shown in Table 13-2, Concord is expected to grow by 28,100 persons between 2005 and 2035. Concord's population is ethnically diverse, as shown in Table 13-3, with approximately 45 percent belonging to racial minorities. Of this total, 29 percent are of Latino origin, and Asians constitute 11 percent of the local population.

¹ Data from Projections 2009 has been incorporated to the extent possible, but because the report document had not been released at the time of writing, we have also relied upon the information provided in Projections 2007.

Table 13-1: Population and Households, 2006

	City of Concord		Contra Costa County		Bay Area*	
Total persons		122,204		1,024,319		6,923,401
Total households		43,015		359,371		2,500,188
Household size		2.79		2.81		2.71
Household Type		Percent		Percent		Percent
Families	27,945	65.0%	251,755	70.1%	1,608,139	64.3%
Non-families	15,070	35.0%	107,616	29.9%	892,049	35.7%
Tenure						
Owner	26,479	61.6%	258,877	72.0%	1,495,802	59.8%
Renter	16,536	38.4%	100,494	28.0%	1,004,386	40.2%

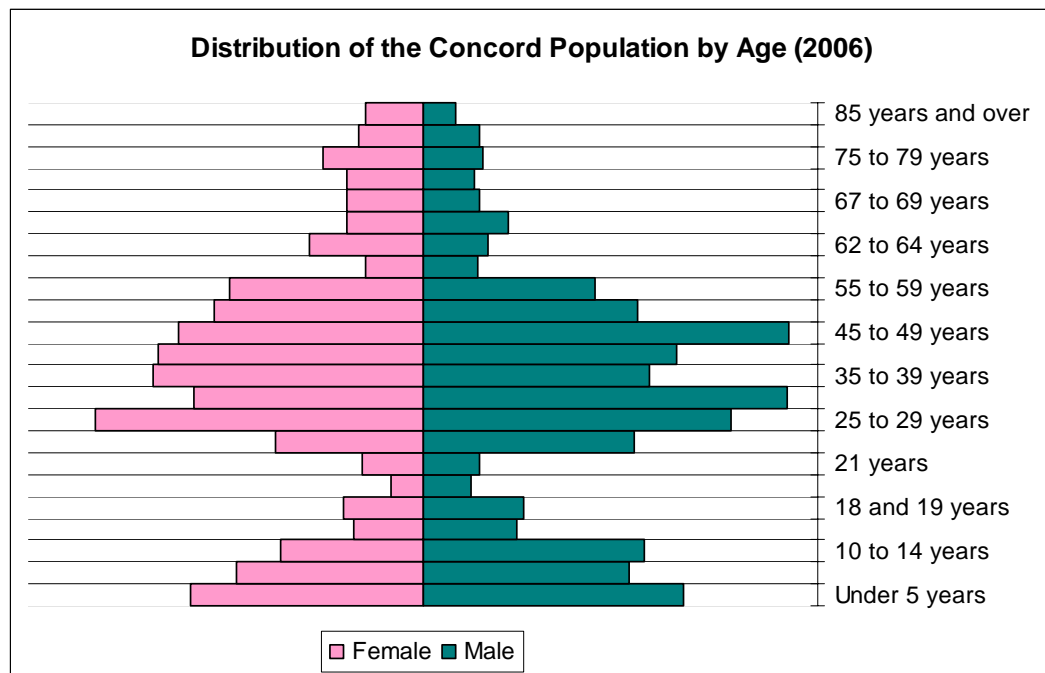
* Includes the entire nine-county Bay Area

Source: U.S. Census Bureau, 2006

In the City of Concord, 48 percent of the population is between 25 and 55 years old, and 23 percent is under the age of 18, indicating that families represent the predominant segment of the population in Concord. Those above the age of 65 account for only 10 percent of the population.

As depicted on Figure 13-1, the relative share of population decreases for ages 18 through 21, which may indicate the departure of youth from Concord for college or diverse work opportunities.

Figure 13-1: Population Distribution



Source: U.S. Census Bureau, 2006

Table 13-2: Regional Population, Housing, and Job Projections, 2010 to 2035¹

	2010	2015	2020	2025	2030	2035	Total Change 2010–2035	Percent Change 2010–2035
Concord								
Population	129,700	131,800	135,700	141,500	147,100	153,000	23,300	18.0
Households	46,860	47,760	49,250	51,450	53,780	56,220	9,360	20.0
Jobs	60,800	63,150	65,700	70,900	78,260	86,260	25,460	41.9
Jobs-to-housing ratio	1.30	1.32	1.33	1.38	1.46	1.53		
Contra Costa County								
Population	1,090,300	1,130,700	1,177,400	1,225,500	1,273,700	1,322,900	232,600	21.3
Households	392,680	407,250	424,340	442,330	461,330	480,480	87,800	22.4
Jobs	376,820	409,650	445,550	479,350	516,910	555,650	178,830	47.4
Jobs-to-housing ratio	0.96	1.01	1.05	1.08	1.12	1.16		
Bay Area²								
Population	7,341,700	7,677,500	8,018,000	8,364,900	8,719,300	9,073,700	1,732,000	23.6
Households	2,667,340	2,784,690	2,911,000	3,039,910	3,171,940	3,302,780	635,440	23.8
Jobs	3,475,840	3,734,590	4,040,690	4,379,900	4,738,730	5,107,390	1,631,550	46.9
Jobs-to-Housing Ratio	1.30	1.34	1.39	1.44	1.49	1.55		

¹ The ABAG projections do not precisely match the American Community Survey data.

