

## DESCRIPTION OF JOB/HOUSING BALANCE ANALYSIS YEAR 2035 REGIONAL HOUSING PLAN FOR SOUTHEASTERN WISCONSIN October 2013

The Southeastern Wisconsin Regional Planning Commission (SEWRPC) analyzed the relationship between anticipated job wages and housing costs as part of the year 2035 Regional Housing Plan for Southeastern Wisconsin.<sup>1</sup> This paper describes the method used to conduct the analysis, and is primarily intended to provide information for local governments within the Region who may wish to refine the regional analysis for their community using more detailed local data. The information may also be useful for other units or agencies of government considering or conducting their own job/housing balance analysis.

### Overview of Analysis

The job/housing balance analysis of the Region was based on the land use plan maps included in the comprehensive plans adopted by cities, towns, and villages with existing or planned sanitary sewer service. The job/housing balance analysis was limited to areas planned by local governments to be provided with sanitary sewer service by 2035, because the analysis was intended to determine if communities with a significant amount of existing and/or planned land uses that would accommodate jobs had also planned for workforce housing. Local governments in portions of the Region that are not served by sanitary sewer typically do not designate extensive areas for commercial and industrial land uses or for medium and high density residential land uses, which would accommodate jobs and affordable housing, respectively.

The comprehensive plan for each sewer service community was analyzed separately to determine the number of lower-, moderate-, and higher-wage jobs and the number of lower-, moderate-, and higher-cost housing units that could be accommodated in the planned sewer service area included in each comprehensive plan. The number of jobs and housing units projected in each sewer service community are reported on Tables 1 through 7. Map 1<sup>2</sup> summarizes the results of the regional job/housing balance analysis. The housing plan recommends that communities projected by the plan to have an imbalance between jobs and housing conduct a more detailed analysis of job wages and housing costs as part of their comprehensive plan updates.

Sub-regional housing analysis areas (sub-areas) were identified early in the planning process. The sub-areas, shown on Map 2, are generally the same as the planning analysis areas used in the regional land use plan. The factors used in determining sub-area boundaries included 2010 municipal boundaries and census tracts, existing and potential sanitary sewer and public water supply service areas, existing and potential areas served by transit, travel patterns centered on major commercial and industrial land use concentrations, and natural and human-made barriers such as environmental corridors and major transportation corridors. Sub-area data on the number of workers per household and the percentage distribution of job categories were used as part of the job/housing balance analysis.

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<sup>1</sup> Documented in SEWRPC Planning Report No. 54, A Regional Housing Plan for Southeastern Wisconsin: 2035, March 2013.

<sup>2</sup> Map 1 shades in entire communities where sanitary sewer service is provided or planned to be provided throughout the community (excluding primary environmental corridors). Planned sewer service areas, which typically extend outside current municipal boundaries, are not shown on Map 1. Planned sanitary sewer service areas are shown on Maps 49, 52, 55, 58, 61, 64, and 67 in the regional housing plan report. The attached Maps 3 through 9 reflect areas proposed to be served by sanitary sewers in local comprehensive plans.

### **Basis for Analysis**

The land use plan map included in the comprehensive plan adopted by each sewer community was the basis for determining the potential number of jobs and number of housing units that could be accommodated in each community. The land use plan maps adopted by sewer communities in each county are shown on Maps 3 through 9. The categories shown on community land use plan maps were converted to uniform categories for each county as part of the analysis. Table 8 lists the densities and structure types included in each residential land use category shown on Maps 3 through 9. In some cases, where a community used very broad land use categories or used categories based on structure type rather than density, the existing zoning map was used in combination with the land use plan map to determine residential densities. Appendix E in the regional housing plan report lists the specific land use categories from each local land use plan map that were included in the uniform categories shown on Maps 3 through 9.

### **Calculation of Number and Cost of Housing Units**

Table 9 lists the residential land use categories used to determine the number of potential housing units within each cost category. Housing cost categories were based on housing densities and structure type. Generally, lower-cost housing includes multi-family dwellings and two- and single-family dwellings at existing or planned densities of 6,000 square feet or less per dwelling unit, and moderate-cost housing includes two- and single-family dwellings at densities equating to one dwelling per 6,000 to 20,000 square feet for homes constructed prior to 2000 and to densities equating to one dwelling per 6,000 to 10,000 square feet for planned residential areas. Individual communities may have access to more specific data on housing unit values from the local assessor or other sources that would allow them to “fine tune” the housing unit cost assumptions used for the regional analysis.

Total planned acres within each residential land use category shown on community land use plan maps were adjusted to subtract existing residential areas and to convert areas planned for future residential development from gross to net acreages by subtracting a percentage assumed to be developed for streets. Areas within wetlands, floodplains, and primary environmental corridors were also subtracted from the total acreages if a community land use plan map did not map these categories separately. A factor to convert net acres of planned residential development between 2010 and 2035 to the number of additional housing units that could be developed was calculated for each housing cost category based on the minimum lot sizes in each community’s zoning ordinance. The highest density allowed by a community’s zoning ordinance that would be consistent with a particular land use category was used to determine the number of dwelling units that could be developed. The number of existing dwellings in 2000 and the number of dwellings constructed between 2000 and 2010 were added to the calculated increase in dwelling units between 2010 and 2035. The number, type, and density of existing dwelling units was determined based on data from the year 2000 U.S. Census, Wisconsin Department of Administration data for the years between 2000 and 2010, SEWRPC’s land use inventory data, and 2000 and 2010 orthophotos.

The number of total dwelling units projected to be developed within each cost category in each community by the year 2035 was calculated. The number of projected housing units was then adjusted by the average number of full- and part-time workers per household in each sub-area<sup>3</sup> (see Table 10) to allow for a more accurate comparison of the number of jobs to housing capacity within each community. Because the intent of the analysis was to determine if housing affordable to workers within lower-, moderate-, and higher-wage job categories would be available for workers who would prefer to live in the community in which they worked, the analysis did not attempt to take into account individuals who may not live in the same community in which they work.

### **Calculation of Number and Wages of Jobs**

The number of jobs that could be accommodated in each community was determined by adjusting the number of acres of planned commercial, industrial, and governmental and institutional land uses to subtract wetlands, floodplains, and primary environmental corridors. The number of acres in commercial, industrial, and governmental and institutional land uses from the Commission’s year 2000 land use inventory was subtracted

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<sup>3</sup> Data on the number of workers per household are not available at the community level.

from the planned land use acreages to determine the incremental number of acres in each category designated on local land use plan maps. Regional standards for the number of acres needed to accommodate 100 jobs in each category<sup>4</sup> were then applied to the adjusted incremental acreages to determine the number of additional jobs that could be accommodated within each community, which were added to the number of existing jobs in 2000. The resulting total number of jobs within each community was categorized into higher-, moderate-, and lower-paying jobs based on the percentage distribution of jobs by industry type in 2010 in each sub-area (shown on Table 11), the average annual wage for jobs within each industry type in each county in 2009 (shown on Table 12),<sup>5</sup> and the wage ranges included within the lower-, moderate-, and higher-wage categories in each County (shown on Table 13). Individual communities may be able to refine the regional analysis based on community-specific data on the number of jobs per acre of industrial, commercial, and governmental and institutional land uses; or to develop more specific information on anticipated future jobs based on the type of businesses anticipated by the community to be developed in areas designated for industrial and commercial land uses on the community land use plan map.

Tables 1 through 7 provide a comparison of jobs that could be accommodated in each sewerer community to housing units that could be accommodated. The percentage of jobs and percentage of housing units within each category were compared, rather than the total number of jobs and housing units. In almost all cases, the number of jobs that could be accommodated exceeds the number of housing units planned by each sewerer community. There are several reasons for this, including:

- The job/housing balance analysis calculations did not include housing units in unsewered areas. In most cases, these housing units are or would be developed at lower densities, and would be included in the higher-cost category. The job/housing balance analysis is most concerned with helping to ensure an adequate number of housing units for workers holding lower- and moderate-wage jobs, and therefore focused on higher-density (and typically lower-cost) housing within sewerer communities.
- The calculation of the total number of planned housing units within each community was based on lot sizes required by each community's zoning ordinance, and is therefore more community-specific than the Region-wide standards for workers per acre of commercial, industrial, and governmental and institutional lands that were used to determine the number of jobs that could be accommodated in each community.
- Communities often designate more land for commercial and industrial development than will be needed by the plan design year in order to preserve the most desirable areas for such uses from incompatible development.

### **Regional Housing Plan Recommendations Related to Job/Housing Balance**

- The housing plan recommends that sewerer communities identified as having a potential imbalance between job wages and housing costs conduct a more detailed analysis based on specific conditions in their community as part of their comprehensive plan updates. If the local analysis confirms an existing or future job/housing imbalance, it is recommended that the local government consider changes to the comprehensive plan that would provide housing appropriate for people holding jobs in the community, thereby supporting the availability of a workforce for their community's businesses and industries. Additional modest multi-family housing is recommended in communities where the local analysis indicates a shortage of lower-cost housing in relation to lower-wage jobs. Additional modest single- or

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<sup>4</sup> Regional standards used were 12.0 acres per 100 industrial jobs, 4.25 acres for 100 commercial (office, retail, and service) jobs, and 24.0 acres per 100 governmental and institutional jobs. The standards for industrial and commercial jobs are those from the year 2035 regional land use plan. The standard for governmental and institutional jobs is the average number of acres for 100 jobs based on existing jobs and acres in this category in the year 2000.

<sup>5</sup> The wage data shown on Table 12 are not available at the sub-area or community level.

two-family housing is recommended in communities where the local analysis indicates a shortage of moderate-cost housing in relation to moderate-wage jobs. Modest multi-family housing includes buildings of three or more housing units at a density of 10 or more housing units per acre, and 2-bedroom apartment sizes of about 800 to 850 square feet. Modest single- and two-family housing includes homes at densities equivalent to one housing unit per 10,000 square feet or smaller (four or more housing units per acre), with home sizes of about 1,200 square feet or less.

- The plan recommends that the Wisconsin Housing and Economic Development Authority (WHEDA) or other appropriate State agency conduct a Statewide job/housing balance analysis. Job/housing balance should be a criterion considered by administering agencies during the award of Federal and State economic development incentives. Incentives should be directed to local governments that can demonstrate a job/housing balance, or to communities that will use the incentive to address a job/housing imbalance.
- The plan recommends that State, County, and affected local governments work to fully implement the public transit element of the regional transportation system plan to improve connections between affordable housing and jobs. Implementation will require continued State funding and local dedicated funding.
- The plan recommends that State law be amended to prohibit the creation of new TIF districts in communities with a job/housing imbalance, as determined by a Statewide job/housing balance analysis, unless the TIF proposal includes documented steps that will be taken to reduce or eliminate the job/housing imbalance. To avoid creation of a TIF district that would cause a job/housing imbalance, the plan also recommends that State law be amended to require TIF proposals to include an analysis of the number and wages of jobs likely to be created as a result of the TIF in relation to the cost of housing in the community, and to include steps to address any potential job/housing imbalance identified through the analysis.

The job/housing balance analysis did not consider the number of jobs in a community that might be held by workers from outside the community, or the employment status of community residents. Other analyses conducted as part of the housing plan determined that households in a number of communities with a job/housing balance have high housing cost burdens despite having ample supplies of lower-cost housing and good-paying jobs. Higher household incomes and/or additional subsidized housing will be necessary to decrease high housing cost burdens in these economically challenged areas. The housing plan recommends increased economic development, job training, and education efforts to increase household incomes and decrease housing cost burdens in economically challenged areas.

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Table 1

PROJECTED JOB/HOUSING BALANCE IN SEWERED COMMUNITIES IN KENOSHA COUNTY: 2035

Job/Housing Balance	Sewered Community							
	City of Kenosha	Village of Bristol	Village of Paddock Lake	Village of Pleasant Prairie	Village of Silver Lake	Village of Twin Lakes	Town of Salem	Town of Somers
<b>Lower-Wage/Cost</b>								
Jobs	26,216	9,739	874	17,647	2,766	1,373	4,940	13,833
Percent of Total Jobs	37.7	37.1	37.1	37.6	37.1	37.1	37.1	37.6
Housing Units	28,723	608	619	1,949	196	570	698	3,374
Average Number of Workers Per Household	1.25	1.37	1.37	1.27	1.37	1.37	1.37	1.27
Housing Capacity	35,904	833	848	2,475	269	781	956	4,285
Percent of Total Housing Capacity	65.3	23.9	10.1	18.7	10.7	10.0	11.0	45.0
Difference (percentage points)	27.6	-13.2	-27.0	-18.9	-26.4	-27.1	-26.1	7.4
<b>Moderate-Wage/Cost</b>								
Jobs	31,292	9,712	872	8,167	2,758	1,369	4,926	6,401
Percent of Total Jobs	45.0	37.0	37.0	17.4	37.0	37.0	37.0	17.4
Housing Units	14,031	616	5,515	2,679	805	2,598	2,731	1,128
Average Number of Workers Per Household	1.25	1.37	1.37	1.27	1.37	1.37	1.37	1.27
Housing Capacity	17,539	844	7,556	3,402	1,103	3,559	3,741	1,433
Percent of Total Housing Capacity	31.9	24.2	89.6	25.6	43.7	45.7	43.3	15.1
Difference (percentage points)	-13.1	-12.8	52.6	8.2	6.7	8.7	6.3	-2.3
<b>Higher-Wage/Cost</b>								
Jobs	12,030	6,799	610	21,120	1,931	959	3,449	16,556
Percent of Total Jobs	17.3	25.9	25.9	45.0	25.9	25.9	25.9	45.0
Housing Units	1,252	1,323	18	5,823	839	2,519	2,883	2,994
Average Number of Workers Per Household	1.25	1.37	1.37	1.27	1.37	1.37	1.37	1.27
Housing Capacity	1,565	1,812	25	7,395	1,149	3,451	3,950	3,802
Percent of Total Housing Capacity	2.8	51.9	0.3	55.7	45.6	44.3	45.7	39.9
Difference (percentage points)	-14.5	26.0	-25.6	10.7	19.7	18.4	19.8	-5.1
Projected Imbalance Type(s)	No Imbalance <sup>a</sup>	Lower- and Moderate-Cost	Lower-Cost	Lower-Cost	Lower-Cost	Lower-Cost	Lower-Cost	No Imbalance

**Table 1 (continued)**

**NOTES:**

Information for the Village of Genoa City is included on table 5 (Walworth County table).

The analysis is based on the sub-area average of workers per household and the percentage of lower-, moderate-, and higher-wage jobs in the sub-area. The projected number of jobs and housing units in each community is based on an analysis of the land use plan map in the city, village, or town comprehensive plan. The analysis included projected jobs and housing units only in those communities or portions of communities planned to be served by sanitary sewerage systems by 2035.

Lower-wage jobs include those with a 2009 average annual wage of 80 percent or below the 2009 average annual wage for all jobs in the County. Moderate-wage jobs include those with a 2009 average annual wage between 80 and 135 percent of the 2009 average annual wage for all jobs in the County. Higher-wage jobs include those with a 2009 average annual wage of 135 percent or more of the 2009 average annual wage for all jobs in the County. The wage thresholds by County are shown on Table 143 in Chapter VIII of the Regional Housing Plan.

A lower-cost job/housing imbalance is projected in communities with a higher percentage of lower-wage jobs than lower-cost housing. A moderate-cost job/housing imbalance is projected in communities with a higher percentage of moderate-wage jobs than moderate-cost housing. A community has an imbalance if there is a housing-to-job deficit of 10 or more percentage points.

<sup>a</sup>*Although the City of Kenosha has projected moderate- and higher-cost imbalances, there is enough lower-cost housing to accommodate lower-, moderate-, and higher-wage workers.*

o Source: Local government comprehensive plans and SEWRPC.

