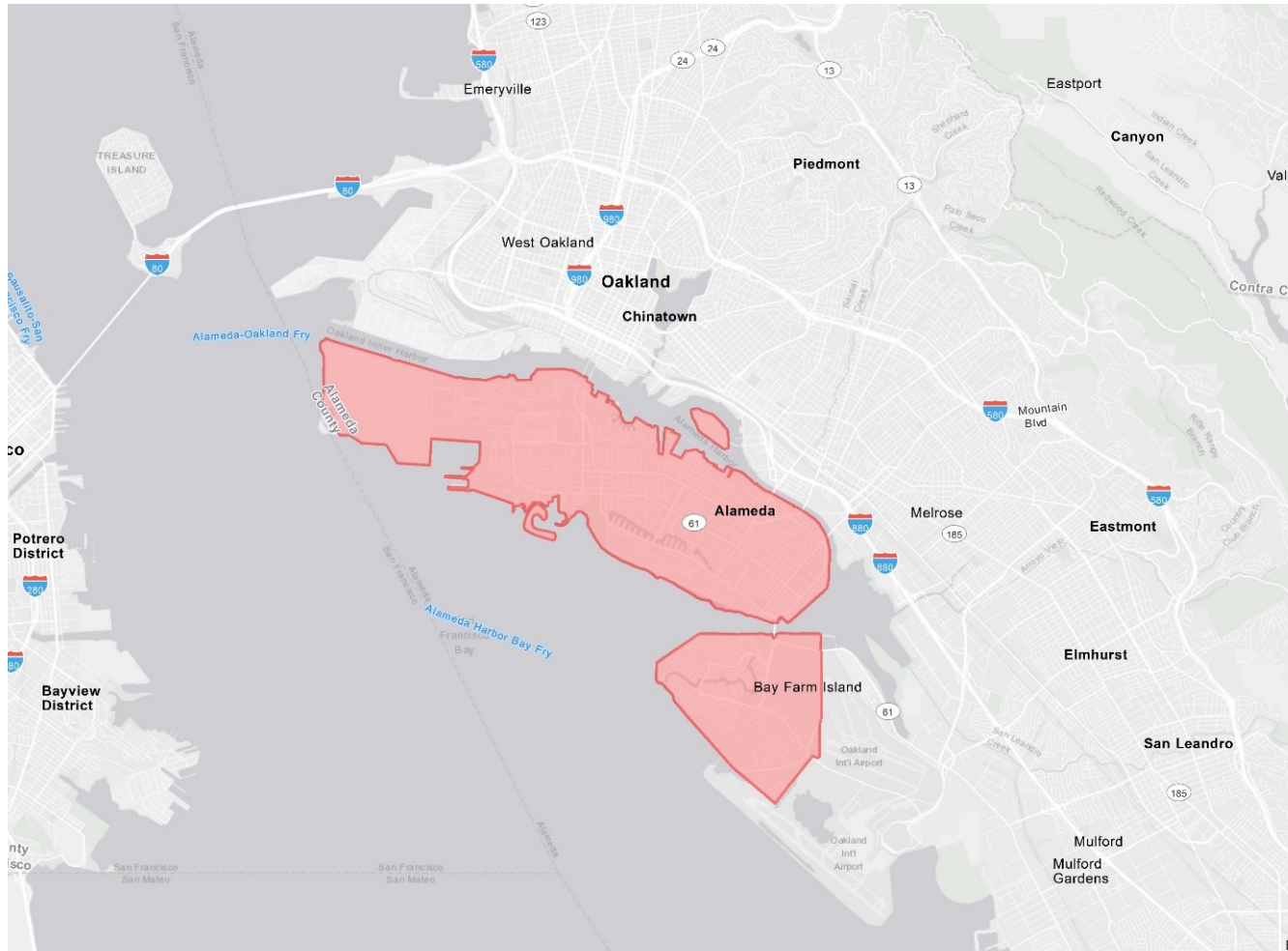


Housing Affordability and Displacement

City of Alameda



May 2021 (Report)
December 2021 (Addendum)



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Introduction and Overview

The purpose of this report is to review and document the economic and housing market conditions that may be contributing to residential displacement in the City of Alameda, as well as to evaluate whether and how lower income renter households are being disproportionately and negatively affected by the housing crisis. This study is intended to meet the Measure A1 implementation policies for the Rental Housing Development Fund & Innovation and Opportunity Fund adopted by Alameda County Board of Supervisors in November 2017 to enable the City of Alameda to implement a local preference for those who live and work in the city for affordable housing units.

As this study demonstrates, lower-income residents and workers in the City of Alameda are at risk of displacement or have already experienced displacement, and a local preference is needed to help prevent further displacement.

This finding is supported by an analysis of historical trends and current conditions that have dramatically affected the availability and affordability of rental housing in the City particularly for lower income renters, and a comparison to Countywide data that also demonstrates the disparate impact on lower income households.

The report also describes how the provision of a work preference for lower income employees of the Alameda Unified School District will help address their housing needs, minimize risks of displacement, and enable them to continue to live in the City and County of Alameda.



This report was prepared by the consulting firms of Seifel Consulting and The Concord Group at the request of the City of Alameda.

Executive Summary and Disparate Impact Findings

This study demonstrates that residential displacement has occurred, is occurring and is at a high risk of occurring for lower-income households in the City of Alameda. The study documents the economic and housing market conditions that are contributing to residential displacement with a particular focus on lower-income households that would be eligible to occupy affordable rental housing funded by the 2016 Alameda County bond measure, Measure A1.

This finding is supported by an analysis of historical trends and current conditions that have dramatically affected the availability and affordability of rental housing in the City of Alameda (City or Alameda) and Alameda County (County), which is organized according to eight key findings. In summary, the analysis indicates the following:

- Displacement pressures on lower income households have intensified over the past decade in the City due to the lack of housing production in the City, County and broader Bay Area region in comparison to employment growth. Rapid employment growth in the City, County and region has intensified housing demand, resulting in increased housing costs in the City and County of Alameda. The City has experienced a severe mismatch between job growth and housing growth when compared to the County.
- A substantial portion of primary jobs in the City of Alameda provide annual earnings of \$40,000 or below, and most of the citywide growth in primary jobs over the past decade occurred in industries that typically have lower wages. Households with one to two lower wage workers cannot afford typical market rents in the City.
- Over the past decade, the number of higher income households has increased in the City, with a growing number of workers commuting to higher paying jobs outside of the City, which is intensifying local housing demand and displacement pressures.
- Thousands of the City's lower income residents, particularly low income renter households, are vulnerable to being displaced, as they are paying more than 30% of their income on rent and live in overcrowded conditions. Approximately 75% of low income households are cost-burdened in the City and County of Alameda.
- Research compiled and undertaken by the Urban Displacement Project and other researchers has shown that displacement negatively affects the health, quality of life, and economic outlook for households, often with long-term consequences. When forced to pay more for housing and/or transportation, they are more likely to forego other household expenses like food, medications, or childcare. Displacement itself can be deeply traumatic, which can compromise the health and welfare of households immediately and for years after they are forced to move. Children often are deeply affected by the disruption in their home and educational environments.
- The City of Alameda has thousands of residents with special housing needs, including many large families, seniors, and persons with disabilities. The City has a higher proportion of households with senior residents in comparison to Alameda County, with comparable proportions of large households and single female headed households. These households have special housing needs, are particularly vulnerable to displacement, and experience significant difficulties when they no longer can access services or their children can no longer continue their education in local schools.