² Includes the entire nine-county Bay Area.

Source: ABAG, 2009

Table 13-3: Race and Ethnicity in Concord (2006)

	City of Concord		Contra Costa County	
	Number	Percent	Number	Percent
Hispanic	35,618	29.3	224,134	21.9
Non-Hispanic				
White only	67,190	55.2	530,288	51.8
Black or African-American only	1,533	1.3	92,863	9.1
American Indian and Alaska Native only	221	0.2	2,720	0.3
Asian only	13,713	11.3	135,351	13.2
Native Hawaiian and other Pacific Islander only	342	0.3	4,316	0.4
Other race only	1,216	1.0	5,785	0.6
Two or more races	1,920	1.6	28,862	2.8
Total	121,753	100.0	1,024,319	100.0

Source: U.S. Census Bureau, 2006

13.1.2 Population in the Region

In 2006, the population of Contra Costa County was 1.02 million, and the County is projected to grow to 1.30 million by 2035. The county has similar household characteristics to Concord, with slightly more families and owned housing. While demographics are similar, Contra Costa County has a lower proportion of Latinos and a higher proportion of Asian and multi-racial populations. The County population as a whole is projected to increase by 21.3 percent by 2035, while the Bay Area as a whole is projected to increase by 23.6 percent. Future population growth in Concord is similar to that of the County, with a projected 18 percent increase between 2010 and 2035.

The rapid population growth of Contra Costa County reflects a general trend across California. Between 1990 and 2000, the population of the state increased 13.8 percent, from 29.76 million to 33.37 million. Counties such as San Benito, Placer, Madera, and Riverside grew at a rate of more than 30 percent. According to the DOF, Contra Costa County is among the 20 counties growing at the fastest rate in the California.

These growth trends are predicted to continue. Based on the projections of the DOF, the population of California and Contra Costa County will continue to grow substantially in the next few decades, as shown in Table 13-4. This growth in population is accompanied by associated increases in demand for new jobs and housing within the area. It should be noted that the Contra Costa population projections for 2020 and 2030 by the DOF shown in Table 13-4 differ from those of ABAG presented in Table 13-2.

Table 13-4: California and Contra Costa County Population Projections

	California	Contra Costa County
2010	39,135,676	1,075,931
2020	44,135,923	1,237,544
2030	49,240,891	1,422,840
2040	54,266,115	1,609,257
2050	59,507,876	1,812,242

Source: California Department of Finance, 2007

13.1.3 Housing in Concord

In 2007, a total of 47,857 housing units existed within Concord, 94.5 percent of which were occupied. Of the occupied housing units, 60.6 percent were owner occupied and 33.9 percent were renter occupied. The median home sale price in 2008 was \$365,000 for single-family homes and \$160,000 for townhomes and condominiums (City of Concord, 2009), and the median gross rent in 2007 was \$1,142 per month (U.S. Census Bureau, 2007).

While the Concord Naval Weapons Station (CNWS) was active, the U.S. Navy provided housing for enlisted personnel with families at an area along Olivera Road. That land was transferred to the U.S. Coast Guard, and the housing units are now occupied by Bay Area Coast Guard personnel. There is no other housing at the site.

13.1.3.1 City of Concord Inclusionary Housing Ordinance

Concord has an Inclusionary Housing Ordinance to provide below-market-rate housing (both owned and rented) for all new residential development projects of five or more units. The ordinance requires developers to target specific income levels for rental or ownership development to achieve the provision of housing across varying income levels.

For rental projects, either 10 percent of the units are required to be affordable to households with incomes at 80 percent of the area median income, or 6 percent of the units are required to be affordable to households with incomes at 50 percent of the area median income. For ownership projects, either 10 percent of the units are required to be affordable to households with incomes at 120 percent of the area median, or 6 percent of the units are to be affordable to households with incomes at 80 percent of the area median (City of Concord, 2004).