Table 2

PROJECTED JOB/HOUSING BALANCE IN SEWERED COMMUNITIES IN MILWAUKEE COUNTY: 2035

Job/Housing Balance	Sewered Community									
	City of Cudahy	City of Franklin	City of Glendale	City of Greenfield	City of Milwaukee	City of Oak Creek	City of South Milwaukee	City of St. Francis	City of Wauwatosa	City of West Allis
<b>Lower-Wage/Cost</b>										
Jobs	4,373	23,499	10,902	14,624	100,005	20,744	2,314	1,952	22,142	21,268
Percent of Total Jobs	22.2	27.6	37.4	40.9	27.8	27.6	22.2	22.2	40.9	40.9
Housing Units	6,223	6,580	3,031	10,350	236,045	7,917	6,602	4,087	12,619	24,666
Average Number of Workers Per Household	1.17	1.44	1.22	1.18	1.18	1.44	1.17	1.17	1.18	1.18
Housing Capacity	7,281	9,475	3,698	12,213	278,533	11,401	7,724	4,782	14,890	29,106
Percent of Total Housing Capacity	72.7	29.0	38.6	46.9	90.9	41.1	69.7	77.8	59.6	85.3
Difference (percentage points)	50.5	1.4	1.2	6.0	63.1	13.5	47.5	55.6	18.7	44.4
<b>Moderate-Wage/Cost</b>										
Jobs	14,044	51,254	13,701	16,161	189,218	45,246	7,434	6,268	24,469	23,504
Percent of Total Jobs	71.3	60.2	47.0	45.2	52.6	60.2	71.3	71.3	45.2	45.2
Housing Units	2,342	4,250	3,004	5,039	19,555	4,294	2,818	1,163	8,563	3,785
Average Number of Workers Per Household	1.17	1.44	1.22	1.18	1.18	1.44	1.17	1.17	1.18	1.18
Housing Capacity	2,740	6,120	3,665	5,946	23,075	6,183	3,297	1,361	10,104	4,466
Percent of Total Housing Capacity	27.3	18.7	38.3	22.8	7.5	22.3	29.7	22.1	40.4	13.1
Difference (percentage points)	-44.0	-41.5	-8.7	-22.4	-45.1	-37.9	-41.6	-49.2	-4.8	-32.1
<b>Higher-Wage/Cost</b>										
Jobs	1,280	10,387	4,548	4,970	70,507	9,170	678	571	7,525	7,228
Percent of Total Jobs	6.5	12.2	15.6	13.9	19.6	12.2	6.5	6.5	13.9	13.9
Housing Units	0	11,872	1,811	6,672	4,107	7,046	53	6	0	459
Average Number of Workers Per Household	1.17	1.44	1.22	1.18	1.18	1.44	1.17	1.17	1.18	1.18
Housing Capacity	0	17,096	2,209	7,873	4,846	10,146	62	7	0	542
Percent of Total Housing Capacity	0.0	52.3	23.1	30.3	1.6	36.6	0.6	0.1	0.0	1.6
Difference (percentage points)	-6.5	40.1	7.5	16.4	-18.0	24.4	-5.9	-6.4	-13.9	-12.3
Projected Imbalance Type(s)	No Imbalance <sup>b</sup>	Moderate-Cost	No Imbalance	Moderate-Cost	No Imbalance <sup>c</sup>	Moderate-Cost	No Imbalance <sup>b</sup>	No Imbalance <sup>b</sup>	No Imbalance <sup>d</sup>	No Imbalance <sup>c</sup>

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Table 2 (continued)

Job/Housing Balance	Sewered Community								
	Village of Bayside <sup>a</sup>	Village of Brown Deer	Village of Fox Point	Village of Greendale	Village of Hales Corners	Village of River Hills	Village of Shorewood	Village of West Milwaukee	Village of Whitefish Bay
<b>Lower-Wage/Cost</b>									
Jobs	827	6,954	953	4,521	3,065	270	938	4,084	715
Percent of Total Jobs	37.4	37.4	37.4	40.9	40.9	37.4	37.4	40.9	37.4
Housing Units	293	1,986	511	1,813	1,389	6	6,246	2,214	5,183
Average Number of Workers Per Household	1.22	1.22	1.22	1.18	1.18	1.22	1.22	1.18	1.22
Housing Capacity	357	2,423	623	2,139	1,639	7	7,620	2,613	6,323
Percent of Total Housing Capacity	10.0	29.6	10.1	25.8	26.1	0.4	92.4	100.0	93.2
Difference (percentage points)	-27.4	-7.8	-27.3	-15.1	-14.8	-37.0	55.0	59.1	55.8
<b>Moderate-Wage/Cost</b>									
Jobs	1,040	8,739	1,198	4,996	3,387	339	1,178	4,513	898
Percent of Total Jobs	47.0	47.0	47.0	45.2	45.2	47.0	47.0	45.2	47.0
Housing Units	713	2,822	1,361	3,776	842	0	460	0	238
Average Number of Workers Per Household	1.22	1.22	1.22	1.18	1.18	1.22	1.22	1.18	1.22
Housing Capacity	870	3,443	1,660	4,456	994	0	561	0	290
Percent of Total Housing Capacity	24.4	42.0	26.9	53.7	15.8	0.0	6.8	0.0	4.3
Difference (percentage points)	-22.6	-5.0	-20.1	8.5	-29.4	-47.0	-40.2	-45.2	-42.7
<b>Higher-Wage/Cost</b>									
Jobs	345	2,901	397	1,537	1,042	113	391	1,388	298
Percent of Total Jobs	15.6	15.6	15.6	13.9	13.9	15.6	15.6	13.9	15.6
Housing Units	1,913	1,912	3,185	1,447	3,090	1,403	52	0	143
Average Number of Workers Per Household	1.22	1.22	1.22	1.18	1.18	1.22	1.22	1.18	1.22
Housing Capacity	2,334	2,333	3,886	1,707	3,646	1,712	63	0	174
Percent of Total Housing Capacity	65.6	28.4	63.0	20.5	58.1	99.6	0.8	0.0	2.5
Difference (percentage points)	50.0	12.8	47.4	6.6	44.2	84.0	-14.8	-13.9	-13.1
Projected Imbalance Type(s)	Lower- and Moderate-Cost	No Imbalance	Lower- and Moderate-Cost	Lower- Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost	No Imbalance <sup>c</sup>	No Imbalance <sup>c</sup>	No Imbalance <sup>c</sup>

NOTES:

The analysis is based on the sub-area average of workers per household and the percentage of lower-, moderate-, and higher-wage jobs in the sub-area. The projected number of jobs and housing units in each community is based on an analysis of the land use plan map in the city or village comprehensive plan.

Lower-wage jobs include those with a 2009 average annual wage of 80 percent or below the 2009 average annual wage for all jobs in the County. Moderate-wage jobs include those with a 2009 average annual wage between 80 and 135 percent of the 2009 average annual wage for all jobs in the County. Higher-wage jobs include those with a 2009 average annual wage of 135 percent or more of the 2009 average annual wage for all jobs in the County. The wage thresholds by County are shown on Table 143 in Chapter VIII of the Regional Housing Plan.



**Table 2 (continued)**

A lower-cost job/housing imbalance is projected in communities with a higher percentage of lower-wage jobs than lower-cost housing. A moderate-cost job/housing imbalance is projected in communities with a higher percentage of moderate-wage jobs than moderate-cost housing. A community has an imbalance if there is a housing-to-job deficit of 10 or more percentage points.

<sup>a</sup>*Includes the portion of the Village of Bayside in Ozaukee County.*

<sup>b</sup>*Although the Cities of Cudahy, South Milwaukee, and Saint Francis have projected moderate-cost imbalances, there is enough projected lower- and moderate-cost housing to accommodate moderate-wage workers.*

<sup>c</sup>*Although the Cities of Milwaukee and West Allis, and the Villages of Shorewood, West Milwaukee, and Whitefish Bay have projected moderate- and higher-cost imbalances, these communities have enough projected lower- and moderate-cost housing to accommodate moderate- and higher-wage workers.*

<sup>d</sup>*Although the City of Wauwatosa has a projected higher-cost imbalance, there is enough projected lower- and moderate-cost housing to accommodate moderate- and higher-wage workers.*

*Source: Local government comprehensive plans and SEWRPC.*

Table 3

PROJECTED JOB/HOUSING BALANCE IN SEWERED COMMUNITIES IN OZAUKEE COUNTY: 2035

Job/Housing Balance	Sewered Community							
	City of Cedarburg	City of Mequon	City of Port Washington	Village of Belgium	Village of Fredonia	Village of Grafton	Village of Saukville	Village of Thiensville
<b>Lower-Wage/Cost</b>								
Jobs	3,251	4,671	4,242	4,312	1,692	5,509	4,772	419
Percent of Total Jobs	33.6	25.9	26.7	29.5	29.5	33.6	26.7	25.9
Housing Units	1,855	1,237	3,023	219	296	1,906	1,875	703
Average Number of Workers Per Household	1.38	1.22	1.41	1.53	1.53	1.38	1.41	1.22
Housing Capacity	2,560	1,509	4,262	335	453	2,630	2,644	858
Percent of Total Housing Capacity	28.1	7.4	28.5	11.2	6.0	14.9	31.0	32.2
Difference (percentage points)	-5.5	-18.5	1.8	-18.3	-23.5	-18.7	4.3	6.3
<b>Moderate-Wage/Cost</b>								
Jobs	5,738	10,875	10,358	9,239	3,625	9,723	11,654	976
Percent of Total Jobs	59.3	60.3	65.2	63.2	63.2	59.3	65.2	60.3
Housing Units	3,151	602	2,752	429	3,132	3,939	919	886
Average Number of Workers Per Household	1.38	1.22	1.41	1.53	1.53	1.38	1.41	1.22
Housing Capacity	4,348	734	3,880	656	4,792	5,436	1,296	1,081
Percent of Total Housing Capacity	47.7	3.6	25.9	21.8	63.5	30.7	15.2	40.6
Difference (percentage points)	-11.6	-56.7	-39.3	-41.4	0.3	-28.6	-50.0	-19.7
<b>Higher-Wage/Cost</b>								
Jobs	687	2,489	1,287	1,067	419	1,164	1,448	223
Percent of Total Jobs	7.1	13.8	8.1	7.3	7.3	7.1	8.1	13.8
Housing Units	1,599	14,914	4,849	1,316	1,508	6,982	3,255	595
Average Number of Workers Per Household	1.38	1.22	1.41	1.53	1.53	1.38	1.41	1.22
Housing Capacity	2,207	18,195	6,837	2,013	2,307	9,635	4,590	726
Percent of Total Housing Capacity	24.2	89.0	45.6	67.0	30.5	54.4	53.8	27.2
Difference (percentage points)	17.1	75.2	37.5	59.7	23.2	47.3	45.7	13.4
Projected Imbalance Type(s)	Moderate-Cost	Lower-and Moderate-Cost	Moderate-Cost	Lower-and Moderate-Cost	Lower-Cost	Lower-and Moderate-Cost	Moderate-Cost	Moderate-Cost

**Table 3 (continued)**

**NOTES:**

Information for the Villages of Bayside and Newburg is included on Table 2 (Milwaukee County) and Table 6 (Washington County), respectively.

The analysis is based on the sub-area average of workers per household and the percentage of lower-, moderate-, and higher-wage jobs in the sub-area. The projected number of jobs and housing units in each community is based on an analysis of the land use plan map in the city or village comprehensive plan. The analysis included projected jobs and housing units only in those communities or portions of communities planned to be served by sanitary sewerage systems by 2035.

Lower-wage jobs include those with a 2009 average annual wage of 80 percent or below the 2009 average annual wage for all jobs in the County. Moderate-wage jobs include those with a 2009 average annual wage between 80 and 135 percent of the 2009 average annual wage for all jobs in the County. Higher-wage jobs include those with a 2009 average annual wage of 135 percent or more of the 2009 average annual wage for all jobs in the County. The wage thresholds by County are shown on Table 143 in Chapter VIII of the Regional Housing Plan.

A lower-cost job/housing imbalance is projected in communities with a higher percentage of lower-wage jobs than lower-cost housing. A moderate-cost job/housing imbalance is projected in communities with a higher percentage of moderate-wage jobs than moderate-cost housing. A community has an imbalance if there is a housing-to-job deficit of 10 or more percentage points.

*Source: Local government comprehensive plans and SEWRPC.*

Table 4

PROJECTED JOB/HOUSING BALANCE IN SEWERED COMMUNITIES IN RACINE COUNTY: 2035

Job/Housing Balance	Sewered Community						
	City of Burlington <sup>a</sup>	City of Racine	Village of Caledonia	Village of Elmwood Park	Village of Mt. Pleasant	Village of North Bay	Village of Rochester
<b>Lower-Wage/Cost</b>							
Jobs	5,217	8,785	13,942	21	15,370	0	290
Percent of Total Jobs	27.5	31.0	34.6	34.6	34.6	31.0	21.2
Housing Units	2,222	26,730	3,213	5	4,756	0	287
Average Number of Workers Per Household	1.47	1.12	1.26	1.26	1.26	1.12	1.43
Housing Capacity	3,266	29,938	4,048	6	5,993	0	410
Percent of Total Housing Capacity	39.3	78.2	19.5	1.2	23.9	0.0	13.9
Difference (percentage points)	11.8	47.2	-15.1	-33.4	-10.7	-31.0	-7.3
<b>Moderate-Wage/Cost</b>							
Jobs	9,541	13,490	13,942	21	15,370	1	939
Percent of Total Jobs	50.3	47.6	34.6	34.6	34.6	47.6	68.6
Housing Units	2,490	7,318	5,712	202	4,622	118	250
Average Number of Workers Per Household	1.47	1.12	1.26	1.26	1.26	1.12	1.43
Housing Capacity	3,660	8,196	7,197	254	5,824	132	358
Percent of Total Housing Capacity	44.0	21.4	34.6	49.3	23.3	64.1	12.1
Difference (percentage points)	-6.3	-26.2	0.0	14.7	-11.3	16.5	-56.5
<b>Higher-Wage/Cost</b>							
Jobs	4,211	6,065	12,410	19	13,681	1	140
Percent of Total Jobs	22.2	21.4	30.8	30.8	30.8	21.4	10.2
Housing Units	941	144	7,580	203	10,492	66	1,531
Average Number of Workers Per Household	1.47	1.12	1.26	1.26	1.26	1.12	1.43
Housing Capacity	1,383	161	9,551	255	13,220	74	2,189
Percent of Total Housing Capacity	16.7	0.4	45.9	49.5	52.8	35.9	74.0
Difference (percentage points)	-5.5	-21.0	15.1	18.7	22.0	14.5	63.8
Projected Imbalance Type(s)	No Imbalance	No Imbalance <sup>b</sup>	Lower-Cost	Lower-Cost	Lower- and Moderate-Cost	Lower-Cost	Moderate-Cost

Table 4 (continued)

Job/Housing Balance	Sewered Community					
	Village of Sturtevant	Village of Union Grove	Village of Waterford	Village of Wind Point	Town of Raymond	Town of Yorkville
<b>Lower-Wage/Cost</b>						
Jobs	5,348	1,449	1,521	210	3,431	1,404
Percent of Total Jobs	34.6	21.2	21.2	34.6	21.2	21.2
Housing Units	792	718	1,518	20	54	34
Average Number of Workers Per Household	1.26	1.43	1.43	1.26	1.43	1.43
Housing Capacity	998	1,027	2,171	25	77	49
Percent of Total Housing Capacity	24.6	30.5	36.3	1.9	3.5	3.1
Difference (percentage points)	-10.0	9.3	15.1	-32.7	-17.7	-18.1
<b>Moderate-Wage/Cost</b>						
Jobs	5,348	4,688	4,921	210	11,104	4,542
Percent of Total Jobs	34.6	68.6	68.6	34.6	68.6	68.6
Housing Units	2,287	945	1,011	199	0	0
Average Number of Workers Per Household	1.26	1.43	1.43	1.26	1.43	1.43
Housing Capacity	2,882	1,351	1,446	251	0	0
Percent of Total Housing Capacity	70.9	40.1	24.1	19.5	0.0	0.0
Difference (percentage points)	36.3	-28.5	-44.5	-15.1	-68.6	-68.6
<b>Higher-Wage/Cost</b>						
Jobs	4,760	697	731	187	1,651	675
Percent of Total Jobs	30.8	10.2	10.2	30.8	10.2	10.2
Housing Units	146	691	1,659	803	1,482	1,080
Average Number of Workers Per Household	1.26	1.43	1.43	1.26	1.43	1.43
Housing Capacity	184	988	2,372	1,012	2,119	1,545
Percent of Total Housing Capacity	4.5	29.4	39.6	78.6	96.5	96.9
Difference (percentage points)	-26.3	19.2	29.4	47.8	86.3	86.7
Projected Imbalance Type(s)	No Imbalance <sup>c</sup>	Moderate-Cost	Moderate-Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost

NOTES:

The analysis is based on the sub-area average of workers per household and the percentage of lower-, moderate-, and higher-wage jobs in the sub-area. The projected number of jobs and housing units in each community is based on an analysis of the land use plan map in the city, village, or town comprehensive plan. The analysis included projected jobs and housing units only in those communities or portions of communities planned to be served by sanitary sewerage systems by 2035.