- Lower income households in the City are more diverse in terms of race and ethnicity compared to all of the City's households, which is consistent with what is experienced countywide.
- Problems of homelessness are intensifying in the City and County, and many service providers are spending significant proportions of their budgets on rent assistance and emergency housing assistance for households at risk of being evicted and displaced.
- New housing development has not kept pace with employment growth in the City Alameda, and multifamily housing development has lagged behind the City and Alameda County as a whole. Lower income households will continue to be at risk of displacement without new affordable housing that addresses their special housing needs, including housing for large families, persons with disabilities, and those at risk of homelessness.
- Without additional affordable apartment developments being constructed in the City of Alameda that are affordable to and prioritized toward existing lower-income residents, displacement pressures will continue, and it will be very difficult for the diverse population of existing lower income households to continue to reside in the City.
- According to data provided by the Alameda Unified School District (AUSD), AUSD employees have significant housing needs and those who work in classified occupations that are typically lower wage jobs are ethnically and racially diverse, and a high proportion live in the City and other parts of the County of Alameda.

Implementation of a local live/work preference is critical to ensuring that lower income residents and workers with varied racial backgrounds who would be eligible for affordable rental housing funded by Measure A1, would be provided, and not denied, access to these limited affordable housing opportunities.

Disparate Impact Findings

This report provides data on residents, community populations, and key demographics that are being disproportionately and negatively impacted by the current housing crisis. The following section summarizes the study's findings regarding the disparate impacts that lower income renter households face in the City of Alameda, particularly those in certain protected classes and with special needs. The impacts are similar to what lower income renter households are facing throughout Alameda County.

Displacement pressures in the City of Alameda are severe and have intensified due to the lack of housing supply that is affordable to lower income households. The City has a substantial number of households and individuals who are particularly vulnerable to and negatively impacted by displacement pressures, especially lower-income renter households, households of color, single parent households, large households, and individuals with disabilities. A preference for those who live and work in the City as part of the application process for affordable housing will provide people from varied racial backgrounds and other protected classes with greater access to housing in the City by offsetting displacement.

Analysis of Disparate Impact

Displacement pressures in the City of Alameda are severe and have intensified due to the lack of housing supply that is affordable to lower income households. The City has a substantial number of households and individuals who are particularly vulnerable and negatively impacted by displacement pressures, especially lower-income renter households, households of color, single parent households, large households, and individuals with disabilities.

A preference for those who live and work in the City as part of the application process for affordable housing will provide people from varied racial backgrounds and other protected classes with greater access to housing in the City of Alameda by offsetting displacement pressures that disproportionately affect those groups.

The following are key findings regarding the disparate impact that lower income renter households, particularly those in protected classes, face in the City of Alameda:

Slow Rate of Housing Growth Coupled With Rapid Job Growth Particularly Among Low Wage Workers Has Increased Housing Demand and Need

The slow rate of housing production coupled with rapid employment growth has contributed to high housing demand in relationship to housing supply, particularly for multifamily rental housing that is affordable to lower income households. This has created an intense housing supply and demand imbalance, resulting in increased housing costs in both the City and County of Alameda. The City currently has about 7,700 lower income renter households with incomes at or below \$75,000 and has experienced a significant decrease in these households over the past decade, a decline of about 2,100 households since 2010. (See Finding 1.)

Housing Challenges are Particularly Acute for the City's Lower Wage Workers

A substantial portion of jobs (42%) in the City provide annual earnings of \$40,000 or below, and most of the citywide growth in primary jobs occurred in industries that typically have lower wages. As the result of intensifying pressures on the housing market, median home sales prices have doubled over the past decade in the City, and average rents in the City have increased 57% from 2010 to 2019 while typical household incomes have only increased 43%. Households with one to two lower wage workers earning \$40,000 or below cannot afford typical market rents or home prices in the City. Housing challenges are particularly acute for the City's workers due to the significant growth in lower wage jobs, and lack of housing compared to job growth. (See Finding 1 and 2.)

Thousands of Lower Income Residents Face Increased Displacement Pressures

Thousands of lower income residents in the City, particularly lower income renter households, are vulnerable to being displaced. Market rents for apartments and home prices in the City are not affordable to low income households. The number of cost burdened households paying over 30% of their income on rent continues to increase, and the number of overcrowded households in the City has increased faster than the County since 2010. Currently 6,600 households are cost burdened, and about 520 households are overcrowded in the City. Lower income households face the difficult choice of paying more than 30% of their income for housing, moving to an overcrowded housing situation, or leaving the area in search of more affordable housing. (See Finding 3.)

City Has Significant Housing Gap, Particularly for Housing Affordable to Lower Income Households

Housing development in the City has lagged behind the County as a whole, especially when measured by building permits for multifamily housing that could be developed as apartments. Although the City has experienced a recent uptick in multifamily development, it will be difficult to make up for years of lagging housing growth. Over the last decade, the historical gap between housing and job growth has accumulated resulting in 16.8 jobs created for every housing permit issued between 2010 to 2019 in the City. This lack of production is particularly acute for housing affordable to lower income households, with a remaining housing gap of about 1,100 units for these households as of 2019 for Housing Element Cycles 4 and 5. Lower income households will continue to be at risk of displacement without new affordable housing that addresses their special housing needs, including housing for large families, persons with disabilities, and those at risk of homelessness. (See Finding 1 and 7.)

Residents and Households With Special Needs Are Particularly Vulnerable to Displacement

The City has a growing need for special needs housing, as the City has experienced significant growth in large households, senior households, and persons with disabilities. Households with special housing needs are particularly vulnerable to displacement and experience significant difficulties when they no longer can access services, or their children can no longer continue their education in local schools. As of 2019, the City had over 7,000 senior households, more than 3,000 single female householders with children, and about 7,000 large households (4+ persons per household). (See Finding 4.)