13.1.3.2 Homeless Needs Assessment

As required by federal law, in 2007, the City of Concord screened properties as part of a regional analysis of homeless needs, and found that housing opportunities on the site are extremely limited because there is no “occupiable housing or facility infrastructure on the base” (City of Concord, 2007). The City conducted a needs assessment and documented a median homeless population of 1,527 around the study area. The assessment identified that the highest need was for multi-family transitional housing with support services such as childcare. The survey study area included the cities of Concord, Walnut Creek, Pittsburg, Pleasant Hill, and Martinez, and adjacent unincorporated portions of central Contra Costa County. Potential approaches identified in the report titled *Homelessness in the Concord Naval Weapons Station Study Area: An Assessment of Homeless Needs, Services, and Trends* (City of Concord, 2007) for providing homeless assistance include:

- Creating or constructing dedicated buildings for homeless housing and services at the site
- Dedicating a percentage of all housing and other benefits created at the site for homeless persons
- Providing off-site housing and/or services to address identified unmet homeless needs
- Creating a fund for housing and services for homelessness that can be used on site or off site

13.1.4 Housing in the Region

Table 13-5 illustrates the U.S. Census Bureau housing estimates within Contra Costa County and the Bay Area. In 2006, there were 389,134 and 2,687,022 housing units, respectively. In each case, 92 to 93 percent of the units were occupied. The Bay Area as a whole had a slightly lower percentage of owned housing (60 percent) than did Contra Costa County (72 percent). The median home price was estimated at \$690,800 in the Bay Area as compared to \$641,900 in Contra Costa County.

Table 13-5: Housing, 2006

	2000		2006	
	Number	Percent	Number	Percent
Concord				
Total housing units	45,083	100.00	46,568	100.00
Occupied housing units	44,020	97.60	43,015	92.40
Owner-occupied housing units	27,542	62.60	26,479	61.60
Renter-occupied housing units	16,478	37.40	16,536	38.40
Vacant housing units	1,063	2.40	3,553	7.60
One-unit, detached housing	26,882	59.80	28,011	60.20
Median value owner occupied unit (\$)	\$233,700	n/a	\$582,300	n/a
Median gross rent (\$)	\$880	n/a	\$1,150	n/a
Contra Costa County	Number	Percent	Number	Percent
Total housing units	354,577	100.00	389,134	100.00
Occupied housing units	344,129	97.10	359,371	92.40
Owner-occupied housing units	238,449	69.30	258,877	72.00
Renter-occupied housing units	105,680	30.70	100,494	28.00
Vacant housing units	10,448	2.90	29,763	7.60
One-unit, detached housing	232,050	65.40	260,967	67.10
Median value owner occupied unit (\$)	\$267,800	n/a	\$641,900	n/a
Median gross rent (\$)	\$898	n/a	\$1,176	n/a
Bay Area*	Number	Percent	Number	Percent
Total housing units	2,552,402	100.00	2,687,022	100.00
Occupied housing units	2,466,019	96.60	2,500,188	93.00
Owner-occupied housing units	1,423,958	57.70	1,495,802	59.80
Renter-occupied housing units	1,042,061	42.30	1,004,386	40.20
Vacant housing units	86,383	3.40	186,834	7.00
One-unit, detached housing	1,376,911	53.90	1,460,443	54.40
Median value owner occupied unit (\$)	\$353,500	n/a	\$690,800	n/a
Median gross rent (\$)	\$968	n/a	\$1,180	n/a

n/a = not applicable.

* Includes the entire nine-county Bay Area.

Source: U.S. Census Bureau, 2006

13.1.4.1 ABAG Regional Housing Needs Allocation

On a regional policy level, ABAG sets growth strategies and footprints for the nine counties in the Bay Area. ABAG’s Smart Growth Strategy sets out a plan to encourage “development that revitalizes central cities and older suburbs, supports and enhances public transit, promotes walking and bicycling, and preserves open spaces and agricultural lands” (ABAG, 2002). This document also states that “Smart growth seeks to revitalize the already-built environment and, to the extent necessary, to foster efficient development at the edges of the region, with the goal of creating more livable communities with sufficient housing for the region’s workforce.” This includes smarter suburbs “at higher densities than the current norm and with a better balance of jobs and housing than is typical of existing or planned new suburbs” (ABAG, 2002).

The goal for sufficient housing is set by the State of California, which requires each county to identify a sufficient amount of land for development to accommodate its “fair share” of affordable housing. To meet these requirements, ABAG gives each city and county a number representing the amount of housing needed for all income groups, based on the existing need and projected population growth. This Regional Housing Needs Allocation (RHNA) process requires each city or county to identify sufficient sites to meet Concord’s share of regional housing needs of various income brackets. The California Department of Housing and Community Development (HCD) issues the Regional Housing Needs Allocation statewide for each region, and determined the four income categories as follows:

1. Very Low Income (less than 50 percent median family income [MFI])
2. Low Income (50 to 80 percent MFI)
3. Moderate Income (80 to 120 percent MFI)
4. Above Moderate Income (above 120 percent MFI)

Table 13-6 identifies the target housing needs for both the County and Concord from very low to above moderate income levels. These numbers are applicable for the duration of the current planning period that started in 2007 and ends in 2014.