**Table 4 (continued)**

Lower-wage jobs include those with a 2009 average annual wage of 80 percent or below the 2009 average annual wage for all jobs in the County. Moderate-wage jobs include those with a 2009 average annual wage between 80 and 135 percent of the 2009 average annual wage for all jobs in the County. Higher-wage jobs include those with a 2009 average annual wage of 135 percent or more of the 2009 average annual wage for all jobs in the County. The wage thresholds by County are shown on Table 143 in Chapter VIII of the Regional Housing Plan.

A lower-cost job/housing imbalance is projected in communities with a higher percentage of lower-wage jobs than lower-cost housing. A moderate-cost job/housing imbalance is projected in communities with a higher percentage of moderate-wage jobs than moderate-cost housing. A community has an imbalance if there is a housing-to-job deficit of 10 or more percentage points.

<sup>a</sup>*Includes that portion of the City of Burlington in Walworth County.*

<sup>b</sup>*Although the City of Racine has projected moderate- and higher-cost imbalances, there is enough lower-cost housing to accommodate lower-, moderate-, and higher-wage workers.*

<sup>c</sup>*Although the Village of Sturtevant has a projected higher-cost imbalance, there is enough moderate-cost housing to accommodate moderate- and higher-wage workers.*

Source: Local government comprehensive plans and SEWRPC.

Table 5

PROJECTED JOB/HOUSING BALANCE IN SEWERED COMMUNITIES IN WALWORTH COUNTY: 2035

Job/Housing Balance	Sewered Community						
	City of Delavan	City of Elkhorn	City of Lake Geneva	City of Whitewater <sup>a</sup>	Town of Bloomfield <sup>b</sup>	Village of Darien	Village of East Troy
<b>Lower-Wage/Cost</b>							
Jobs	7,267	13,568	4,672	6,253	737	6,001	5,936
Percent of Total Jobs	42.6	42.6	42.6	23.0	42.6	42.6	33.1
Housing Units	3,955	2,758	3,067	5,917	117	324	1,033
Average Number of Workers Per Household	1.31	1.31	1.31	1.48	1.31	1.31	1.54
Housing Capacity	5,181	3,613	4,018	8,757	153	424	1,591
Percent of Total Housing Capacity	44.6	17.6	46.3	44.8	2.9	14.6	21.5
Difference (percentage points)	2.0	-25.0	3.7	21.8	-39.7	-28.0	-11.6
<b>Moderate-Wage/Cost</b>							
Jobs	6,142	11,465	3,949	13,758	623	5,071	6,582
Percent of Total Jobs	36.0	36.0	36.0	50.6	36.0	36.0	36.7
Housing Units	4,398	12,822	2,804	7,268	1,397	1,418	2,101
Average Number of Workers Per Household	1.31	1.31	1.31	1.48	1.31	1.31	1.54
Housing Capacity	5,762	16,797	3,673	10,757	1,830	1,858	3,236
Percent of Total Housing Capacity	49.6	81.7	42.3	55.0	34.9	63.9	43.7
Difference (percentage points)	13.6	45.7	6.3	4.4	-1.1	27.9	7.0
<b>Higher-Wage/Cost</b>							
Jobs	3,651	6,816	2,347	7,178	371	3,015	5,416
Percent of Total Jobs	21.4	21.4	21.4	26.4	21.4	21.4	30.2
Housing Units	510	109	759	24	2,494	476	1,672
Average Number of Workers Per Household	1.31	1.31	1.31	1.48	1.31	1.31	1.54
Housing Capacity	668	143	994	36	3,267	624	2,575
Percent of Total Housing Capacity	5.8	0.7	11.4	0.2	62.2	21.5	34.8
Difference (percentage points)	-15.6	-20.7	-10.0	-26.2	40.8	0.1	4.6
Projected Imbalance Type(s)	No Imbalance <sup>d</sup>	Lower- Cost <sup>d</sup>	No Imbalance <sup>d</sup>	No Imbalance <sup>d</sup>	Lower-Cost	Lower-Cost	Lower- Cost

Table 5 (continued)

Job/Housing Balance	Sewered Community					
	Village of Fontana	Village of Genoa City <sup>c</sup>	Village of Sharon	Village of Walworth	Village of Williams Bay	Town of Delavan
Lower-Wage/Cost						
Jobs	544	4,543	2,798	3,103	1,831	690
Percent of Total Jobs	42.2	42.6	42.6	42.2	42.2	42.6
Housing Units	603	320	1,832	327	600	308
Average Number of Workers Per Household	1.27	1.31	1.31	1.27	1.27	1.31
Housing Capacity	766	419	2,400	415	762	404
Percent of Total Housing Capacity	16.0	24.9	49.3	18.8	13.6	5.9
Difference (percentage points)	-26.2	-17.7	6.7	-23.4	-28.6	-36.7
Moderate-Wage/Cost						
Jobs	390	3,839	2,364	2,228	1,315	583
Percent of Total Jobs	30.3	36.0	36.0	30.3	30.3	36.0
Housing Units	1,131	514	1,165	783	1,259	1,486
Average Number of Workers Per Household	1.27	1.31	1.31	1.27	1.27	1.31
Housing Capacity	1,436	673	1,526	995	1,599	1,947
Percent of Total Housing Capacity	30.0	40.0	31.4	45.2	28.5	28.1
Difference (percentage points)	-0.3	4.0	-4.6	14.9	-1.8	-7.9
Higher-Wage/Cost						
Jobs	354	2,282	1,405	2,022	1,193	346
Percent of Total Jobs	27.5	21.4	21.4	27.5	27.5	21.4
Housing Units	2,034	450	716	624	2,555	3,488
Average Number of Workers Per Household	1.27	1.31	1.31	1.27	1.27	1.31
Housing Capacity	2,583	590	938	793	3,245	4,569
Percent of Total Housing Capacity	54.0	35.1	19.3	36.0	57.9	66.0
Difference (percentage points)	26.5	13.7	-2.1	8.5	30.4	44.6
Projected Imbalance Type(s)	Lower-Cost	Lower-Cost	No Imbalance	Lower-Cost	Lower-Cost	Lower-Cost

## NOTES:

Information for the Village of Mukwonago is included on Table 7 (Waukesha County).

The analysis is based on the sub-area average of workers per household and the percentage of lower-, moderate-, and higher-wage jobs in the sub-area. The projected number of jobs and housing units in each community is based on an analysis of the land use plan map in the city, village, or town comprehensive plan. The analysis included projected jobs and housing units only in those communities or portions of communities planned to be served by sanitary sewerage systems by 2035.



Table 5 (continued)

Lower-wage jobs include those with a 2009 average annual wage of 80 percent or below the 2009 average annual wage for all jobs in the County. Moderate-wage jobs include those with a 2009 average annual wage between 80 and 135 percent of the 2009 average annual wage for all jobs in the County. Higher-wage jobs include those with a 2009 average annual wage of 135 percent or more of the 2009 average annual wage for all jobs in the County. The wage thresholds by County are shown on Table 143 in Chapter VIII of the Regional Housing Plan.

A lower-cost job/housing imbalance is projected in communities with a higher percentage of lower-wage jobs than lower-cost housing. A moderate-cost job/housing imbalance is projected in communities with a higher percentage of moderate-wage jobs than moderate-cost housing. A community has an imbalance if there is a housing-to-job deficit of 10 or more percentage points.

<sup>a</sup>*Includes that portion of the City of Whitewater planned urban service area located in Jefferson County.*

<sup>b</sup>*Portions of the Town of Bloomfield incorporated as the Village of Bloomfield in December 2011.*

<sup>c</sup>*Includes that portion of the Village of Genoa City planned urban service area located in Kenosha County.*

<sup>d</sup>*Although the Cities of Delavan, Elkhorn, Lake Geneva, and Whitewater are projected to have a higher-cost imbalance, there are enough projected lower- and moderate-cost housing units to accommodate higher-wage workers.*

*Source: Local government comprehensive plans and SEWRPC.*

Table 6

PROJECTED JOB/HOUSING BALANCE IN SEWERED COMMUNITIES IN WASHINGTON COUNTY: 2035

Job/Housing Balance	Sewered Community							
	City of Hartford <sup>a</sup>	City of West Bend	Village of Germantown	Village of Jackson	Village of Kewaskum	Village of Newburg <sup>b</sup>	Village of Slinger	Town of Addison <sup>c</sup>
Lower-Wage/Cost								
Jobs	6,335	13,130	8,121	2,615	1,724	598	6,407	827
Percent of Total Jobs	27.9	32.1	24.8	22.2	31.6	32.1	27.9	12.8
Housing Units	2,764	7,462	2,745	1,077	936	176	1,052	693
Average Number of Workers Per Household	1.37	1.32	1.48	1.65	1.59	1.32	1.37	1.59
Housing Capacity	3,787	9,850	4,063	1,777	1,488	232	1,441	1,102
Percent of Total Housing Capacity	28.4	32.5	24.0	26.7	26.1	14.5	16.3	32.3
Difference (percentage points)	0.5	0.4	-0.8	4.5	-5.5	-17.6	-11.6	19.5
Moderate-Wage/Cost								
Jobs	15,213	23,070	20,304	7,031	3,083	1,051	15,386	5,267
Percent of Total Jobs	67.0	56.4	62.0	59.7	56.5	56.4	67.0	81.5
Housing Units	3,330	11,447	4,231	1,302	2,184	931	1,051	536
Average Number of Workers Per Household	1.37	1.32	1.48	1.65	1.59	1.32	1.37	1.59
Housing Capacity	4,562	15,110	6,262	2,148	3,473	1,229	1,440	852
Percent of Total Housing Capacity	34.2	49.8	37.1	32.4	60.8	77.0	16.3	25.0
Difference (percentage points)	-32.8	-6.6	-24.9	-27.3	4.3	20.6	-50.7	-56.5
Higher-Wage/Cost								
Jobs	1,158	4,704	4,323	2,132	649	215	1,171	369
Percent of Total Jobs	5.1	11.5	13.2	18.1	11.9	11.5	5.1	5.7
Housing Units	3,652	4,072	4,447	1,649	472	103	4,364	915
Average Number of Workers Per Household	1.37	1.32	1.48	1.65	1.59	1.32	1.37	1.59
Housing Capacity	5,003	5,375	6,582	2,721	750	136	5,979	1,455
Percent of Total Housing Capacity	37.5	17.7	38.9	40.9	13.1	8.5	67.5	42.7
Difference (percentage points)	32.4	6.2	25.7	22.8	1.2	-3.0	62.4	37.0
Projected Imbalance Type(s)	Moderate-Cost	No Imbalance	Moderate-Cost	Moderate-Cost	No Imbalance	Lower-Cost	Lower-and Moderate Cost	Moderate-Cost

Table 6 (continued)

NOTES:

The analysis is based on the sub-area average of workers per household and the percentage of lower-, moderate-, and higher-wage jobs in the sub-area. The projected number of jobs and housing units in each community is based on an analysis of the land use plan map in the city, village, or town comprehensive plan. The analysis included projected jobs and housing units only in those communities or portions of communities planned to be served by sanitary sewerage systems by 2035.

Lower-wage jobs include those with a 2009 average annual wage of 80 percent or below the 2009 average annual wage for all jobs in the County. Moderate-wage jobs include those with a 2009 average annual wage between 80 and 135 percent of the 2009 average annual wage for all jobs in the County. Higher-wage jobs include those with a 2009 average annual wage of 135 percent or more of the 2009 average annual wage for all jobs in the County. The wage thresholds by County are shown on Table 143 in Chapter VIII of the Regional Housing Plan.

A lower-cost job/housing imbalance is projected in communities with a higher percentage of lower-wage jobs than lower-cost housing. A moderate-cost job/housing imbalance is projected in communities with a higher percentage of moderate-wage jobs than moderate-cost housing. A community has an imbalance if there is a housing-to-job deficit of 10 or more percentage points.

<sup>a</sup>*Includes the entire City of Hartford planned urban service area, including portions located in Dodge County.*

<sup>b</sup>*Includes the entire Village of Newburg planned urban service area, including portions located in Ozaukee County.*

<sup>c</sup>*Includes only that portion of the Town of Addison located in the planned sewer service area identified in the Town comprehensive plan in and around the hamlet of Allenton.*

Source: Local government comprehensive plans and SEWRPC.

Table 7

PROJECTED JOB/HOUSING BALANCE IN SEWERED COMMUNITIES IN WAUKESHA COUNTY: 2035

Job/Housing Balance	Sewered Community							
	City of Brookfield	City of Delafield	City of Muskego	City of New Berlin	City of Oconomowoc <sup>a</sup>	City of Pewaukee	City of Waukesha	Village of Big Bend
Lower-Wage/Cost								
Jobs	17,762	2,495	9,534	12,346	9,617	8,201	19,097	4,934
Percent of Total Jobs	37.5	34.4	31.8	31.7	34.4	27.6	27.6	40.1
Housing Units	1,976	1,630	1,350	3,748	3,236	1,358	15,652	52
Average Number of Workers Per Household	1.30	1.41	1.49	1.41	1.41	1.33	1.33	1.63
Housing Capacity	2,569	2,298	2,012	5,285	4,563	1,806	20,817	85
Percent of Total Housing Capacity	7.3	36.3	8.4	15.4	29.3	11.9	29.8	5.8
Difference (percentage points)	-30.2	1.9	-23.4	-16.3	-5.1	-15.7	2.2	-34.3
Moderate-Wage/Cost								
Jobs	16,957	4,090	18,018	21,810	15,767	17,264	40,200	6,410
Percent of Total Jobs	35.8	56.4	60.1	56.0	56.4	58.1	58.1	52.1
Housing Units	1,361	652	2,543	4,459	3,361	1,058	13,043	175
Average Number of Workers Per Household	1.30	1.41	1.49	1.41	1.41	1.33	1.33	1.63
Housing Capacity	1,769	919	3,789	6,287	4,739	1,407	17,347	285
Percent of Total Housing Capacity	5.0	14.5	15.9	18.3	30.4	9.2	24.8	19.5
Difference (percentage points)	-30.8	-41.9	-44.2	-37.7	-26.0	-48.9	-33.3	-32.6
Higher-Wage/Cost								
Jobs	12,647	667	2,428	4,791	2,572	4,249	9,894	960
Percent of Total Jobs	26.7	9.2	8.1	12.3	9.2	14.3	14.3	7.8
Housing Units	23,812	2,205	12,130	16,175	4,454	9,028	23,872	670
Average Number of Workers Per Household	1.30	1.41	1.49	1.41	1.41	1.33	1.33	1.63
Housing Capacity	30,956	3,109	18,074	22,807	6,280	12,007	31,750	1,092
Percent of Total Housing Capacity	87.7	49.1	75.7	66.3	40.3	78.9	45.4	74.7
Difference (percentage points)	61.0	39.9	67.6	54.0	31.1	64.6	31.1	66.9
Projected Imbalance Type(s)	Lower- and Moderate-Cost	Moderate-Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost	Moderate-Cost	Lower- and Moderate-Cost	Moderate-Cost	Lower- and Moderate-Cost

Table 7 (continued)