Households with special needs are often especially vulnerable to displacement and negative impacts from it, due to often low and/or fixed incomes and the substantial disruption caused by having to switch service providers and/or schools. The City has similar or greater levels of households with special needs as the County. A local preference would allow thousands of special needs residents and households in the City to have greater access to housing so they can continue to access crucial services and thus, help prevent displacement of those who are least able to cope with a move from their current home. (See Finding 4.)

Many Households of Color are More Likely to Be Lower Income and Face Displacement Pressures

Households of color are more likely to be lower income than white households in the City of Alameda, at rates comparable to the County as a whole. About 41% of the City's households of color have incomes below \$75,000 per year, while only 34% of white households earn less than \$75,000. Of the approximately 14,700 households in the City with incomes below \$75,000, about 1,400 are Hispanic/Latino households and about 6,900 households identify as non-White households. (See Finding 5.)

As of FY 2019-20, about 3,400 students in the Alameda Unified School District (AUSD) are considered to be socioeconomically disadvantaged. About 86 percent of these students are students of color, further indicating that many of Alameda's very low income family households are racial or ethnic minorities and are more vulnerable to the pressures of displacement. (See Finding 5.)

The City of Alameda has roughly the same proportion of households of color as the County, and a high percentage of socioeconomically disadvantaged students are reported to be students of color, as is the case with school districts countywide. A local preference would offset the heightened displacement pressures faced by residents, households and students of color in the City. (See Finding 5.)

Problems of Homelessness Are Intensifying in the City and the County

Problems of homelessness are intensifying in the City and County, and service providers across the County are responding to requests for housing assistance. Similar to countywide trends, the total number of persons experiencing homelessness in the City increased from 204 persons in 2017 to 231 persons in 2019, with the most significant increases related to unsheltered persons. Providing a preference for lower income residents of the City will help prevent and minimize homelessness in the City. (See Finding 6.)

Multifamily Housing Production Has Lagged Behind Housing Need Particularly for Lower Income Households

Since 2000, the City of Alameda has annually permitted fewer than 100 housing units in most years, and single family homes have represented most of the City's housing growth.

Multifamily development in the City of Alameda has lagged behind job growth and household demand, especially for very low income and low income households. When comparing the number of permits approved for housing of varying income levels with the City of Alameda's regional housing need allocation (RHNA), no category of housing production has met the City's housing need, with low income and very low income housing production lagging the farthest behind.

As of 2019, the City has a remaining gap in production of about 700 very low income units and about 400 low income units for Housing Element Cycles 4 and 5. Given rising development costs in the City and County, new multifamily apartment development is difficult to develop and often is not as financially feasible as single family ownership housing that can command higher prices. This puts additional demands on existing multifamily rental housing as more households are seeking housing in the City of Alameda than are being accommodated by new development. (See Finding 7)

AUSD Employees Have Diverse Housing Needs And High Rates of Housing Cost Burden

AUSD employs a wide variety of employees with diverse housing needs, and their socioeconomic characteristics are similar to other residents in the City and County according to AUSD data. About 90% of AUSD employees live in Alameda County and about 57% live in the City. A high percentage of surveyed AUSD employees indicate that they are cost burdened, with 73% of employees who rent their homes indicating that they pay more than 30% of their income on housing. Providing a preference for AUSD employees with lower incomes to apply to live in the affordable units being developed at Rosefield Village will not have a disparate impact as many of AUSD's lower wage workers are likely to be persons of color who live in the County. (See Finding 8)

Conclusion – Displacement in City of Alameda and Need for Local Preference

This study demonstrates that residential displacement has occurred, is occurring and is at a high risk of occurring for lower-income households in the City of Alameda. The following highlights key factors that are contributing to displacement pressures, particularly for lower income renters in the City.

- Housing production, particularly for multifamily housing, has not kept pace with employment growth during the past decade in the City, County and Bay Area. As new housing construction has lagged demand, home prices and rents have risen dramatically. From 2010 to 2018, almost 17 jobs were created in the City of Alameda for every housing permit that was issued, and the City of Alameda's jobs/housing gap is greater than Alameda County as a whole. In the City of Alameda, multifamily housing permits averaged about 100 units per year from 2010-2018, representing 37% of all housing permits.
- Housing costs have increased much faster than incomes in the City of Alameda, making housing increasingly unaffordable to low income renters. Median sales prices for homes in the City have increased 107% over the past decade, and rents in the City have increased 57% from 2010 to 2019 while typical household incomes have only increased 43%. This diverging difference between housing costs and household income growth is similar to what is being experienced countywide.
- About 28,100 jobs in the City provide annual earnings to workers of \$40,000 or below, or about 42% of primary jobs in the City compared to 37% in the Alameda County in 2018. Households with one to two lower wage workers cannot afford typical market rents or home prices in the City, and they face similar challenges in the County.
- Many of the City's jobs are in five lower wage industries, which represent about 43% of the City's jobs and similarly represent about 45% of all jobs in the County. The City has a higher proportion of jobs with annual earnings of \$40,000 and below than the County and experienced higher growth in lower wage jobs compared to the County.
- About 37%, or 14,700, of the City's households are low income households with incomes below \$75,000, and especially vulnerable to being displaced. The City's low income households are more diverse in terms of race and ethnicity compared to all households in the City. About 1,400 low income households are Hispanic/Latino and about 6,900 households identify as non-White households. About 86 percent of socioeconomically disadvantaged AUSD students are students of color, indicating that many of Alameda's very low income households are racial or ethnic minorities.
- Approximately 15,800 households in Alameda were renters in 2019, of which about 7,700 households (49%) are low income renter households with incomes less than \$75,000. About 85% or 6,600 of these low income renter households in Alameda were cost-burdened. As significantly, about 54% or 3,000 of these low income cost burdened renters in Alameda are severely cost burdened.
- Alameda also has a significant and growing number of residents with special housing needs, who are particularly vulnerable to displacement and experience significant difficulties when they no longer can access services, or their children can no longer continue their education in local schools. As of 2019, Alameda had about 7,500 senior households, more than 3,000 female householders with children, and about 6,900 large households. Additionally, over 7,200 persons in Alameda have one or more disabilities, of whom about half are seniors. The proportion of residents with special needs in the City reflects that of the County, though the City has slightly higher proportions of senior and disabled households.