Table 13-6: Regional Housing Needs Allocation for the 2007 to 2014 Planning Period

	Concord	Contra Costa County
Very Low (less than 50 percent of median income)	639	6,512
Low (less than 80 percent of median income)	426	4,325
Moderate (less than 120 percent of median income)	498	4,996
Above Moderate	1,480	11,239
Total	3,043	27,072

Source: ABAG, 2007

The housing element of a jurisdiction must ensure that the jurisdiction’s zoning has enough housing units to allow for sufficient housing to be built per income category. For the Very Low Income and Low Income categories in particular, jurisdictions must provide higher-density zoning, often ranging between 20 to 30 dwelling units per acre, depending on the

setting. However, the intent of Housing Element law is that a jurisdiction should not impede the construction of housing in any income category. A jurisdiction is responsible for providing the zoning for the four economic income categories noted above, but it is not responsible for construction of these units. This is because factors such as market considerations and construction costs are considered beyond a jurisdiction’s control in determining whether or not housing units in each income category are actually constructed.

The 1999–2006 Concord Housing Element, as certified by HCD, identified sufficient land inventory and zoning of sites within the City of Concord to meet the RHNA goals, but Projections 2007 (ABAG, 2007) notes that during this time period, both Concord and Contra Costa County over-allocated permits for above-moderate-price housing and failed to meet their RHNA goals for lower incomes. Table 13-7 shows the percentage of the allocation permitted, issued by income bracket.

Table 13-7: Housing Units Produced in Concord and Contra Costa County for the 1999–2006 Planning Period¹

	Concord	Contra Costa County
Very Low < 50%		
RHNA allocation	453	6,481
Permits issued or counted ²	237.25	2,852
% of allocation	52%	44%
Low < 80%		
RHNA allocation	273	3,741
Permits issued or counted ²	153.25	3,480
% of allocation	56%	93%
Moderate < 120%		
RHNA allocation	606	8,551
Permits issued or counted ²	76	7,076
% of allocation	13%	83%
Above Moderate		
RHNA allocation	987	15,937
Permits issued or counted ²	2,216	34,548
% of allocation	225%	217%

¹ The RHNA allocation in this table is based on the 1999–2006 Regional Housing Allocation (ABAG, 2007).

² According to the Concord Housing Element, under State law, HCD can count a proportion of substantially rehabilitated units toward satisfying each income category of RHNA. The total number of units used to satisfy RHNA is shown in the Concord column, while available Contra Costa County data shows the number of permits issued in the 1999–2006 period.

Source: ABAG, 2007 (Contra Costa County data); City of Concord, 2009 (Concord data)

13.1.4.2 Housing Element of the General Plan

The Housing Element is an element of the City’s General Plan required by State law. All cities and counties in the San Francisco Bay Area, including Concord, were required to update their Housing Element by June 30, 2009 for the 2007–2014 planning period. In accordance with this requirement, the City produced a draft Housing Element Update that was submitted to HCD and released to the public on March 27, 2009. In the Update, the City anticipates no development on the site in the current planning period (prior to June 30, 2014). All sites identified as part of the RHNA process for this period are located in the existing built area of Concord.

The Update also clarifies the City’s responsibilities with respect to the RHNA numbers as a local jurisdiction, as follows:

The primary goal of the RHNA numbers is to act as targets for jurisdictions to achieve during the planning period. Because local jurisdictions are rarely if ever involved in the actual construction of housing units, sometimes it is not possible for these targets to be met. The California Department of Housing and Community Development does not penalize jurisdictions for not meeting RHNA targets, as long as they have allocated enough land for the construction of units and have made a good effort through the implementation of housing policies and programs to help meet the RHNA targets. (Concord, 2009)

13.1.5 Employment in Concord

In the past decade, Concord has served as a regional employment center. ABAG projects that this trend will likely continue, with an estimated increase in jobs of 49 percent from 64,670 jobs in 2010 to 96,360 jobs in 2035. As shown in Table 13-2, the jobs-to-housing ratio for the City of Concord is projected to reach 1.67 by 2035. This signals a potential need for increased housing to meet the needs of local workers. In 2007, Concord had 66,300 employed residents and an unemployment rate of 5.1 percent, which is slightly lower than the rate for California as a whole (5.4 percent), as shown in Table 13-8.