Job/Housing Balance	Sewered Community							
	Village of Butler	Village of Dousman	Village of Elm Grove	Village of Hartland	Village of Lac La Belle <sup>b</sup>	Village of Lannon	Village of Menomonee Falls	Village of Mukwonago <sup>c</sup>
<b>Lower-Wage/Cost</b>								
Jobs	1,236	1,200	1,080	4,580	273	1,323	12,701	10,727
Percent of Total Jobs	25.4	20.2	37.5	34.4	34.4	25.4	25.4	40.1
Housing Units	480	255	528	1,506	0	629	4,072	1,741
Average Number of Workers Per Household	1.30	1.58	1.30	1.41	1.41	1.30	1.30	1.63
Housing Capacity	624	403	686	2,123	0	818	5,294	2,838
Percent of Total Housing Capacity	34.9	10.1	11.0	24.3	0.0	43.1	17.6	21.1
Difference (percentage points)	9.5	-10.1	-26.5	-10.1	-34.4	17.7	-7.8	-19.0
<b>Moderate-Wage/Cost</b>								
Jobs	2,954	4,472	1,031	7,509	448	3,162	30,354	13,937
Percent of Total Jobs	60.7	75.3	35.8	56.4	56.4	60.7	60.7	52.1
Housing Units	449	328	7	1,699	0	126	1,723	2,304
Average Number of Workers Per Household	1.30	1.58	1.30	1.41	1.41	1.30	1.30	1.63
Housing Capacity	584	518	9	2,396	0	164	2,240	3,756
Percent of Total Housing Capacity	32.6	13.0	0.1	27.4	0.0	8.6	7.4	27.9
Difference (percentage points)	-28.1	-62.3	-35.7	-29.0	-56.4	-52.1	-53.3	-24.2
<b>Higher-Wage/Cost</b>								
Jobs	677	267	769	1,225	73	724	6,951	2,087
Percent of Total Jobs	13.9	4.5	26.7	9.2	9.2	13.9	13.9	7.8
Housing Units	447	1,937	4,275	2,992	327	704	17,376	4,210
Average Number of Workers Per Household	1.30	1.58	1.30	1.41	1.41	1.30	1.30	1.63
Housing Capacity	581	3,060	5,558	4,219	461	915	22,589	6,862
Percent of Total Housing Capacity	32.5	76.9	88.9	48.3	100.0	48.2	75.0	51.0
Difference (percentage points)	18.6	72.4	62.2	39.1	90.8	34.3	61.1	43.2
Projected Imbalance Type(s)	Moderate-Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost	Moderate-Cost	Moderate-Cost	Lower- and Moderate-Cost

Table 7 (continued)

Job/Housing Balance	Sewered Community					
	Village of Nashotah	Village of Pewaukee	Village of Sussex	Town of Brookfield	Town of Delafield	Town of Oconomowoc
<b>Lower-Wage/Cost</b>						
Jobs	351	2,815	2,266	4,553	1,034	410
Percent of Total Jobs	34.4	27.6	21.4	27.6	34.4	34.4
Housing Units	81	2,346	1,330	1,192	185	98
Average Number of Workers Per Household	1.41	1.33	1.53	1.30	1.41	1.41
Housing Capacity	114	3,120	2,035	1,550	261	138
Percent of Total Housing Capacity	8.4	40.2	17.0	23.4	3.1	3.2
Difference (percentage points)	-26.0	12.6	-4.4	-4.2	-31.3	-31.2
<b>Moderate-Wage/Cost</b>						
Jobs	575	5,925	7,836	4,346	1,695	671
Percent of Total Jobs	56.4	58.1	74.0	58.1	56.4	56.4
Housing Units	26	1,929	2,455	0	0	347
Average Number of Workers Per Household	1.41	1.33	1.53	1.30	1.41	1.41
Housing Capacity	37	2,566	3,756	0	0	489
Percent of Total Housing Capacity	2.7	33.1	31.3	0.0	0.0	11.4
Difference (percentage points)	-53.7	-25.0	-42.7	-58.1	-56.4	-45.0
<b>Higher-Wage/Cost</b>						
Jobs	94	1,458	487	3,252	276	110
Percent of Total Jobs	9.2	14.3	4.6	14.3	9.2	9.2
Housing Units	857	1,557	4,048	3,914	5,829	2,591
Average Number of Workers Per Household	1.41	1.33	1.53	1.30	1.41	1.41
Housing Capacity	1,208	2,071	6,193	5,088	8,218	3,653
Percent of Total Housing Capacity	88.9	26.7	51.7	76.6	96.9	85.4
Difference (percentage points)	79.7	12.4	47.1	62.3	87.7	76.2
Projected Imbalance Type(s)	Lower- and Moderate-Cost	Moderate-Cost	Moderate-Cost	Moderate-Cost	Lower- and Moderate-Cost	Lower- and Moderate-Cost

## NOTES:

The analysis is based on the sub-area average of workers per household and the percentage of lower-, moderate-, and higher-wage jobs in the sub-area. The projected number of jobs and housing units in each community is based on an analysis of the land use plan map in the city, village, or town comprehensive plan. The analysis included projected jobs and housing units only in those communities or portions of communities planned to be served by sanitary sewerage systems by 2035.

**Table 7 (continued)**

Lower-wage jobs include those with a 2009 average annual wage of 80 percent or below the 2009 average annual wage for all jobs in the County. Moderate-wage jobs include those with a 2009 average annual wage between 80 and 135 percent of the 2009 average annual wage for all jobs in the County. Higher-wage jobs include those with a 2009 average annual wage of 135 percent or more of the 2009 average annual wage for all jobs in the County. The wage thresholds by County are shown on Table 143 in Chapter VIII of the Regional Housing Plan.

A lower-cost job/housing imbalance is projected in communities with a higher percentage of lower-wage jobs than lower-cost housing. A moderate-cost job/housing imbalance is projected in communities with a higher percentage of moderate-wage jobs than moderate-cost housing. A community has an imbalance if there is a housing-to-job deficit of 10 or more percentage points.

<sup>a</sup>Areas designated as "Urban Reserve" in the City of Oconomowoc Comprehensive Plan were not included in the job/housing balance analysis.

<sup>b</sup>Includes that portion of the Village of Lac La Belle planned urban service area in Jefferson County.

<sup>c</sup>Includes that portion of the Village of Mukwonago planned urban service area in Walworth County.

Source: Local government comprehensive plans and SEWRPC.

Table 8

**DESCRIPTION OF RESIDENTIAL LAND USE CATEGORIES USED FOR STANDARDIZED  
 LAND USE PLAN MAPS FOR SEWERED COMMUNITIES IN SOUTHEASTERN WISCONSIN COUNTIES**

County	Land Use Plan Category	Description
Kenosha	Suburban Density Residential	Single-family residential development at densities equivalent to 40,000 square feet to 4.9 acres per dwelling
	Low Density Residential	Single-family residential development at densities equivalent to 10,001 to 39,999 square feet per dwelling
	Medium Density Residential <sup>a</sup>	Single-family residential development at densities equivalent to 6,000 to 10,000 square feet per dwelling
	High Density Residential <sup>a</sup>	Multi-family or a mix of housing structure types with an average density of less than 6,000 square feet per dwelling
	Mixed Use <sup>a</sup>	A mix of residential, commercial, and institutional uses. Residential uses are typically high or medium-high density
Milwaukee	Suburban Density Residential	Single-family residential development at densities equivalent to 1.0 to 4.9 acres per dwelling
	Low Density Residential	Single-family residential development at densities equivalent to 20,000 to 43,559 square feet per dwelling
	Medium-Low Density Residential	Single-family residential development at densities equivalent to 10,001 to 19,999 square feet per dwelling
	Medium Density Residential <sup>a</sup>	Single-family residential development at densities equivalent to 10,000 square feet or less per dwelling
	Medium-High Density Residential <sup>a</sup>	Two-family, townhouse, or a mix of single- and two-family development at an average density of less than 10,000 square feet per dwelling
	High Density Residential <sup>a</sup>	Multi-family or a mix of housing structure types with an average density of less than 10,000 square feet per dwelling
	Mixed Use Including Residential <sup>a</sup>	A mix of residential, commercial, and institutional uses. Residential uses are typically high or medium-high density
Ozaukee	Suburban Density Residential	Single-family residential development at densities equivalent to 1.0 to 4.9 acres per dwelling
	Medium Density Residential	Single- and two-family residential development at densities equivalent to 10,000 to 43,559 square feet per dwelling
	Medium-High Density Residential <sup>a</sup>	Two-family or a mix of single- and two-family development at an average density of less than 10,000 square feet per dwelling
	High Density Residential <sup>a</sup>	Multi-family or a mix of housing structure types that includes multi-family with an average density of less than 10,000 square feet per dwelling
	Traditional Neighborhood Development and Mixed Use <sup>a</sup>	A mix of residential, commercial, and institutional uses. Residential uses are typically high or medium-high density
Racine	Suburban Density Residential	Single-family residential development at densities equivalent to 1.5 to 2.9 acres per dwelling
	Low Density Residential	Single-family residential development at densities equivalent to 19,000 square feet to 1.49 acres per dwelling



**Table 8  
(continued)**

County	Land Use Plan Category	Description
Racine (continued)	Medium Density Residential  Medium-High Density Residential <sup>a</sup>  High Density Residential <sup>a</sup>  Mixed Use <sup>a</sup>	Single-family residential development at densities equivalent to 10,001 to 18,999 square feet per dwelling  Single-, two-, and multi-family dwellings with an average density of 6,200 to 10,000 square feet per dwelling  Single-, two-, and multi-family dwellings with an average density of less than 6,200 square feet per dwelling  A mix of residential, commercial, and institutional uses. Residential uses are typically high or medium-high density
Walworth	Suburban Density Residential  Low Density Residential  Medium-Low Density Residential  Medium Density Residential <sup>a</sup>  Medium-High Density Residential <sup>a</sup>  High Density Residential <sup>a</sup>  Mixed Use <sup>a</sup>	Single-family residential development at densities equivalent to 1.0 to 4.9 acres per dwelling  Single-family residential development at densities equivalent to 20,000 to 43,559 square feet per dwelling  Single-family residential development at densities equivalent to 10,000 to 19,999 square feet per dwelling  Single-family residential development with an average density of less than 10,000 square feet per dwelling  Two-family, townhouse, or a mix of single- and two-family development at an average density of less than 10,000 square feet per dwelling  Multi-family or a mix of housing structure types with an average density of less than 10,000 square feet per dwelling  A mix of residential, commercial, and institutional uses. Residential uses are typically high or medium-high density
Washington	Suburban Density Residential  Medium Density Residential  Medium-High Density Residential <sup>a</sup>  High Density Residential <sup>a</sup>  Mixed Use <sup>a</sup>	Single-family residential development at densities equivalent to 1.0 to 4.9 acres per dwelling  Single-family and two-family residential development at densities equivalent to 10,000 to 43,559 square feet per dwelling  Single- and two-family development at an average density of less than 10,000 square feet per dwelling  Multi-family or a mix of housing structure types with an average density of less than 10,000 square feet per dwelling  A mix of residential, commercial, and institutional uses. Residential uses are typically high or medium-high density
Waukesha	Suburban Density Residential  Low Density Residential  Medium Density Residential  Medium-High Density Residential <sup>a</sup>  High Density Residential and Housing for the Elderly <sup>a, b</sup>  Mixed Use (Residential and Commercial) <sup>a</sup>	Single-family residential development at densities equivalent to 1.5 to 4.9 acres per dwelling  Single-family residential development at densities equivalent to 20,000 square feet to 1.4 acres per dwelling  Single-family residential development at densities equivalent to 10,000 to 19,999 square feet per dwelling  Single-, two-, and multi-family dwellings with an average density of 6,000 to 9,999 square feet per dwelling  Single-, two-, and multi-family dwellings with an average density of less than 6,000 square feet per home  A mix of residential, commercial, and institutional uses. Residential uses are typically high or medium-high density

**Table V-8  
(continued)**

<sup>a</sup>*Land use categories identified as suitable for accommodating new affordable housing on Maps 3 through 9.*

<sup>b</sup>*The Villages of Hartland and Nashotah have identified existing areas developed for housing for the elderly on the Village land use plan maps. No vacant land in Waukesha County has been designated in comprehensive plans adopted by sewerred communities specifically for the development of housing for the elderly.*

Source: SEWRPC.

Table 9

**RELATIONSHIP BETWEEN LAND USE CATEGORIES AND HOUSING UNIT COST  
 CATEGORIES USED FOR JOB/HOUSING BALANCE ANALYSIS**

County	Land Use Categories Included in Lower-Cost Housing Category <sup>a</sup>	Land Use Categories Included in Moderate-Cost Housing Category <sup>a</sup>	Land Use Categories Included in Higher-Cost Housing Category <sup>a</sup>
Kenosha	High Density Residential Mixed Use <sup>b</sup>	Medium Density Residential	Suburban Density Residential Low Density Residential
Milwaukee	High Density Residential Mixed Use Including Residential <sup>b</sup>	Medium Density Residential Medium-High Density Residential	Suburban Density Residential Low Density Residential Medium-Low Density Residential
Ozaukee	High Density Residential Mixed Use <sup>b</sup>	Traditional Neighborhood Development Medium-High Density Residential	Suburban Density Residential Medium Density Residential
Racine	High Density Residential Mixed Use <sup>b</sup>	Medium-High Density Residential	Suburban Density Residential Low Density Residential Medium Density Residential
Walworth	High Density Residential Mixed Use <sup>b</sup>	Medium Density Residential Medium-High Density Residential	Suburban Density Residential Low Density Residential Medium-Low Density Residential
Washington	High Density Residential Housing for the Elderly Mixed Use <sup>b</sup>	Medium-High Density Residential	Suburban Density Residential Medium Density Residential
Waukesha	High Density Residential Housing for the Elderly Mixed Use (Residential and Commercial) <sup>b</sup>	Medium-High Density Residential	Suburban Density Residential Low Density Residential Medium Density Residential

<sup>a</sup>Land use plan maps from comprehensive plans adopted by communities with sanitary sewer service, converted to uniform land use categories, are shown on Maps 3 through 9. Table 8 describes the densities and structure types included in each residential land use category.

<sup>b</sup>In all counties, it was assumed that 75 percent of the area designated for development of mixed commercial and residential uses would be developed with high-density residential uses and 25 percent would be developed with commercial uses.

Source: SEWRPC.

Table 10

AVERAGE NUMBER OF WORKERS PER HOUSEHOLD IN THE  
 SOUTHEASTERN WISCONSIN REGION BY SUB-REGIONAL HOUSING ANALYSIS AREA: 2001

Sub-Area	Full Time Workers	Part Time Workers	Full and Part Time Workers
1	1.24	0.29	1.53
2	1.10	0.31	1.41
3	0.98	0.40	1.38
4	0.91	0.31	1.22
Ozaukee County	1.01	0.34	1.35
5	1.23	0.36	1.59
6	0.96	0.36	1.32
7	1.20	0.39	1.59
8	1.27	0.38	1.65
9	1.04	0.33	1.37
10	1.11	0.37	1.48
11	1.09	0.49	1.58
Washington County	1.06	0.37	1.43
12	0.94	0.28	1.22
13	0.97	0.24	1.21
14	0.90	0.29	1.19
15	0.85	0.27	1.12
16	0.95	0.24	1.19
17	0.89	0.29	1.18
18	0.90	0.27	1.17
19	1.15	0.29	1.44
Milwaukee County	0.93	0.27	1.20
20	1.00	0.30	1.30
21	0.92	0.38	1.30
22	1.00	0.41	1.41
23	1.13	0.36	1.49
24	1.11	0.42	1.53
25	1.02	0.39	1.41
26	1.02	0.31	1.33
27	1.18	0.45	1.63
28	1.25	0.33	1.58
Waukesha County	1.03	0.37	1.40
29	0.98	0.28	1.26
30	0.84	0.28	1.12
31	1.07	0.36	1.43
32	1.13	0.34	1.47
Racine County	0.95	0.30	1.25
33	0.95	0.32	1.27
34	0.98	0.27	1.25
35	1.03	0.34	1.37
Kenosha County	0.99	0.29	1.28
36	1.30	0.24	1.54
37	1.04	0.44	1.48
38	0.99	0.32	1.31
39	0.96	0.31	1.27
Walworth County	1.03	0.33	1.36
Region	0.97	0.31	1.28

NOTES: Full time workers include those who work 35 or more hours per week. Part time workers include those who work less than 35 hours per week.

Sub-areas are shown on Map 2.

Source: SEWRPC.