- Problems of homelessness are intensifying in both the City and County, and many service providers are spending significant proportions of their budgets on rent assistance and emergency housing assistance for households at risk of being evicted and displaced.
- The Alameda Unified School District (AUSD) employs a wide variety of school employees with diverse housing needs, 90% of whom live in the County of Alameda and about 57% live in the City. According to a 2017 survey of employees, about 73% of employees who rent their homes are cost burdened, paying more than 30% of their income on housing, and about one-third of these cost burdened renters are severely cost burdened paying more than 50% of their income on housing. According to data provided by AUSD, many AUSD employees who would be eligible to apply for housing affordable to lower income households are likely to be persons of color, and these units would provide needed housing for lower wage AUSD workers who currently live the City and County and cannot afford market rate housing.
- Lower income households and lower wage workers will continue to be at risk of displacement without new affordable housing that addresses their housing needs, including special needs housing for large families, persons with disabilities, and those at risk of homelessness. Without additional apartment developments affordable to and prioritized toward lower income residents and workers in the City, displacement pressures will continue and make it more difficult for the diverse population of existing lower income households to continue to live and/or work in the City.
- Displacement and the risk of displacement as the result of housing insecurity and gentrification has been found by researchers to have negative impacts on individuals, families and communities.

To help address displacement and to increase the availability of affordable housing in the City of Alameda, the City and its Housing Authority propose to provide a local preference whereby affordable housing units developed in the City would be available to local residents and/or workers to the extent permitted by law. Developers of affordable housing that receive City and County funding shall be required to comply with state and federal fair housing laws in the marketing and rental of these and to accept persons who are recipients of federal certificates or vouchers for rent subsidies as they would any other residents. With a local resident and worker preference, lower income households with varied racial backgrounds, who will be applying for and most likely eligible for affordable rental housing funded by Measure A1, would be provided, and not denied, access to these limited affordable housing opportunities.

Based on the data presented in this study, having a local preference is necessary to address growing displacement pressures that have negative impacts on individuals, families and communities. The demographic breakdown of the population income-qualified for affordable housing in the City, as compared to the County, suggests that such a preference would not result in limits to access to housing by any individual protected class. Consequently, any civil rights concerns/discriminatory impacts in violation of the Federal Fair Housing Act and Title VI regulations are minimized because the income-eligible population for affordable rental developments are more diverse in terms of race and ethnicity as compared to Alameda's general population.

As presented on the following pages, the report is organized around eight key findings. Please see Appendix A for a summary of City and County data that supports these findings.

Summary of Key Findings

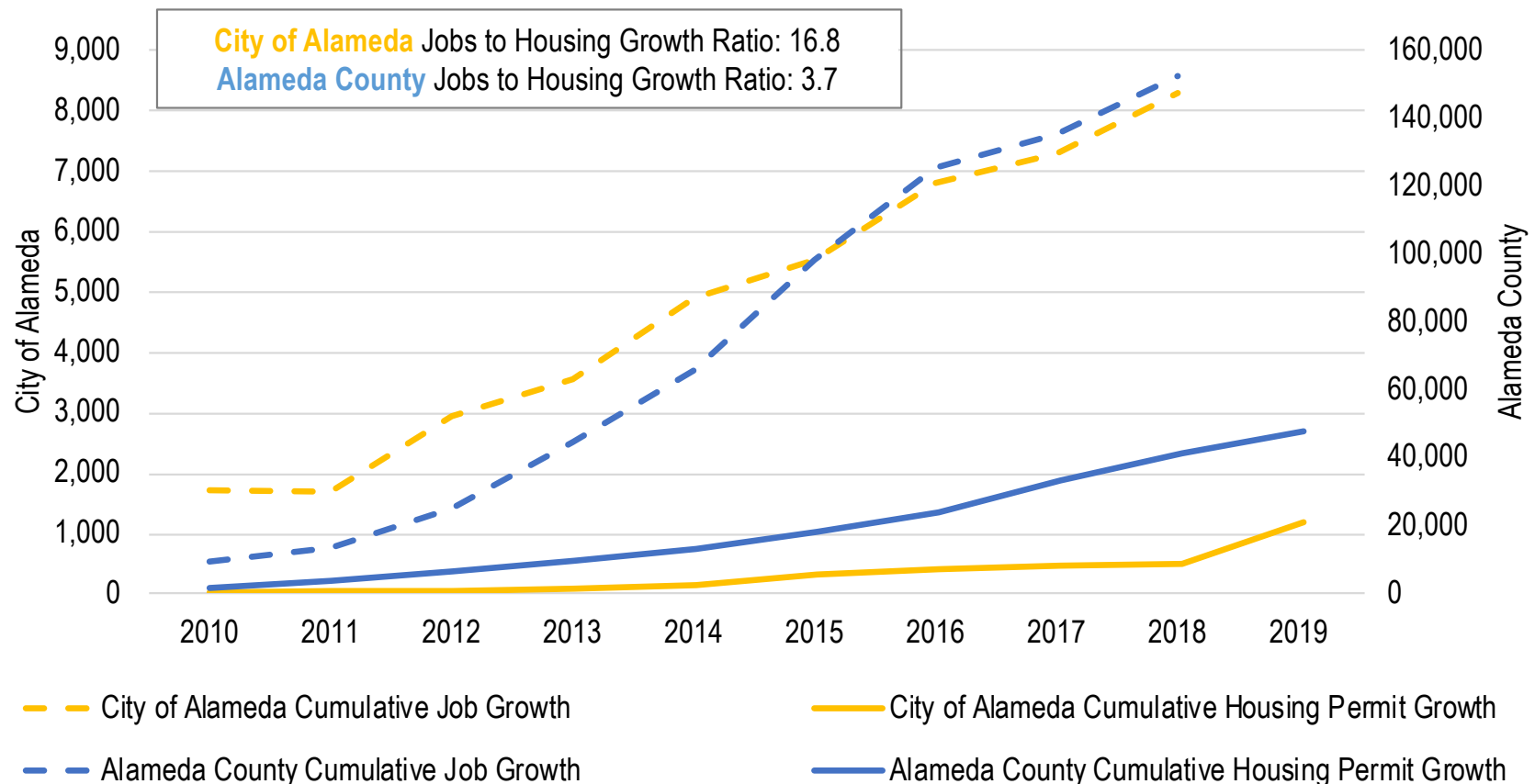
Without additional affordable apartment developments being constructed in the City of Alameda that are affordable to and prioritized toward existing lower-income residents, displacement pressures will continue. This will make it even more difficult for the diverse population of existing lower income households to continue to reside in the City of Alameda and they will continue to be at risk of displacement.

Please see Appendix for a summary of City and County data that supports these findings.