Table 13-8: Labor Force and Unemployment, 2007

	California	Contra Costa County	Concord
Employed residents	17,208,900	501,200	66,300
Total labor force *	18,188,100	526,100	69,900
Total unemployment	979,200	24,900	3,600
Unemployment rate	5.4%	4.7%	5.1%

* Annual average, not seasonally adjusted

Source: California Employment Development Department, 2007

13.1.6 Employment in the Region

Within the region, growth in the number of jobs in Contra Costa County is projected to increase by 46.8 percent (to 188,550 jobs) between 2010 and 2035. This projected increase, as shown in Table 13-2, is almost 5 percent more than that of the Bay Area as a whole, and is approximately equal to the job growth anticipated in the City of Concord (49 percent). The job composition in Contra Costa County, as shown in Table 13-9, is similar to that of Concord, with a relatively high percentage of employment in the professional, retail, and health care clusters.

13.1.7 Assembly Bill 32: California Global Warming Solutions Act of 2006

This section and the next discuss two pieces of legislation that change how urban form is planned in California.

Provisions under Assembly Bill (AB) 32, the California Global Warming Solutions Act of 2006, relate to emissions and what is now known as the greenhouse gas (GHG) effect. This bill was added to Division 25.5 (Section 38500) of the California Health and Safety Code, relating to air pollution. The information here about AB 32 is provided in the context of jobs/housing balance, which will in the future be guided by AB 32.

Under State law, the State Air Resources Board (ARB), the State Energy Resources Conservation and Development Commission (Energy Commission), and the California Climate Action Registry all have responsibility related to the control of emissions of GHGs. In addition, the Secretary for Environmental Protection is required to coordinate emission reductions of GHGs and climate change activity in state government.

AB 32 required the ARB to adopt regulations that require the reporting and verification of statewide GHG emissions and to monitor and enforce compliance with this program. The bill requires the ARB to adopt statewide GHG emission limits equivalent to the statewide GHG emissions levels experienced in 1990, and this goal is to be achieved by 2020. The ARB is to attain this goal by adopting rules and regulations that achieve the maximum technologically feasible and cost-effective GHG reductions.

A more detailed discussion of AB 32 can be found in Chapter 3, Land Use, and Chapter 17, Other CEQA Considerations.

13.1.8 Senate Bill 375

Senate Bill (SB) 375, which has been described as the most sweeping revision of land use policies since CEQA, was signed into law in September 2008. SB 375 is regarded as the first of its kind to target GHG reductions through land use controls and transportation planning at a regional level. The legislation is designed to curb GHG emissions by controlling urban sprawl and by providing incentives for local governments and developers to follow discrete planned growth patterns. It affects the geographic distribution of jobs and housing, resulting in potentially different urban form.

SB 375 requires the ARB to develop regional GHG emission reduction targets to be achieved by automobiles and light trucks in the 2020–2035 time period. The law directs the ARB to work with California's 18 metropolitan planning organizations (MPOs) to align transportation, housing, and regional land use plans with GHG reduction targets. The MPOs are charged to prepare a "sustainable communities strategy" to reduce the amount of

vehicle miles traveled (VMT) in their respective regions and to demonstrate the ability of the region to attain established ARB targets.

SB 375 provides emissions-reducing goals designed to integrate disjointed planning activities, and also provides incentives for local governments and builders to develop new conscientiously planned communities. SB 375 strengthens ARB’s ability to reach AB 32 goals in that the ARB is tasked to determine if each region is on track to meet its targets.

A more detailed discussion of SB 375 can be found in Chapter 3, Land Use.

Based on the Economic Census (DOF, 2001), as shown in Table 13-9, retail and health care occupations constitute two of the main job clusters in Concord, at 18 and 15 percent, respectively. These occupations are followed by professional, scientific, and other services, which constitute a combined 13 percent of the labor force.

Table 13-9: Jobs by Sector, 2002

Industry Sector	Number of Businesses	Number of Jobs	Percent of Jobs
Concord			
Manufacturing	136	3,872	5
Wholesale trade	182	2,001	7
Retail trade	445	8,062	18
Information	110	3,039	4
Real estate and rental and leasing	159	1,250	6
Professional, scientific, and technical services	316	4,537	13
Administrative and support, and waste management and remediation service	196	4,650	8
Educational services	24	191	1
Health care and social assistance	389	4,810	15
Arts, entertainment, and recreation	36	1,184	1
Accommodation and food services	234	3,628	9
Other services (except public administration)	295	2,214	12
Total	2,522	34,901	100
Contra Costa County			
Manufacturing	677	20,685	4
Wholesale trade	1,114	13,218	7
Retail trade	2,701	44,011	16
Information	535	17,771	3
Real estate and rental and leasing	1,236	7,115	7
Professional, scientific, and technical services	3,280	26,086	19
Administrative and support, and waste management and remediation services	1,332	26,510	8
Educational services	196	1,681	1
Health care and social assistance	2,517	40,038	15
Arts, entertainment, and recreation	305	6,786	2
Accommodation and food services	1,608	24,450	9
Other services (except public administration)	1,544	9,745	9
Total	17,045	238,096	100