Table 11

**PERCENT OF EMPLOYMENT BY INDUSTRY (NAICS) IN  
 THE REGION BY SUB-REGIONAL HOUSING ANALYSIS AREA AND COUNTY: 2010**

Industry (NAICS)	Ozaukee County					Washington County		
	Sub-area 1	Sub-area 2	Sub-area 3	Sub-area 4	County	Sub-area 5	Sub-area 6	Sub-area 7
Forestry, Fishing, and Related Activities .....	2.7	0.7	-- <sup>a</sup>	0.5	0.5	1.7	0.2	3.7
Mining .....	0.8	--	-- <sup>a</sup>	--	0.1	--	0.1	0.9
Utilities .....	--	0.8	--	--	0.2	--	0.7	0.2
Construction .....	6.2	3.2	4.4	2.6	3.5	5.0	3.4	10.5
Manufacturing.....	31.0	27.8	22.7	13.4	20.3	11.8	13.1	37.3
Wholesale Trade .....	5.2	3.1	3.1	5.5	4.2	8.0	2.7	4.3
Retail Trade.....	6.6	9.1	18.0	9.6	12.2	11.0	15.9	5.4
Transportation and Warehousing.....	1.5	1.2	1.3	1.2	1.2	7.0	2.8	23.3
Information .....	--	0.5	1.3	1.0	0.9	--	1.5	--
Finance and Insurance.....	0.8	2.7	3.8	7.6	5.0	3.6	7.7	1.2
Real Estate and Rental and Leasing .....	0.2	0.4	0.7	1.3	0.9	0.4	1.0	--
Professional, Scientific, and Technical Services.....	1.7	3.9	5.7	6.8	5.6	1.2	1.7	0.3
Management of Companies and Enterprises .....	0.9	2.1	0.2	0.6	0.8	--	1.0	--
Administrative and Waste Services .....	3.8	4.5	4.2	7.8	5.7	0.3	2.8	3.4
Educational Services.....	9.0	5.6	7.1	8.9	7.6	17.6	6.6	2.0
Health Care and Social Assistance.....	6.1	6.6	9.4	17.2	11.9	6.8	18.3	0.4
Arts, Entertainment, and Recreation.....	3.9	2.0	2.2	3.5	2.7	2.8	1.8	--
Accommodation and Food Services .....	14.8	10.3	9.0	7.5	8.9	10.5	7.3	4.5
Other Services, except public administration .....	2.9	4.5	3.7	3.8	3.8	6.4	5.7	2.2
Public Administration .....	1.9	11.0	3.2	1.2	4.0	5.9	5.7	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Industry (NAICS)	Washington County (continued)					Milwaukee County		
	Sub-area 8	Sub-area 9	Sub-area 10	Sub-area 11	County	Sub-area 12	Sub-areas 13-16	Sub-area 17
Forestry, Fishing, and Related Activities .....	--	0.6	1.4	1.5	0.8	0.1	-- <sup>a</sup>	--
Mining .....	0.2	0.1	--	0.4	0.1	--	-- <sup>a</sup>	--
Utilities .....	--	0.3	0.1	--	0.4	0.3	0.9	-- <sup>a</sup>
Construction .....	7.8	4.0	5.5	8.6	4.9	2.1	2.5	2.7
Manufacturing.....	31.8	28.7	31.0	15.4	22.4	6.8	10.8	8.4
Wholesale Trade .....	17.0	3.2	10.8	7.4	5.9	3.0	4.1	3.6
Retail Trade.....	9.5	14.5	9.5	12.8	13.2	19.3	6.9	17.8
Transportation and Warehousing.....	6.3	4.0	1.3	7.1	4.0	1.9	4.0	2.0
Information .....	0.2	4.2	0.5	0.2	1.6	3.6	2.5	1.0
Finance and Insurance.....	0.9	1.7	1.9	0.9	3.9	5.2	6.3	5.0
Real Estate and Rental and Leasing .....	0.3	0.4	0.4	0.6	0.6	2.0	1.5	1.8
Professional, Scientific, and Technical Services.....	2.4	1.6	3.6	2.6	2.1	4.8	6.2	4.5
Management of Companies and Enterprises .....	0.2	0.1	0.3	--	0.5	3.5	4.4	1.7
Administrative and Waste Services .....	3.2	3.6	5.9	5.3	3.8	2.0	8.0	8.9
Educational Services.....	--	8.9	5.8	4.2	6.6	10.8	8.1	5.8
Health Care and Social Assistance.....	4.3	9.9	5.9	7.6	11.3	11.3	16.8	18.8
Arts, Entertainment, and Recreation.....	3.9	2.9	1.1	5.1	2.2	4.4	1.9	1.2
Accommodation and Food Services .....	7.3	7.6	11.2	14.4	8.7	11.3	7.8	10.4
Other Services, except public administration .....	1.2	2.1	2.3	5.1	3.8	4.6	4.7	3.8
Public Administration .....	3.5	1.6	1.5	0.8	3.2	3.0	2.6	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 11 (continued)

Industry (NAICS)	Milwaukee County (continued)			Waukesha County				
	Sub-area 18	Sub-area 19	County	Sub-area 20	Sub-area 21	Sub-area 22	Sub-area 23	Sub-area 24
Forestry, Fishing, and Related Activities .....	--	-- <sup>a</sup>	-- <sup>a</sup>	0.3	-- <sup>a</sup>	0.2	0.1	0.1
Mining .....	--	-- <sup>a</sup>	-- <sup>a</sup>	0.3	--	0.2	--	1.4
Utilities .....	--	0.7	0.7	0.2	-- <sup>a</sup>	--	0.3	--
Construction .....	1.9	7.6	2.8	7.5	3.7	8.2	7.7	6.0
Manufacturing.....	36.3	22.6	11.8	28.2	5.1	21.2	21.3	40.0
Wholesale Trade .....	2.8	5.0	3.9	9.2	7.3	12.2	4.2	6.4
Retail Trade.....	7.1	14.6	10.3	8.8	15.4	11.0	9.1	8.0
Transportation and Warehousing.....	8.1	13.7	4.3	1.8	2.3	3.4	3.5	4.0
Information .....	0.2	0.3	2.0	3.1	4.3	1.8	0.3	1.7
Finance and Insurance.....	2.8	1.7	5.6	3.6	12.4	3.6	2.4	1.5
Real Estate and Rental and Leasing .....	0.7	1.6	1.6	0.6	2.0	1.6	0.9	0.9
Professional, Scientific, and Technical Services.....	1.3	2.4	5.3	3.0	9.0	4.5	5.1	1.3
Management of Companies and Enterprises.....	0.4	0.4	3.4	4.1	1.1	2.4	0.1	0.1
Administrative and Waste Services .....	4.4	2.6	7.4	6.8	6.7	7.9	4.0	3.9
Educational Services.....	8.2	5.6	7.6	3.0	4.4	3.5	12.0	9.3
Health Care and Social Assistance.....	11.1	7.2	16.1	9.8	11.2	5.7	9.9	5.1
Arts, Entertainment, and Recreation.....	0.6	1.4	1.8	1.6	1.6	1.6	2.7	2.0
Accommodation and Food Services .....	5.9	7.1	8.4	3.8	8.3	5.9	8.8	4.3
Other Services, except public administration .....	4.9	3.1	4.4	3.6	3.5	3.6	6.1	2.0
Public Administration .....	3.3	2.4	2.6	0.7	1.7	1.5	1.5	2.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Industry (NAICS)	Waukesha County (continued)					Racine County		
	Sub-area 25	Sub-area 26	Sub-area 27	Sub-area 28	County	Sub-area 29	Sub-area 30	Sub-area 31
Forestry, Fishing, and Related Activities .....	0.2	0.2	0.4	0.2	0.2	2.7	--	1.0
Mining .....	-- <sup>a</sup>	--	-- <sup>a</sup>	--	0.1	-- <sup>a</sup>	-- <sup>a</sup>	-- <sup>a</sup>
Utilities.....	0.3	0.9	0.1	--	0.4	0.1	0.2	0.2
Construction .....	4.5	6.9	7.6	6.5	6.1	3.6	2.2	8.0
Manufacturing.....	14.0	19.9	15.7	22.3	17.7	29.9	21.1	9.6
Wholesale Trade .....	4.2	6.8	2.3	3.6	7.1	7.6	2.6	7.8
Retail Trade.....	12.9	8.3	15.6	3.3	11.0	14.3	11.9	7.0
Transportation and Warehousing.....	6.1	3.0	2.4	3.4	3.1	6.0	2.5	4.5
Information .....	1.2	2.1	0.4	0.1	2.4	0.2	1.1	0.2
Finance and Insurance.....	2.8	4.6	4.0	1.1	5.6	2.0	4.1	2.5
Real Estate and Rental and Leasing .....	1.0	1.1	0.4	1.5	1.2	0.4	0.9	1.3
Professional, Scientific, and Technical Services.....	4.1	5.6	3.3	3.3	5.4	2.2	2.3	3.5
Management of Companies and Enterprises.....	1.0	1.8	--	--	1.8	0.1	0.2	0.5
Administrative and Waste Services .....	3.0	5.7	4.7	1.8	5.8	7.1	7.7	2.9
Educational Services.....	6.6	7.0	11.6	9.9	5.9	0.5	8.4	6.7
Health Care and Social Assistance.....	18.6	10.2	7.9	24.7	10.9	2.9	15.8	23.0
Arts, Entertainment, and Recreation.....	2.8	1.4	5.9	4.3	2.0	1.5	2.3	2.0
Accommodation and Food Services .....	10.0	7.1	9.9	5.5	7.2	10.3	8.2	7.7
Other Services, except public administration .....	4.6	3.6	3.5	3.8	3.7	2.9	3.5	3.2
Public Administration .....	2.1	3.8	4.3	4.7	2.4	5.7	5.0	8.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 11 (continued)

Industry (NAICS)	Racine County (continued)		Kenosha County			
	Sub-area 32	County	Sub-area 33	Sub-area 34	Sub-area 35	County
Forestry, Fishing, and Related Activities .....	0.1	0.6	0.7	0.1	3.0	0.6
Mining .....	0.1	0.1	--	--	--	--
Utilities .....	0.9	0.2	0.8	0.4	-- <sup>a</sup>	0.4
Construction .....	4.5	3.5	5.4	2.6	4.5	3.3
Manufacturing.....	21.3	21.3	27.0	10.1	16.3	13.7
Wholesale Trade .....	4.0	4.3	11.9	2.6	4.4	4.4
Retail Trade.....	16.6	12.4	17.2	13.3	9.1	13.4
Transportation and Warehousing.....	2.6	3.4	1.5	3.5	3.9	3.2
Information .....	0.9	0.8	0.4	0.6	0.5	0.6
Finance and Insurance.....	2.9	3.4	0.7	2.4	1.2	1.9
Real Estate and Rental and Leasing .....	0.6	0.8	0.5	1.1	0.7	1.0
Professional, Scientific, and Technical Services.....	3.2	2.5	1.7	2.1	2.5	2.1
Management of Companies and Enterprises.....	0.7	0.3	-- <sup>a</sup>	1.8	-	1.3
Administrative and Waste Services .....	1.7	6.2	9.9	6.5	7.1	7.1
Educational Services.....	6.6	6.5	0.1	12.3	16.0	10.7
Health Care and Social Assistance.....	17.9	14.6	11.9	17.0	5.5	14.7
Arts, Entertainment, and Recreation.....	1.0	2.0	1.5	1.7	3.9	1.9
Accommodation and Food Services .....	7.3	8.4	6.6	11.2	12.3	10.6
Other Services, except public administration .....	4.9	3.5	1.4	3.9	2.9	3.4
Public Administration .....	2.2	5.2	0.8	6.8	6.2	5.7
Total	100.0	100.0	100.0	100.0	100.0	100.0

Industry (NAICS)	Walworth County					Region
	Sub-area 36	Sub-area 37	Sub-area 38	Sub-area 39	County	
Forestry, Fishing, and Related Activities .....	0.4	0.6	0.9	0.2	0.7	0.2
Mining .....	--	0.1	--	--	-- <sup>a</sup>	0.1
Utilities .....	--	0.2	0.5	--	0.3	0.5
Construction .....	5.7	1.8	4.8	2.9	4.2	3.9
Manufacturing.....	26.5	20.7	18.0	23.7	19.6	15.4
Wholesale Trade .....	2.9	5.3	3.1	3.0	3.4	4.9
Retail Trade.....	5.7	7.1	12.9	8.0	11.0	11.1
Transportation and Warehousing.....	5.7	2.4	3.1	4.8	3.4	3.7
Information .....	0.1	0.6	0.6	0.9	0.6	1.8
Finance and Insurance.....	1.6	6.1	2.2	1.2	2.6	4.9
Real Estate and Rental and Leasing .....	0.4	1.3	1.0	0.8	1.0	1.3
Professional, Scientific, and Technical Services.....	2.0	1.3	3.0	1.0	2.5	4.6
Management of Companies and Enterprises.....	0.7	0.2	-- <sup>a</sup>	0.8	0.2	2.2
Administrative and Waste Services .....	2.1	0.7	5.9	2.5	4.6	6.5
Educational Services.....	11.0	26.4	6.9	8.9	10.1	7.3
Health Care and Social Assistance.....	7.2	9.8	9.4	5.8	8.8	13.8
Arts, Entertainment, and Recreation.....	12.9	2.4	3.3	7.4	4.4	2.0
Accommodation and Food Services .....	8.8	8.6	15.6	17.6	14.4	8.6
Other Services, except public administration .....	3.0	2.6	3.3	5.8	3.5	4.0
Public Administration .....	3.3	1.8	5.5	4.7	4.7	3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

<sup>a</sup>Less than 0.05 percent

Source: Wisconsin Department of Workforce Development and SEWRPC.

Table 12

AVERAGE ANNUAL WAGE BY INDUSTRY (NAICS) IN THE REGION BY COUNTY: 2009

Industry (NAICS)	Kenosha County	Milwaukee County	Ozaukee County	Racine County	Walworth County	Washington County	Waukesha County
Private Employment							
Forestry, Fishing, and Related Activities .....	N/A	N/A	N/A	N/A	N/A	\$22,547	\$27,493
Mining .....	N/A	N/A	N/A	N/A	N/A	62,562	53,206
Utilities .....	\$ 81,073	\$78,127	\$91,653	\$77,325	\$50,158	61,060	80,004
Construction .....	50,880	62,396	44,753	44,059	40,290	41,282	53,970
Manufacturing .....	53,450	56,073	50,238	64,462	44,507	45,634	55,010
Wholesale Trade .....	55,117	57,121	54,256	45,067	47,127	50,584	59,476
Retail Trade .....	21,995	23,650	22,142	21,048	21,593	21,252	23,444
Transportation and Warehousing .....	35,869	42,083	33,401	37,027	33,405	36,155	37,955
Information .....	N/A	N/A	N/A	N/A	37,219	35,449	64,858
Finance and Insurance .....	42,411	69,989	57,885	51,503	39,966	55,182	63,019
Real Estate and Rental and Leasing .....	23,458	41,010	30,360	28,709	24,061	24,805	32,981
Professional, Scientific, and Technical Services .....	46,636	66,447	50,545	49,199	40,974	45,157	64,471
Management of Companies and Enterprises .....	104,002	90,583	92,010	85,067	76,160	67,919	73,544
Administrative and Waste Services .....	21,056	23,839	35,364	21,784	25,414	34,031	30,833
Educational Services .....	43,640	49,230	37,804	42,763	42,587	40,705	41,067
Health Care and Social Assistance .....	36,535	42,368	44,924	39,278	31,863	42,689	44,971
Arts, Entertainment, and Recreation .....	14,182	43,184	17,387	13,244	15,565	14,465	15,799
Accommodation and Food Services .....	11,932	13,852	11,282	11,840	14,436	10,578	12,386
Other Services, except public administration .....	19,726	24,826	20,796	21,440	20,725	18,977	27,090
Public Administration	\$ 40,669	\$54,128	\$33,818	\$45,884	\$35,349	\$37,021	\$41,351
Average Annual Wage	\$ 36,247	\$45,652	\$38,871	\$40,660	\$32,210	\$36,229	\$44,743

Source: Wisconsin Department of Workforce Development and SEWRPC.