Finding 1

Displacement pressures for lower income households have intensified over the past decade in the City due to the lack of housing production in the City and broader Bay Area region in comparison to job growth, which has intensified housing demand, resulting in increased housing costs in the City and County of Alameda.

Comparison of Cumulative Annual Growth in Jobs and Housing Permits Since 2010



Finding 2

A substantial portion of primary jobs in the City of Alameda provide annual earnings of \$40,000 or below, and most of the citywide growth in primary jobs occurred in industries that typically have lower wages. Households with one to two lower wage workers cannot afford typical market rents in the City.

Over the past decade, the number of higher income households has increased in the City, with a growing number of workers who are commuting to higher paying jobs outside of the City, which is intensifying local housing demand and displacement pressures.

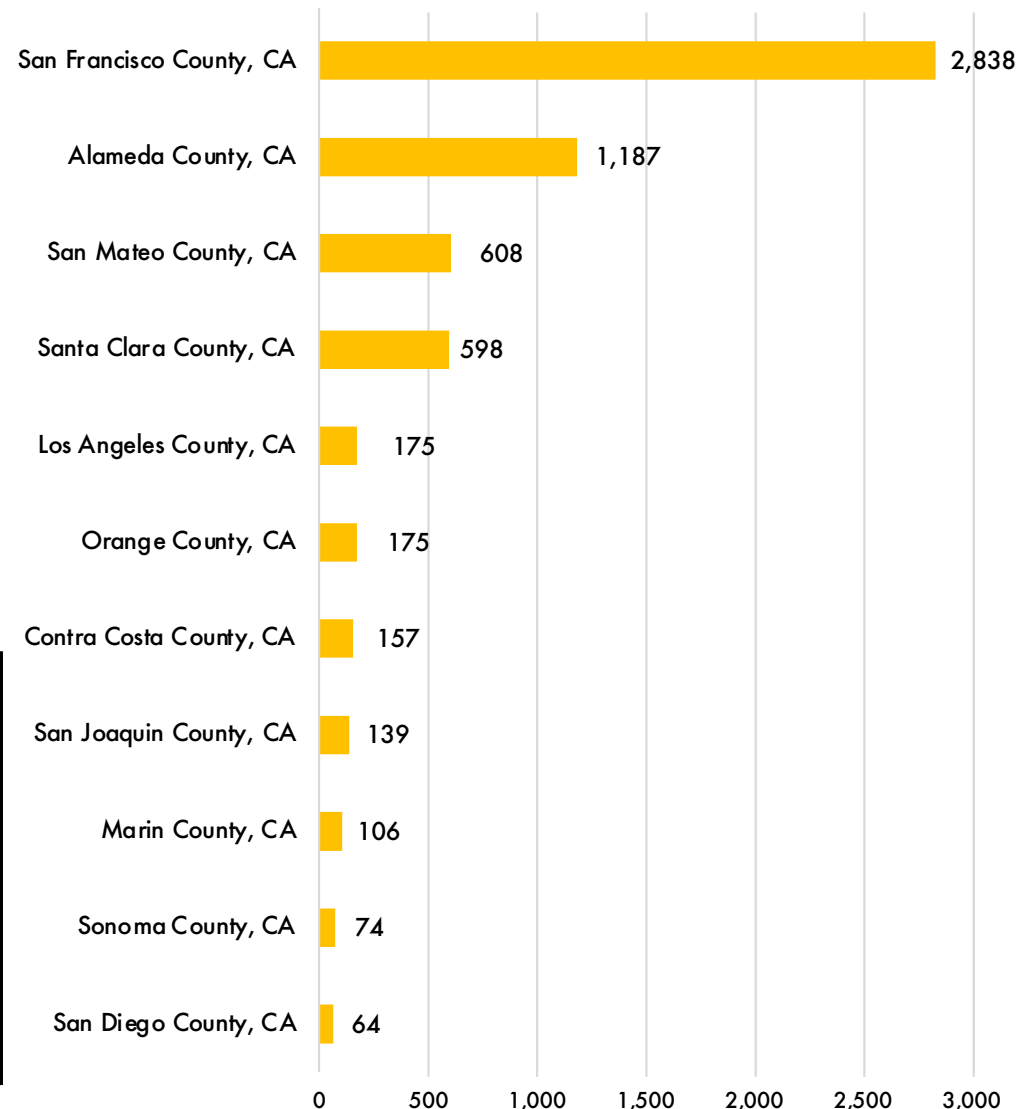
2018 Annual Earnings of Primary Jobs				
Annual Earnings	City of Alameda		Alameda County	
	# Jobs	%	# Jobs	%
\$15,000 or less	4,421	16%	93,151	13%
<u>\$15,000 to \$40,000</u>	<u>7,437</u>	<u>27%</u>	<u>183,193</u>	<u>25%</u>
<i>Subtotal</i>	11,858	42%	276,344	37%
More than \$40,000	16,196	58%	467,169	63%
Total	28,054	100%	743,513	100%