Source: DOF, 2001

13.2 Standards of Significance

Criteria for determining the significance of impacts on population, housing, and employment have been developed based on Appendix G of the California Environmental Quality Act (CEQA, 1970) Guidelines and relevant legal requirements and agency thresholds. For purposes of this Environmental Impact Report (EIR), an alternative may have a significant impact related to population, housing, and employment if it would:

- Induce substantial population growth in an area, either directly (e.g., by proposing new homes and businesses) or indirectly (e.g., through extension of roads or other infrastructure)
- Displace a substantial amount of existing housing, necessitating construction of replacement housing elsewhere
- Displace substantial numbers of people, necessitating construction of replacement housing elsewhere
- Fail to meet the requirements of the City's Inclusionary Housing Ordinance
- Induce sprawl either directly (e.g., by extending residential development onto pristine open space that lacks services) or indirectly (e.g., by necessitating the allocation of greenfield space to meet RHNA requirements)
- Impose a burden on the City to meet growth-related increases in RHNA numbers associated with the project in areas outside the project boundary

13.3 Potential Population, Housing, and Employment Impacts

This section begins with a description of assumptions that have been incorporated in the analysis of potential population, housing, and employment impacts. Then, impacts associated with each of the alternative reuse concepts are identified. Impacts that are considered to be significant are presented first, accompanied by an explanation of why the application of a standard resulted in a determination that the impact would be significant. When a significant impact has been set forth, mitigation measures to address that potential impact are also presented, along with a determination of whether the impact will continue to be significant after implementation of the mitigation measure. Next, impacts that are less than significant are presented. The section concludes with a description of the potential impacts of the No Project Alternative.

13.3.1 Assumptions about Potential Population, Housing, and Employment Impacts

Following are the assumptions that have been applied in the analysis of potential population, housing, and employment impacts of the two alternatives. The assumptions are based on information gathered during the planning process to develop the alternatives. This information has been incorporated into both alternatives as ways to avoid or minimize their environmental consequences.

- The population of California and the Bay Area is growing, and is projected to continue growing. It is assumed that both alternatives would provide housing for residents in Concord, and would meet requirements for affordable housing set in the City's

Inclusionary Housing Ordinance; this will allow housing for all income levels to be built in proximity to the urban core, and thus close to jobs, infrastructure, and services.

- Both alternatives will be developed to comply with the intent of AB 32 and SB 375 to provide transit-oriented development (TOD) and other features related to population, housing, and employment.
- Both alternatives will assist in accommodating the projected increase in population in Concord, providing for at least 23,241 residents on the site (the Concentration and Conservation Alternative) and at most 28,800 residents on site (the Preferred Alternative).
- Neither of the alternatives would displace existing housing units, because there are no housing units at the site. In addition, neither of the alternatives would displace any people, so construction of replacement housing elsewhere would not be necessary.
- By federal law, either alternative is required to accommodate needs for the homeless; thus, it is assumed that there will be no impact on homeless populations and other minorities as a result of implementation of either of the alternatives.
- The alternatives address the environmental justice policies of the California Environmental Protection Agency (EPA) (www.calepa.ca.gov/EnvJustice/) by providing a mix of housing to accommodate workforce housing for low- and moderate-income residents in accordance with the City's Inclusionary Housing Ordinance.
- Both alternatives provide a jobs/housing balance.
- The City has identified sufficient sites within the existing built area of Concord to meet its share of regional housing needs as part of the RHNA process for the current planning period from 2007 to 2014; thus, neither alternative will have an effect on the current allocation or performance relative to the RHNA. It is anticipated that any growth resulting from development potentially occurring on the site would likely increase Concord's RHNA numbers proportionally in future planning periods. It is assumed for these periods that the City will identify sufficient sites within the project area to account for any such increase as part of future Housing Element Updates; thus, neither alternative would impact the existing urban area's ability to meet Concord's RHNA requirements.
- The adopted Reuse Plan will be incorporated into the City's General Plan via a General Plan Amendment that, by State law, must be consistent with the Housing Element of the General Plan, including consideration of the provisions of RHNA legislation. It is assumed that this process and any implications related to RHNA would be evaluated and included as part of the General Plan Amendment adoption process.
- ABAG's projections are updated every 2 years. Projections 2007 did not include any projections for growth on the site. Projections 2009 assumed some growth in future years on the site, but because the forecasts were generated around the time the alternatives were still being generated, they included only a partial amount compared to the growth proposed in either alternative. The next round of projections, Projections 2011, is assumed to incorporate the amount of growth approved by the City when the General Plan is itself amended to incorporate the adopted Reuse Plan for the site.

13.3.2 Population, Housing, and Employment Impacts of the Preferred Alternative

13.3.2.1 Potentially Significant Population, Housing, and Employment Impacts of the Preferred Alternative

None identified.