Table 13

JOB/HOUSING BALANCE ANALYSIS WAGE THRESHOLD BY COUNTY: 2009

County	Average Wage	Job Type by Wage		
		Lower-Income <sup>a</sup>	Moderate-Income <sup>b</sup>	Higher-Income <sup>c</sup>
Kenosha .....	\$36,247	Less than \$28,999	\$28,999 to \$48,993	More than \$48,993
Milwaukee .....	45,652	Less than 36,522	36,522 to 61,630	More than 61,630
Ozaukee .....	38,871	Less than 31,098	31,098 to 52,475	More than 52,475
Racine .....	40,660	Less than 32,529	32,529 to 54,891	More than 54,891
Walworth .....	32,210	Less than 25,769	25,769 to 43,483	More than 43,483
Washington .....	36,229	Less than 28,984	28,984 to 48,909	More than 48,909
Waukesha .....	44,743	Less than 35,795	35,795 to 60,403	More than 60,403

<sup>a</sup>Defined as 80 percent or less of the average annual wage for all jobs in the County.







<sup>b</sup>Defined as between 80 percent and 135 percent of the average annual wage for all jobs in the County.

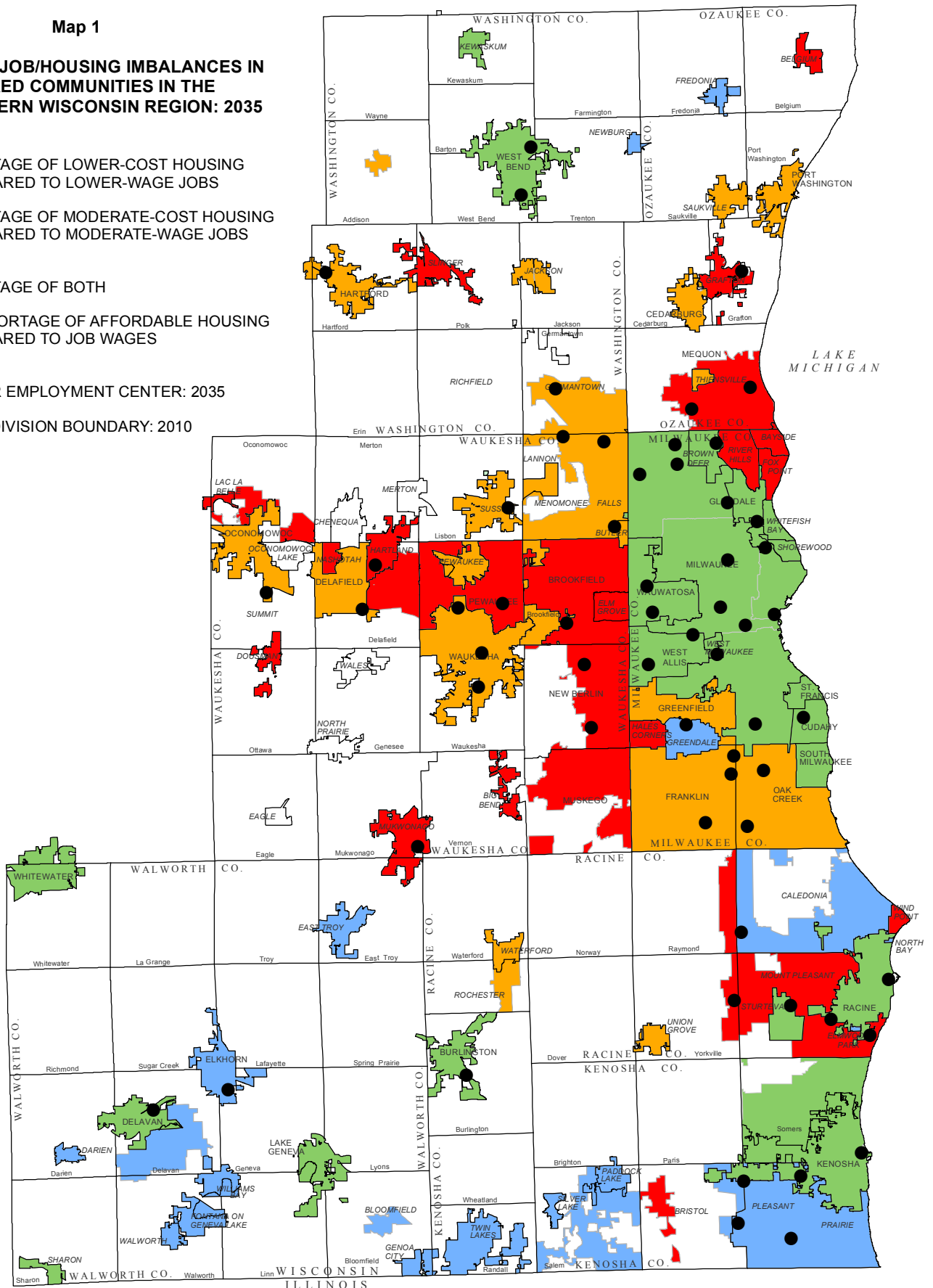
<sup>c</sup>Defined as 135 percent or more of the average annual wage of all jobs in the County.

Source: Wisconsin Department of Workforce Development and SEWRPC.

Map 1

### PROJECTED JOB/HOUSING IMBALANCES IN SEWERED COMMUNITIES IN THE SOUTHEASTERN WISCONSIN REGION: 2035

-  SHORTAGE OF LOWER-COST HOUSING COMPARED TO LOWER-WAGE JOBS
-  SHORTAGE OF MODERATE-COST HOUSING COMPARED TO MODERATE-WAGE JOBS
-  SHORTAGE OF BOTH
-  NO SHORTAGE OF AFFORDABLE HOUSING COMPARED TO JOB WAGES
-  MAJOR EMPLOYMENT CENTER: 2035
-  CIVIL DIVISION BOUNDARY: 2010



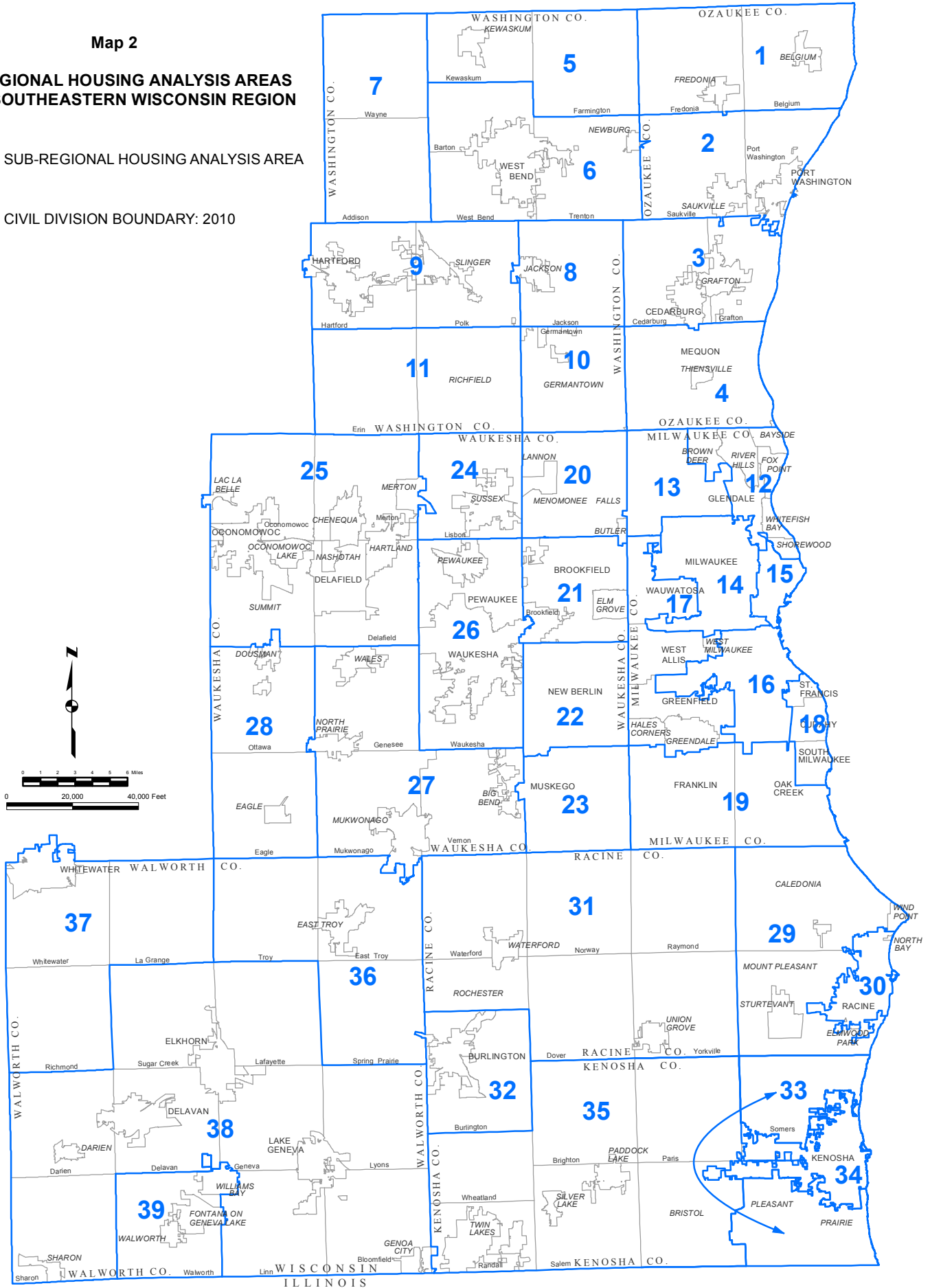
Source: Local Government Comprehensive Plans and SEWRPC.

Map 2

**SUB-REGIONAL HOUSING ANALYSIS AREAS  
IN THE SOUTHEASTERN WISCONSIN REGION**

**39** SUB-REGIONAL HOUSING ANALYSIS AREA

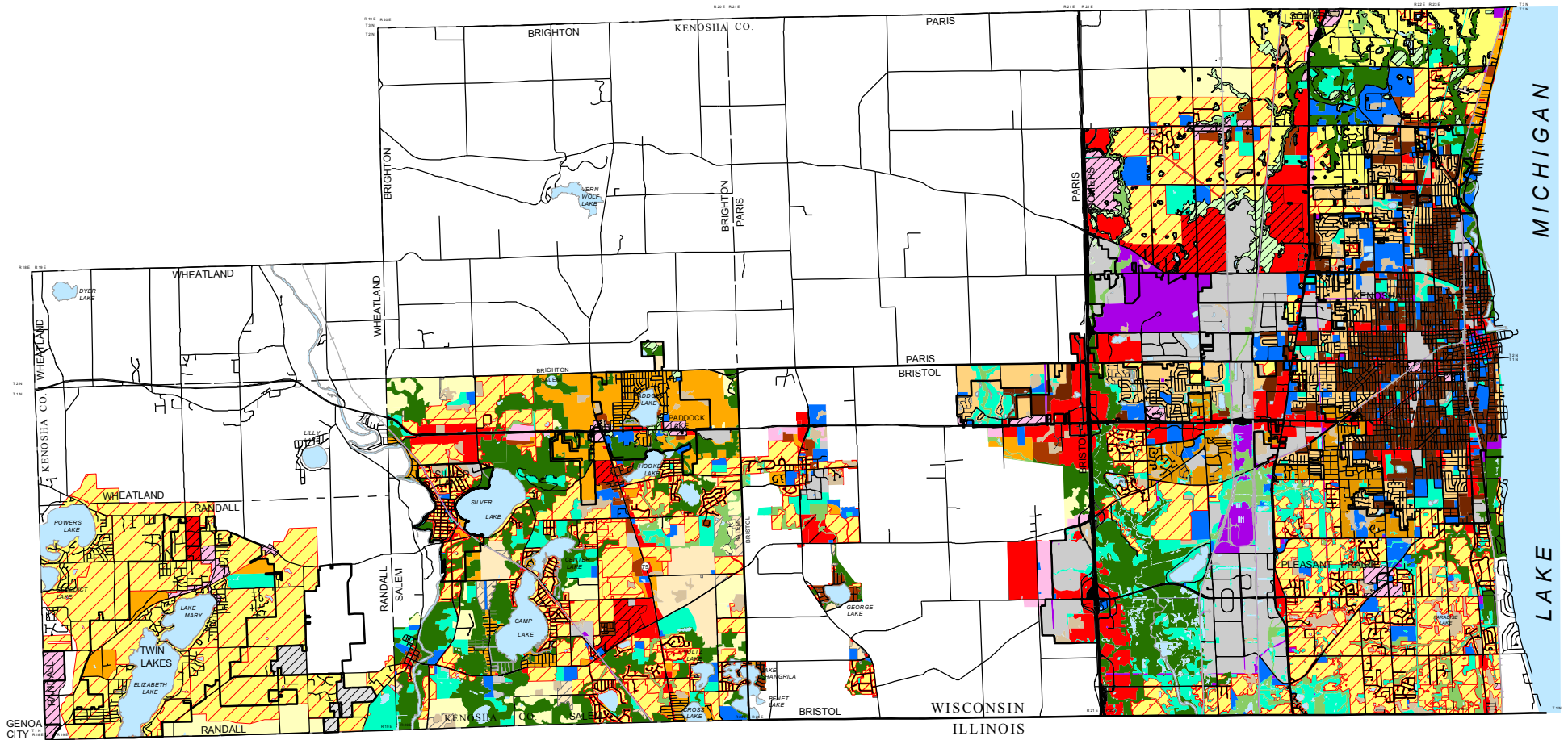
— CIVIL DIVISION BOUNDARY: 2010



Source: SEWRPC.

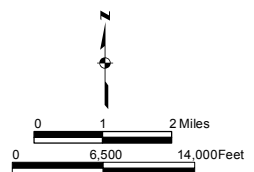
### MAP 3

## LAND USE PLAN MAPS ADOPTED AS PART OF COMPREHENSIVE PLANS BY SEWERED COMMUNITIES IN KENOSHA COUNTY: 2035



- |                              |                                  |  |
|------------------------------|----------------------------------|--|
| RURAL DENSITY RESIDENTIAL    | MIXED USE                        | EXTRACTIVE   |
| SUBURBAN DENSITY RESIDENTIAL | COMMERCIAL                       | PRIMARY ENVIRONMENTAL CORRIDOR   |
| LOW DENSITY RESIDENTIAL      | OFFICE AND PROFESSIONAL SERVICES | SECONDARY ENVIRONMENTAL CORRIDOR   |
| MEDIUM DENSITY RESIDENTIAL   | INDUSTRIAL                       | ISOLATED NATURAL RESOURCE AREA   |
| HIGH DENSITY RESIDENTIAL     | BUSINESS/INDUSTRIAL PARK         | OTHER OPEN LANDS TO BE PRESERVED (INCLUDES WETLANDS OUTSIDE ENVIRONMENTAL CORRIDORS AND ISOLATED NATURAL RESOURCE AREAS) |
| FARMLAND PROTECTION          | GOVERNMENTAL AND INSTITUTIONAL   | SURFACE WATER  |
| GENERAL AGRICULTURAL         | PARK AND RECREATIONAL            | REDEVELOPMENT AREA (OVERLAY)   |
|                              | TRANSPORTATION AND UTILITIES     |  |


NOTE: PLANNED LAND USE CATEGORIES FROM CITY, VILLAGE, AND TOWN PLANS HAVE BEEN STANDARDIZED FOR MAPPING PURPOSES. MAP INCLUDES AREAS WITHIN PLANNED SEWER SERVICE AREAS AND ADDITIONAL AREAS PROPOSED TO BE SERVED BY SANITARY SEWERS IN LOCAL COMPREHENSIVE PLANS.



Source: Kenosha County, Local Governments, and SEWRPC.