Source: onthemap.ces.census.gov

Source: US Census OnTheMap 2018, Commuter Data

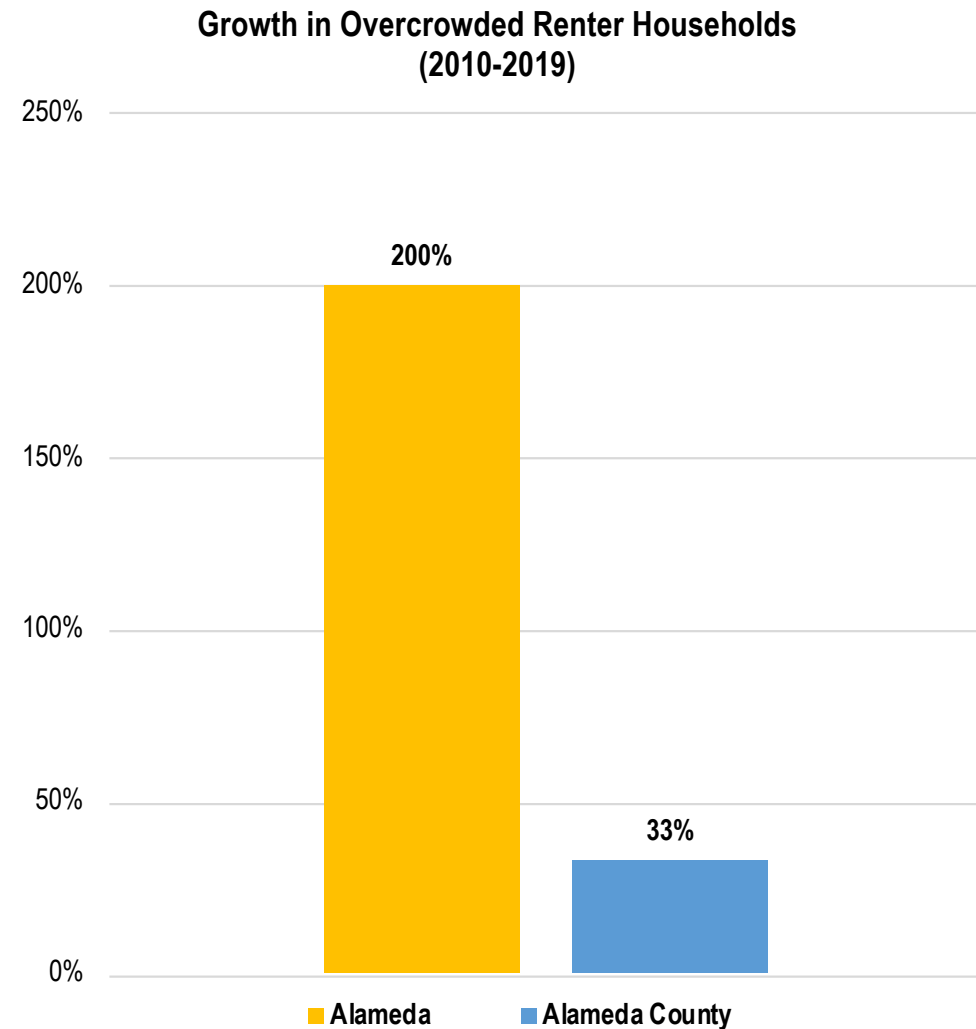
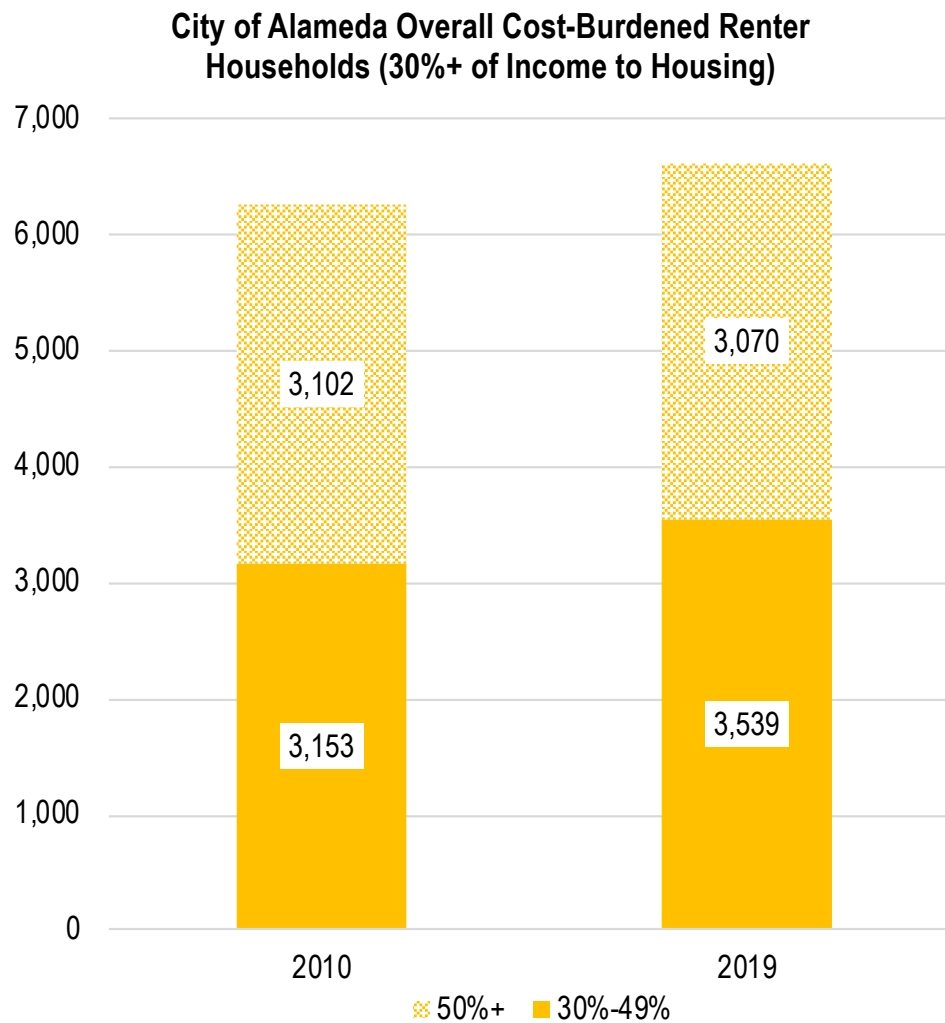
Note: Primary jobs refer to the highest paying job for an individual worker that year.

Change in Commuters from City of Alameda to Select Counties
(2010-2018)