13.3.2.2 Population, Housing, and Employment Impacts of the Preferred Alternative That Are Less Than Significant

Impact Population, Housing, and Employment 1: The Preferred Alternative would result in an increase in housing, population, and employment. This impact is considered to be less than significant.

Concord is expected to grow by approximately 23,000 people (18 percent) between 2010 and 2035 in a region that is anticipated to grow at an even faster rate. ABAG documents the existing housing shortfall in Concord at close to 3,000 units and 30,000 units in Contra Costa County, and future increased population growth to 2035 would increase that amount by an additional 9,360 units in Concord.

The Preferred Alternative would accommodate projected population increases and help meet housing demands in Concord by providing 12,272 housing units with a potential increase in population of 28,800 residents. Development on the site would assist in meeting the existing and future housing needs of both Concord and Contra Costa County; thus, the Preferred Alternative is not growth inducing.

The increase in housing supply can also yield more housing units for low- to middle-income families. Based on Concord's Inclusionary Housing Ordinance, all new developments greater than five units in size will be required to meet the City's target of 10 percent affordable housing.

In addition, the site is located within existing urban service limits and is well connected to city and regional infrastructure. As a result, the Preferred Alternative would accommodate new growth in a sustainable manner consistent with ABAG's goal of providing development "at higher densities . . . with a better balance of jobs and housing," while creating no risk of site-associated displacement. This provision for planned, transit-oriented, mixed-use growth is consistent with the goals and policies of AB 32 and SB 375 regarding land use, housing, and transportation.

Based on these considerations, it has been determined that this impact is less than significant.

Mitigation Measure Population, Housing, and Employment 1: None required.

Impact Population, Housing, and Employment 2: The Preferred Alternative would result in a shift of the jobs/housing balance. This impact is considered to be less than significant.

The Preferred Alternative would increase the number of long-term and short-term (construction) jobs available to residents of Concord, allowing those who live in Concord to work in close proximity to employment opportunities. As shown in Table 13-2, ABAG projects that 25,460 more jobs will need to be accommodated in Concord between 2010

and 2035, for a total of 86,260 jobs. Coupled with a projected 56,220 future households, this represents a jobs-to-housing ratio goal of 1.53 jobs per household. The Preferred Alternative would provide space to accommodate 26,530 long-term jobs and 12,272 households, representing a jobs-to-housing ratio of 2.16 on the site, substantially higher than the existing ratio throughout Concord of 1.30. When added to the projected housing and employment totals in Concord for the year 2010, the Preferred Alternative will raise Concord's overall jobs-to-housing ratio to 1.48. The higher jobs-to-housing ratio provided by the Preferred Alternative supports ABAG's Smart Growth Strategy as well as AB 32 and SB 375 in that the Preferred Alternative will allow a greater proportion of residents in Concord to work within their neighborhoods and immediate communities. Based on these considerations, it has been determined that this impact is less than significant.

Mitigation Measure Population, Housing, and Employment 2: None required.

Impact Population, Housing, and Employment 3: The Preferred Alternative would result in phased construction work. This impact is considered to be less than significant.

Development of the site would provide jobs for temporary construction wage workers, with phased construction assumed over a 30-year period. The development would be phased over a long period, causing no shortage of available labor throughout the region, and the housing built on the site would also be available for workers to inhabit on either a short- or long-term basis. The site already has strong transportation ties to regional networks for the skilled labor and specialized materials necessary to execute such projects; and individual developers would decide to employ union or non-union labor based on their own practices and local regulations. Based on these considerations, it has been determined that this impact is less than significant.

Mitigation Measure Population, Housing, and Employment 3: None required.

13.3.3 Population, Housing, and Employment Impacts of the Concentration and Conservation Alternative

13.3.3.1 Potentially Significant Population, Housing, and Employment Impacts of the Concentration and Conservation Alternative

None identified.

13.3.3.2 Population, Housing, and Employment Impacts of the Concentration and Conservation Alternative That Are Less Than Significant

Impact Population, Housing, and Employment 4: The Concentration and Conservation Alternative would result in an increase in housing, population, and employment. This impact is considered to be less than significant.

Concord is expected to grow by approximately 23,000 people (18 percent) between 2010 and 2035 in a region that is anticipated to grow at an even faster rate. ABAG documents the existing housing shortfall in Concord at close to 3,000 units and 30,000 units in Contra Costa County, and future increased population growth to 2035 would increase that amount by an additional 9,360 units in Concord.

The Concentration and Conservation Alternative would accommodate projected population increases and help meet housing demands in Concord by providing 10,203 housing units with a potential increase in population of 23,241 residents. Development on the site would assist in meeting the existing and future housing needs of both Concord and Contra Costa County; thus, the Concentration and Conservation Alternative is not growth inducing.

The increase in housing supply can also yield more housing units for low- to middle-income families. Based on Concord's Inclusionary Housing Ordinance, all new developments greater than five units in size will be required to meet the City's target of 10 percent affordable housing.