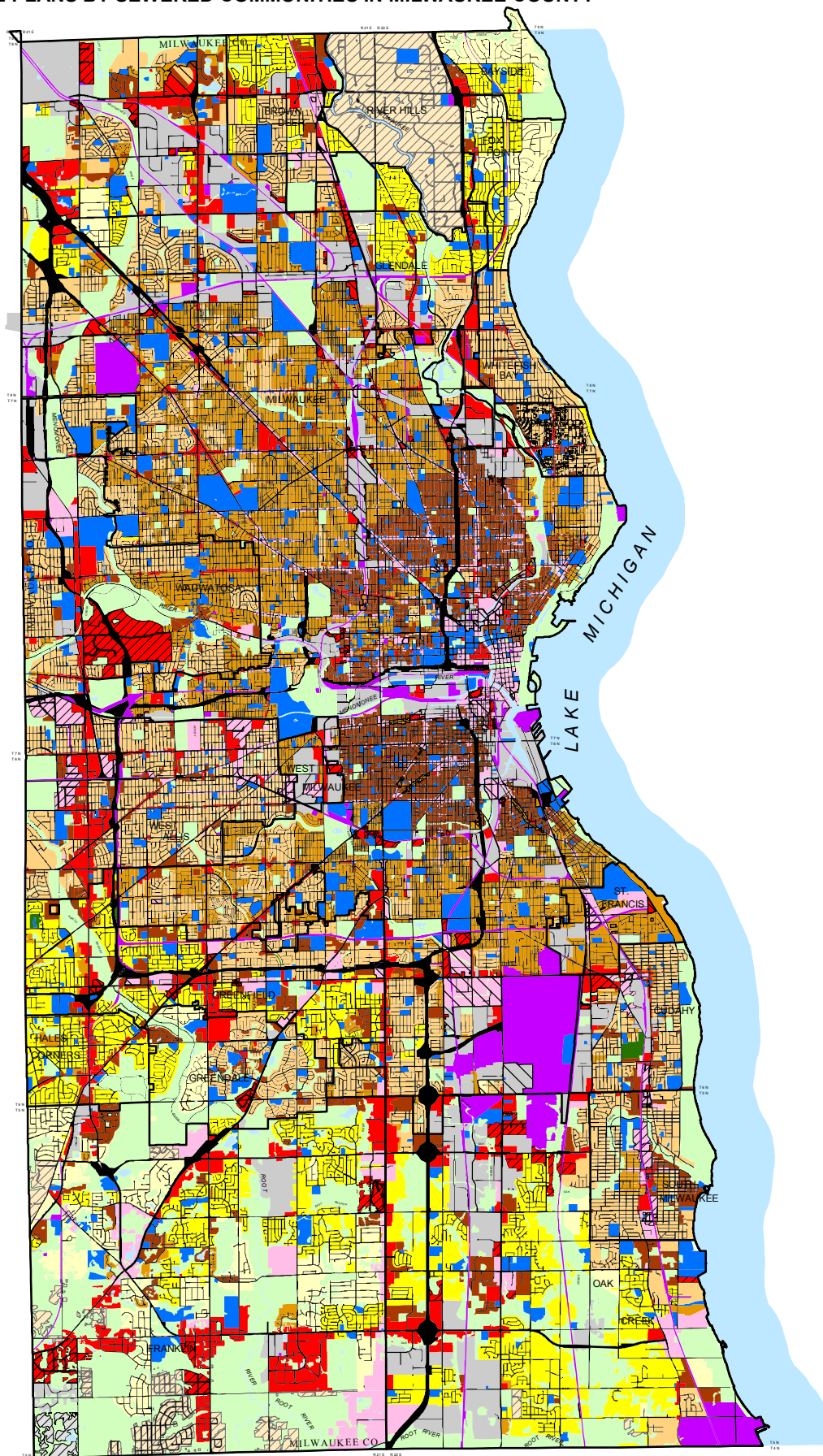
MAP 4

LAND USE PLAN MAPS ADOPTED AS PART OF  
COMPREHENSIVE PLANS BY SEWERED COMMUNITIES IN MILWAUKEE COUNTY

-  SUBURBAN DENSITY RESIDENTIAL
-  LOW DENSITY RESIDENTIAL
-  MEDIUM-LOW DENSITY RESIDENTIAL
-  MEDIUM DENSITY RESIDENTIAL
-  MEDIUM-HIGH DENSITY RESIDENTIAL
-  HIGH DENSITY RESIDENTIAL
-  MIXED USE (INCLUDING RESIDENTIAL)
-  MIXED USE (BUSINESS AND INDUSTRIAL)
-  BUSINESS
-  BUSINESS PARK AND OFFICE
-  INDUSTRIAL
-  GOVERNMENTAL AND INSTITUTIONAL
-  TRANSPORTATION AND UTILITIES
-  SANITARY LANDFILL
-  RECREATIONAL, OPEN SPACE,  
CONSERVANCY, OR AGRICULTURAL
-  AREAS FOR FUTURE STUDY
-  SURFACE WATER
-  REDEVELOPMENT AREA (OVERLAY)

NOTE:

PLANNED LAND USE CATAGORIES FROM CITY AND VILLAGE PLANS HAVE BEEN STANDARDIZED FOR MAPPING PURPOSES. ALL OF MILWAUKEE COUNTY IS LOCATED WITHIN A PLANNED SEWER SERVICE AREA.



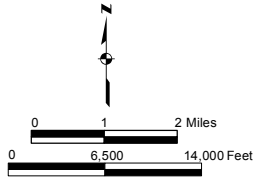
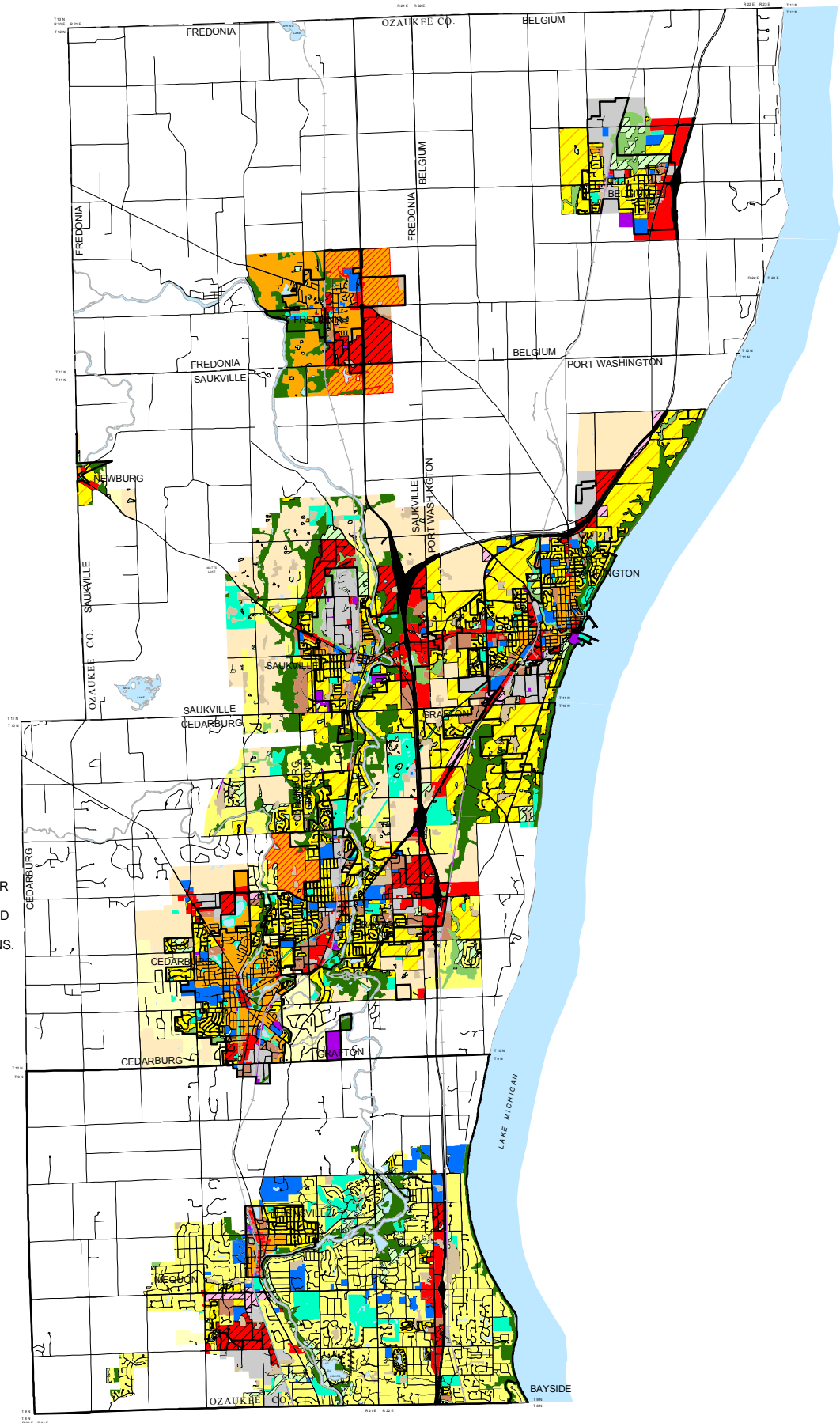
Source: Local Governments and SEWRPC.

MAP 5

LAND USE PLAN MAPS ADOPTED AS PART OF COMPREHENSIVE PLANS BY SEWERED COMMUNITIES IN OZAUKEE COUNTY: 2035

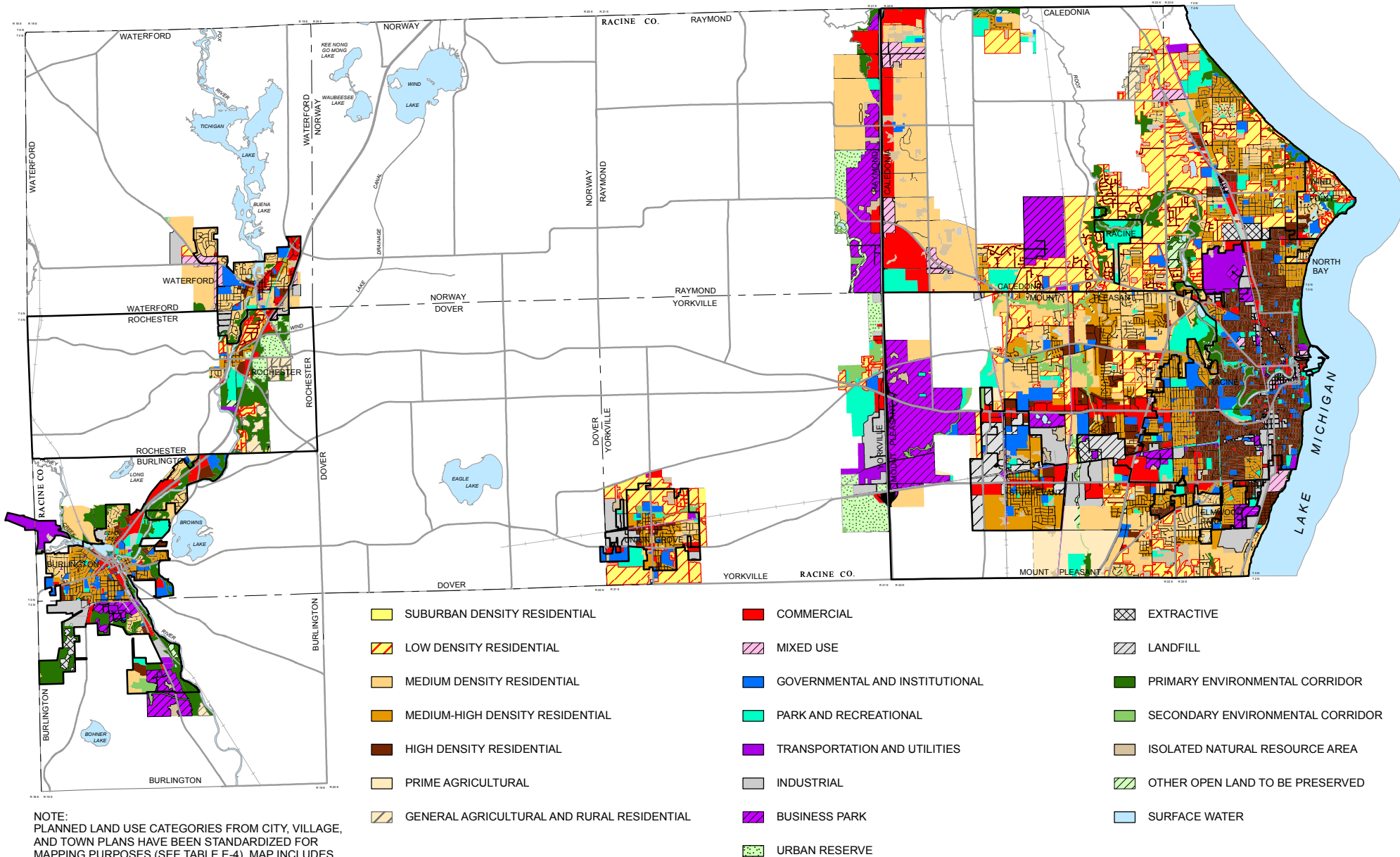
- RURAL DENSITY RESIDENTIAL
- SUBURBAN DENSITY RESIDENTIAL
- MEDIUM DENSITY RESIDENTIAL
- MEDIUM - HIGH DENSITY RESIDENTIAL
- HIGH DENSITY RESIDENTIAL
- HOUSING FOR THE ELDERLY
- TRADITIONAL NEIGHBORHOOD DEVELOPMENT
- MIXED USE
- GENERAL COMMERCIAL
- INDUSTRIAL
- BUSINESS/INDUSTRIAL PARK
- GOVERNMENTAL AND INSTITUTIONAL
- PARK AND RECREATIONAL
- TRANSPORTATION AND UTILITIES
- FARMLAND PROTECTION
- PRIMARY ENVIRONMENTAL CORRIDOR
- SECONDARY ENVIRONMENTAL CORRIDOR
- ISOLATED NATURAL RESOURCE AREA
- OTHER OPEN LAND TO BE PRESERVED
- SURFACE WATER
- REDEVELOPMENT AREA (OVERLAY)

NOTE:  
 PLANNED LAND USE CATEGORIES FROM CITY AND VILLAGE PLANS HAVE BEEN STANDARDIZED FOR MAPPING PURPOSES. MAP INCLUDES AREAS WITHIN PLANNED SEWER SERVICE AREAS AND ADDITIONAL AREAS PROPOSED TO BE SERVED BY SANITARY SEWERS IN LOCAL COMPREHENSIVE PLANS.



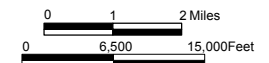
Source: Ozaukee County, Local Governments, and SEWRPC.