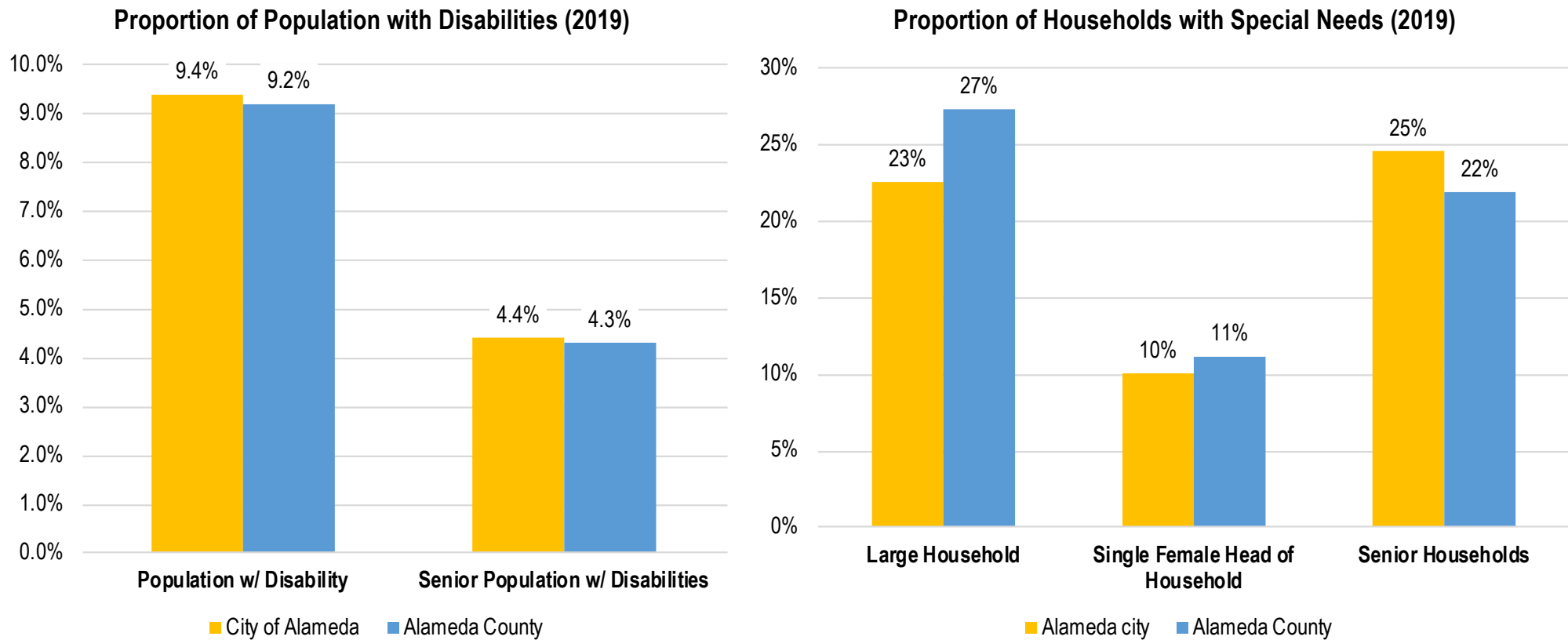
Finding 3

Thousands of lower-income residents in the City of Alameda, particularly lower income renter households, are vulnerable to being displaced. The number of cost burdened households paying over 30% of their income on rent continues to increase, and the number of overcrowded households in the City has increased faster than the County since 2010.



Finding 4

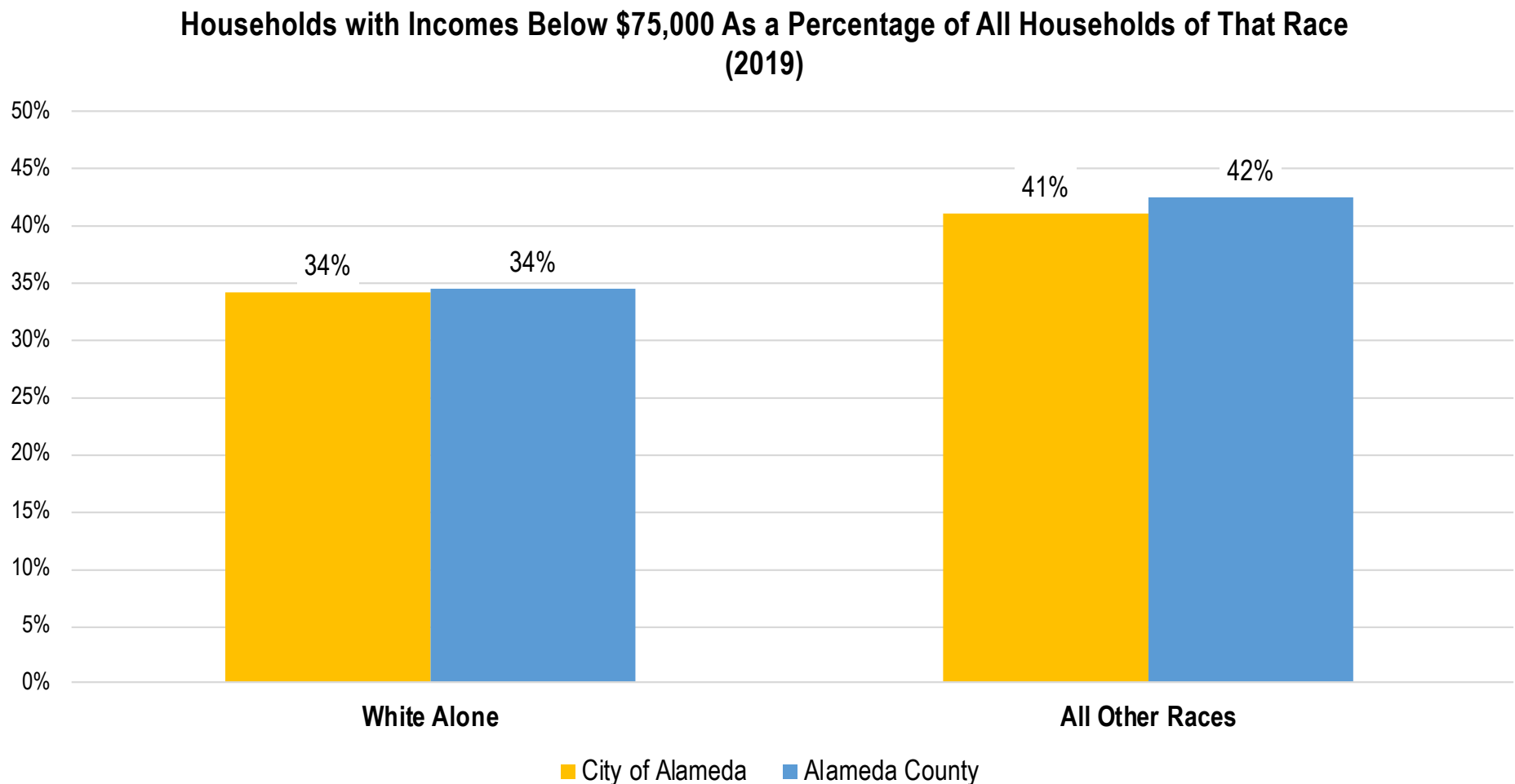
The City of Alameda has thousands of residents with special housing needs, including many large families, seniors, and persons with disabilities. The City has comparable proportions of special needs households and persons as the County. Households with special housing needs are particularly vulnerable to displacement, and experience significant difficulties when they no longer can access services or their children can no longer continue their education in local schools.



Note: These graphs reflect the special needs population or households regardless of income. Senior population with a disability is a subset of the overall population with a disability. Source: American Community Survey 2019, 5-Year Estimate

Finding 5

Households of color are more likely to be low income than white households in the City of Alameda, at rates comparable to the County as a whole. About 41% of households of color have incomes below \$75,000/year, while only 34% of white households earn less than \$75,000. Households of color are therefore more vulnerable to the pressures of displacement.