In addition, the site is within existing urban service limits and is well connected to city and regional infrastructure. As a result, the Preferred Alternative would accommodate new growth in a sustainable manner consistent with ABAG's goal of providing development "at higher densities . . . with a better balance of jobs and housing," while creating no risk of site-associated displacement. This provision for planned, transit-oriented, mixed-use growth is consistent with the goals and policies of AB 32 and SB 375 regarding land use, housing, and transportation.

Based on these considerations, it has been determined that this impact is less than significant.

Mitigation Measure Population, Housing, and Employment 4: None required.

Impact Population, Housing, and Employment 5: The Concentration and Conservation Alternative would result in a shift of the jobs/housing balance. This impact is considered to be less than significant.

The Concentration and Conservation Alternative would increase the number of long-term and short-term (construction) jobs available to residents of Concord, allowing those who live in Concord to work in close proximity to employment opportunities. As shown in Table 13-2, ABAG projects that 25,460 more jobs will need to be accommodated in Concord between 2010 and 2035, for a total of 86,260 jobs. Coupled with a projected 56,220 future households, this represents a jobs-to-housing ratio goal of 1.53 jobs per household. The Concentration and Conservation Alternative would provide space to accommodate 21,257 long-term jobs and 10,203 households, representing a jobs-to-housing ratio of 2.08 on the site, substantially higher than the existing ratio throughout Concord of 1.30. When added to the projected housing and employment totals in Concord for the year 2010, the Concentration and Conservation Alternative will raise Concord's overall jobs-to-housing ratio to 1.44. The higher jobs-to-housing ratio provided by the Concentration and Conservation Alternative supports ABAG's Smart Growth Strategy as well as AB 32 and SB 375 in that the Preferred Alternative will allow a greater proportion of residents in Concord to work within their neighborhoods and immediate communities. Based on these considerations, it has been determined that this impact is less than significant.

Mitigation Measure Population, Housing, and Employment 5: None required.

Impact Population, Housing, and Employment 6: The Concentration and Conservation Alternative would result in phased construction work. This impact is considered to be less than significant.

Development of the site would provide jobs for temporary construction wage workers, with phased construction assumed over a 30-year period. The development would be phased over a long period, causing no shortage of available labor throughout the region, and the housing built on the site would also be available for workers to inhabit on either a short- or long-term basis. The site already has strong transportation ties to regional networks for the skilled labor and specialized materials necessary to execute such projects; and individual developers would decide to employ union or non-union labor based on their own practices and local regulations. Based on these considerations, it has been determined that this impact is less than significant.

Mitigation Measure Population, Housing, and Employment 6: None required.

13.3.4 Population, Housing, and Employment Impacts of the No Project Alternative

13.3.4.1 Potentially Significant Population, Housing, and Employment Impacts of No Project Alternative

Impact Population, Housing, and Employment 7: The No Project Alternative would not result in any growth in population, housing, or employment. This impact is considered to be potentially significant.

The No Project Alternative would result in the continued dormancy of the site. No new housing or jobs would be provided, and the City and County would be required to evaluate other options to meet RHNA requirements, GHG reduction goals, and existing and future population growth demands. This alternative may be sprawl inducing, since additional housing and population growth may be accommodated on greenfield sites that potentially are beyond existing transit and infrastructure service limits. This impact is potentially significant.

Mitigation Measure Population, Housing, and Employment 7: None is identified at this time. This impact would be considered significant and unavoidable.

13.3.4.2 Population, Housing, and Employment Impacts of the No Project Alternative That Are Less Than Significant

None identified.

13.4 References

- Association of Bay Area Governments, 2002. Smart Growth Strategy.
- Association of Bay Area Governments, 2007. Projections 2007.
- Association of Bay Area Governments, 2009. Projections 2009. Source data supplied by ABAG; published report not available at time of writing.
- California Employment Development Department, 2007. Jobs Forecast.
- California Environmental Quality Act, 1970. Available at:
http://www.ceres.ca.gov/topic/env_law/ceqa/guidelines/.
- City of Concord, 2002. Concord Municipal Code. Chapter 122.
- City of Concord, 2004. Inclusionary Housing Ordinance.
- City of Concord, 2007. Homelessness in the Concord Naval Weapons Station Study Area: An Assessment of Homeless Needs, Services, and Trends.
- City of Concord, 2009. Concord Housing Element Update.
- U.S. Census Bureau, California Department of Finance, 2001. 2001 Economic Census.
- U.S. Census Bureau, California Department of Finance, 2002 Economic Census.
- U.S. Census Bureau, 2006. American Community Survey.
- U.S. Census Bureau, 2007. American Community Survey.
- U.S. Census Bureau, California Department of Finance, 2007. 2007 Economic Census.
-