LAND USE PLAN MAPS ADOPTED AS PART OF COMPREHENSIVE PLANS BY SEWERED COMMUNITIES IN RACINE COUNTY: 2035

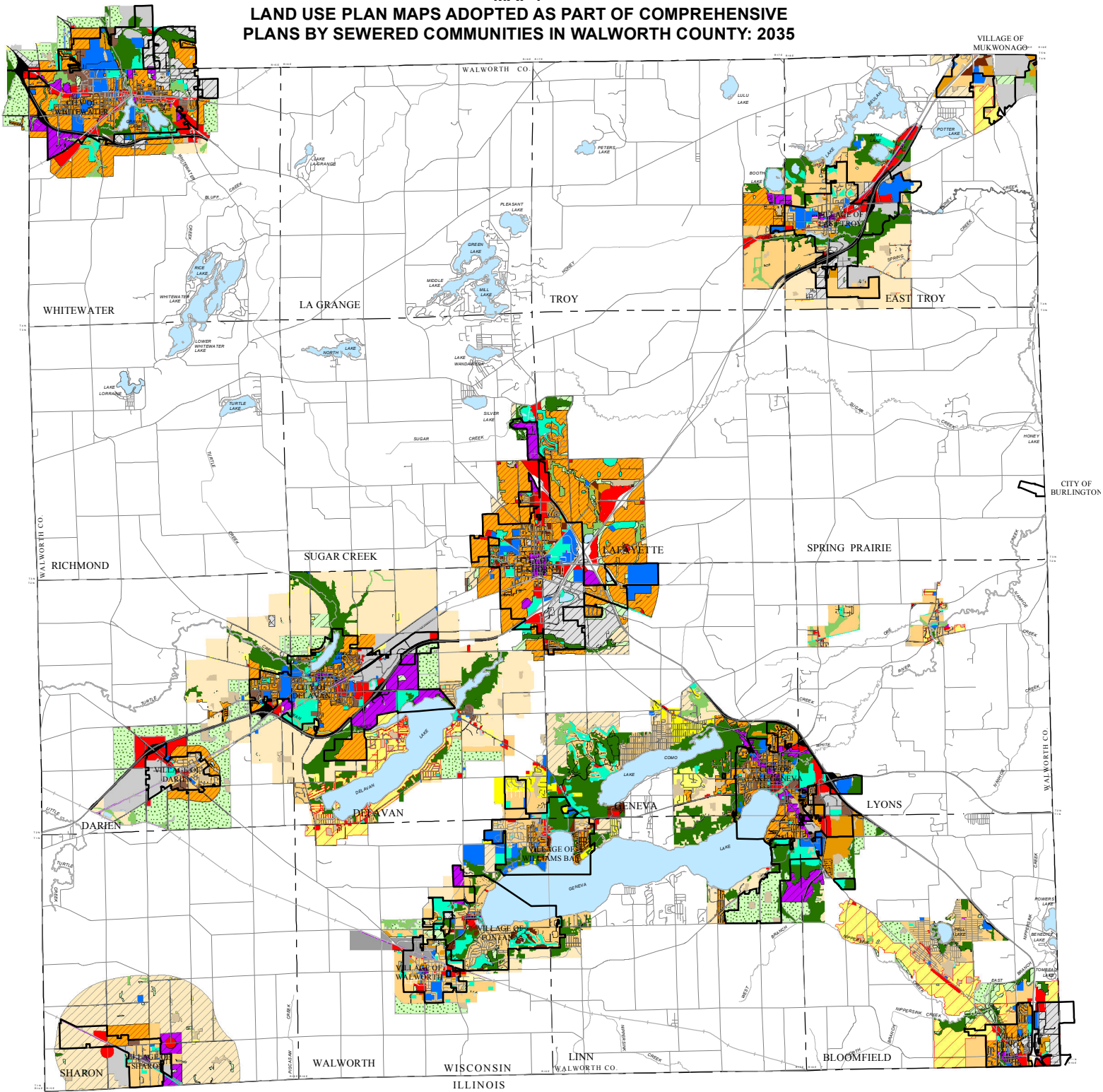


NOTE:  
 PLANNED LAND USE CATEGORIES FROM CITY, VILLAGE,  
 AND TOWN PLANS HAVE BEEN STANDARDIZED FOR  
 MAPPING PURPOSES (SEE TABLE E-4). MAP INCLUDES  
 AREAS WITHIN PLANNED SEWER SERVICE AREAS  
 AND ADDITIONAL AREAS PROPOSED TO BE SERVED  
 BY SANITARY SEWERS IN LOCAL COMPREHENSIVE PLANS.

Source: Racine County, Local Governments, and SEWRPC.



**MAP 7  
LAND USE PLAN MAPS ADOPTED AS PART OF COMPREHENSIVE  
PLANS BY SEWERED COMMUNITIES IN WALWORTH COUNTY: 2035**

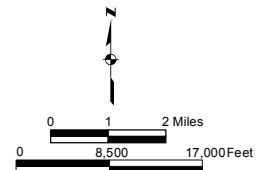


- SUBURBAN DENSITY RESIDENTIAL
- LOW DENSITY RESIDENTIAL
- MEDIUM-LOW DENSITY RESIDENTIAL
- MEDIUM DENSITY RESIDENTIAL
- MEDIUM-HIGH DENSITY RESIDENTIAL
- HIGH DENSITY RESIDENTIAL
- PRIME AGRICULTURAL
- GENERAL AGRICULTURAL AND RURAL RESIDENTIAL
- COMMERCIAL
- COMMERCIAL/RECREATIONAL
- MIXED USE
- GOVERNMENTAL AND INSTITUTIONAL

- PARK AND RECREATIONAL
- TRANSPORTATION AND UTILITIES
- INDUSTRIAL
- BUSINESS PARK
- URBAN RESERVE
- EXTRACTIVE
- PRIMARY ENVIRONMENTAL CORRIDOR
- SECONDARY ENVIRONMENTAL CORRIDOR
- ISOLATED NATURAL RESOURCE AREA
- OTHER OPEN LAND TO BE PRESERVED
- SURFACE WATER

**NOTE:** PLANNED LAND USE CATEGORIES FROM CITY, VILLAGE, AND TOWN PLANS HAVE BEEN STANDARDIZED FOR MAPPING PURPOSES. MAP INCLUDES AREAS WITHIN PLANNED SEWER SERVICE AREAS AND ADDITIONAL AREAS PROPOSED TO BE SERVED BY SANITARY SEWERS IN LOCAL COMPREHENSIVE PLANS.

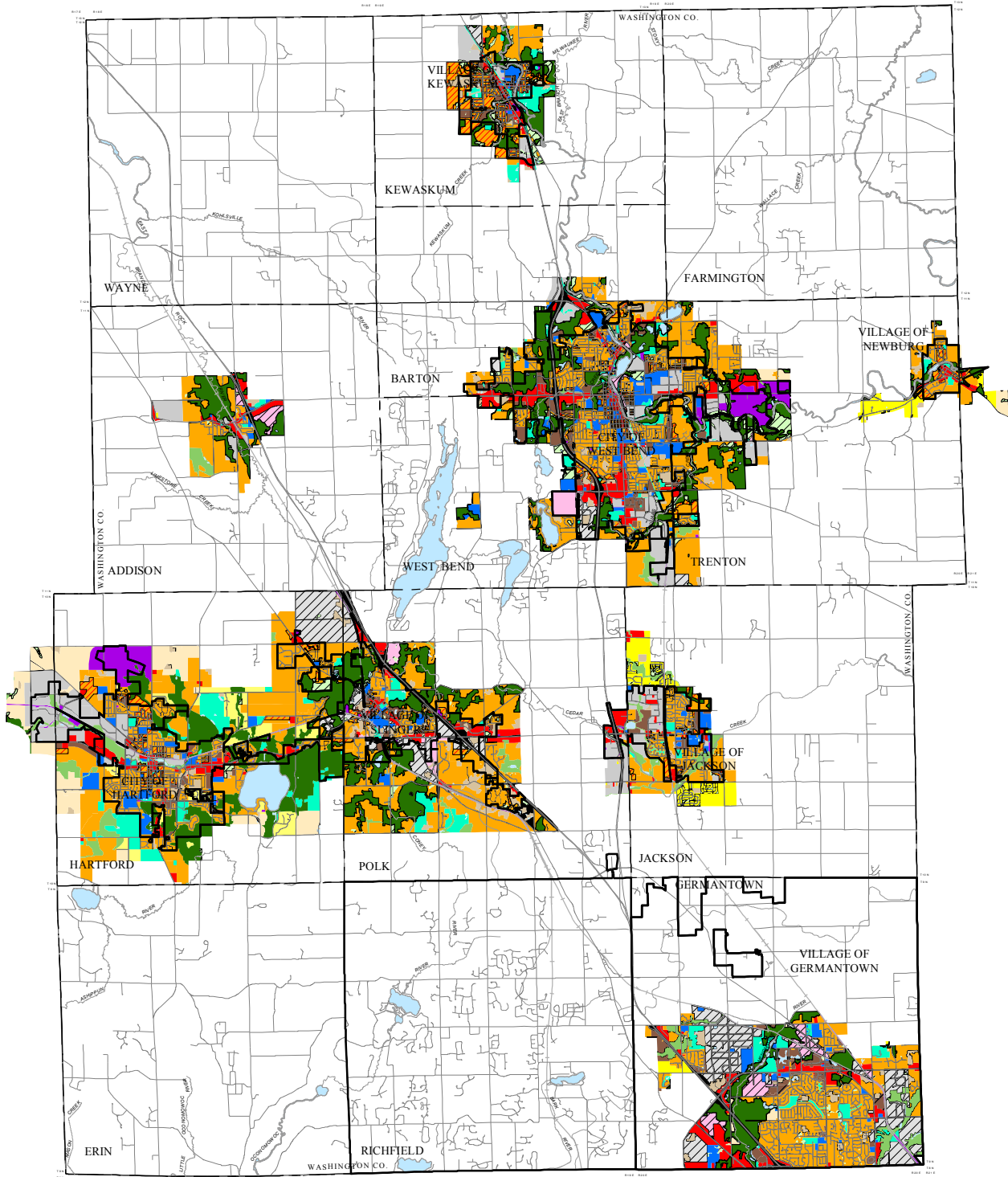
Source: Walworth County, Local Governments, and SEWRPC.





MAP 8

LAND USE PLAN MAPS ADOPTED AS PART OF  
COMPREHENSIVE PLANS BY SEWERED COMMUNITIES IN WASHINGTON COUNTY: 2035



AGRICULTURAL AND RURAL RESIDENTIAL

GENERAL COMMERCIAL

FORMER LANDFILL

PRIMARY ENVIRONMENTAL CORRIDOR

SUBURBAN DENSITY RESIDENTIAL

OFFICE / PROFESSIONAL SERVICES

SECONDARY ENVIRONMENTAL CORRIDOR

MEDIUM DENSITY URBAN RESIDENTIAL

BUSINESS / INDUSTRIAL

ISOLATED NATURAL RESOURCE AREA

MEDIUM-HIGH DENSITY URBAN RESIDENTIAL

INDUSTRIAL

SURFACE WATER

HIGH DENSITY URBAN RESIDENTIAL

GOVERNMENTAL AND INSTITUTIONAL

OTHER OPEN LAND TO BE PRESERVED (INCLUDES WETLANDS OUTSIDE OF ENVIRONMENTAL CORRIDORS AND ISOLATED NATURAL RESOURCE AREAS)

HOUSING FOR THE ELDERLY

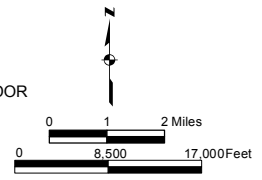
PARK AND RECREATIONAL

NOTE: PLANNED LAND USE CATEGORIES FROM CITY, VILLAGE, AND TOWN PLANS HAVE BEEN STANDARDIZED FOR MAPPING PURPOSES. MAP INCLUDES AREAS WITHIN PLANNED SEWER SERVICE AREAS AND ADDITIONAL AREAS PROPOSED TO BE SERVED BY SANITARY SEWERS IN LOCAL COMPREHENSIVE PLANS.

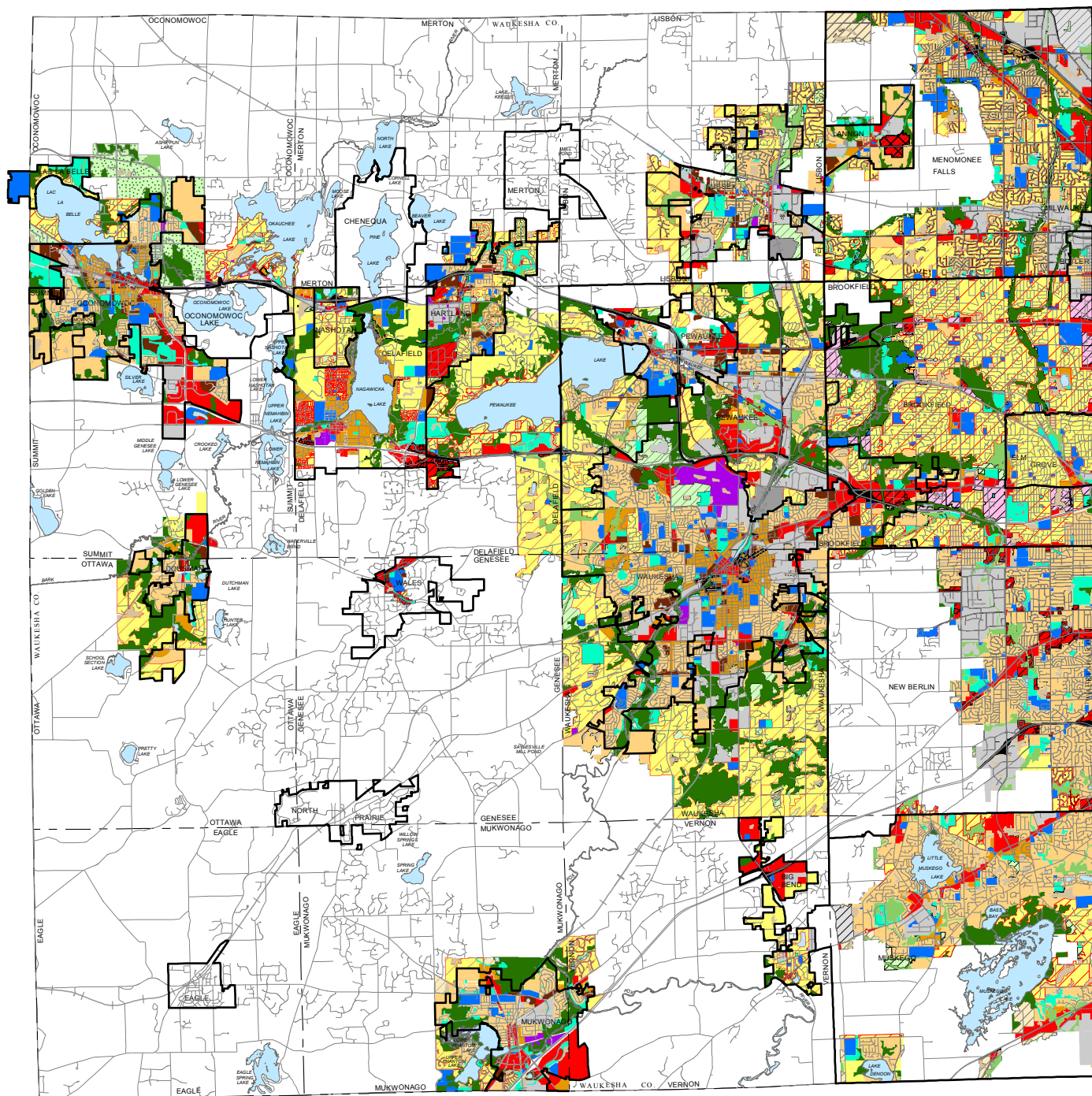
MIXED USE





















TRANSPORTATION AND UTILITIES

Source: Washington County, Local Governments, and SEWRPC. REDEVELOPMENT AREA (OVERLAY)

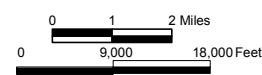


LAND USE PLAN MAPS ADOPTED AS PART OF  
COMPREHENSIVE PLANS BY SEWERED COMMUNITIES IN WAUKESHA COUNTY: 2035



- |   |   |
|---|---|
|  SUBURBAN DENSITY RESIDENTIAL               |  GOVERNMENTAL AND INSTITUTIONAL            |
|  LOW DENSITY RESIDENTIAL                    |  COMMERCIAL AND BUSINESS PARK              |
|  MEDIUM DENSITY RESIDENTIAL                 |  MIXED USE (RESIDENTIAL AND COMMERCIAL)    |
|  MEDIUM-HIGH DENSITY RESIDENTIAL            |  MIXED USE (BUSINESS AND LIGHT INDUSTRIAL) |
|  HIGH DENSITY RESIDENTIAL                   |  INDUSTRIAL                                |
|  HOUSING FOR THE ELDERLY                    |  TRANSPORTATION AND UTILITIES              |
|  GENERAL AGRICULTURAL AND RURAL RESIDENTIAL |  SANITARY LANDFILL                         |
|   |  EXTRACTIVE                                |
|   |  PARK AND RECREATIONAL                     |
|   |  PRIMARY ENVIRONMENTAL CORRIDOR            |
|   |  SECONDARY ENVIRONMENTAL CORRIDOR          |
|   |  ISOLATED NATURAL RESOURCE AREA            |
|   |  OTHER OPEN LAND TO BE PRESERVED           |
|   |  SURFACE WATER                             |
|   |  URBAN RESERVE                             |
|   |  REDEVELOPMENT AREA (OVERLAY)              |

NOTE: PLANNED LAND USE CATEGORIES FROM CITY, VILLAGE, AND TOWN PLANS HAVE BEEN STANDARDIZED FOR MAPPING PURPOSES (SEE TABLE E-7). MAP DOES NOT INCLUDE UNREFINED SEWER SERVICE AREAS OR SEWER SERVICE AREAS THAT SERVE ISOLATED LAKE AREAS. AREAS WITHIN OTHER ADOPTED SEWER SERVICE AREAS ARE SHOWN ON THIS MAP.



Source: Waukesha County, Local Governments, and SEWRPC.