Finding 6

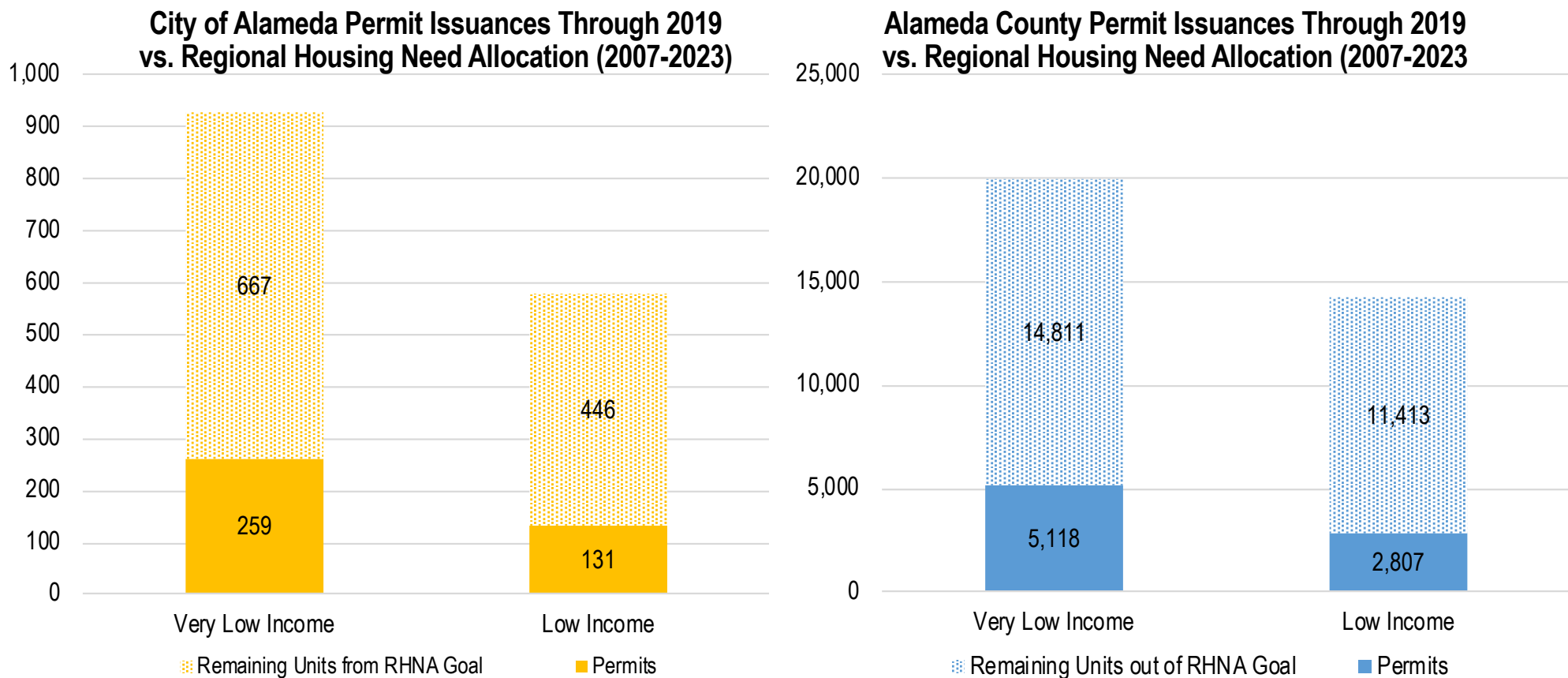
Problems of homelessness are intensifying in the City and County, and service providers across the County are responding to requests for housing assistance. Similar to countywide trends, the total number of persons experiencing homelessness in the City increased from 204 persons in 2017 to 231 persons in 2019, with the most significant increases related to unsheltered persons.

	City of Alameda			
	2015	2017	2019	Change
Sheltered	N/A	94	99	5.3%
<u>Unsheltered</u>	<u>N/A</u>	<u>110</u>	<u>132</u>	<u>20.0%</u>
Total	N/A	204	231	13.2%
	Alameda County			
	2015	2017	2019	Change
Sheltered	1,643	1,766	1,710	-3.2%
<u>Unsheltered</u>	<u>2,397</u>	<u>3,863</u>	<u>6,312</u>	<u>63.4%</u>
Total	4,040	5,629	8,022	42.5%

Source: Alameda County Homeless Census and Survey, 2015, 2017 and 2019

Finding 7

Multifamily housing development in the City of Alameda has lagged behind job growth and household demand, especially for very low income and low income households. Although the City of Alameda has recently increased housing permits issued, it will be difficult to make up for years of lagging housing growth. As of 2019, the City has a remaining gap in housing permit issuances of about 1,100 units affordable to lower income households. Lower income households will continue to be at risk of displacement without new affordable housing that addresses their special housing needs, including housing for large families, persons with disabilities, and those at risk of homelessness.

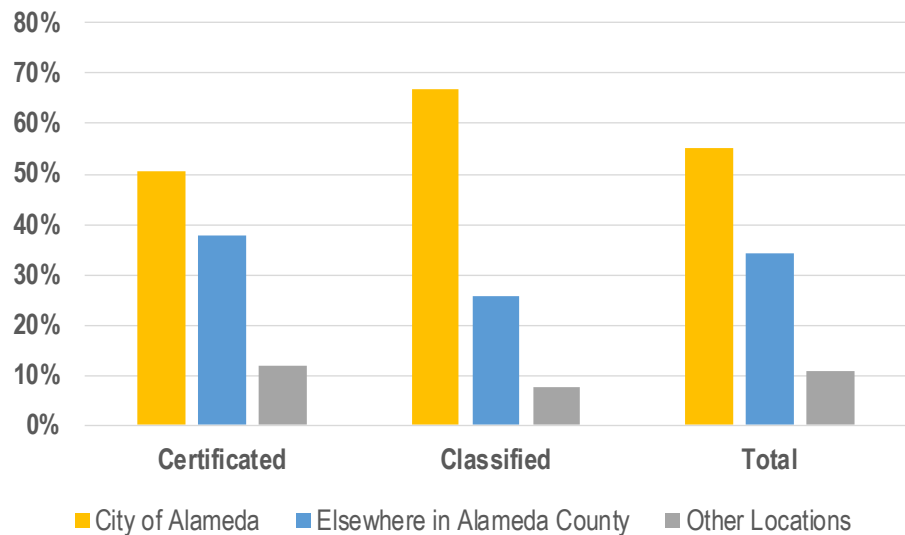


Source: California Department of Housing and Community Development; Regional Housing Needs Allocation Cycles 4 & 5 (2007-2023)

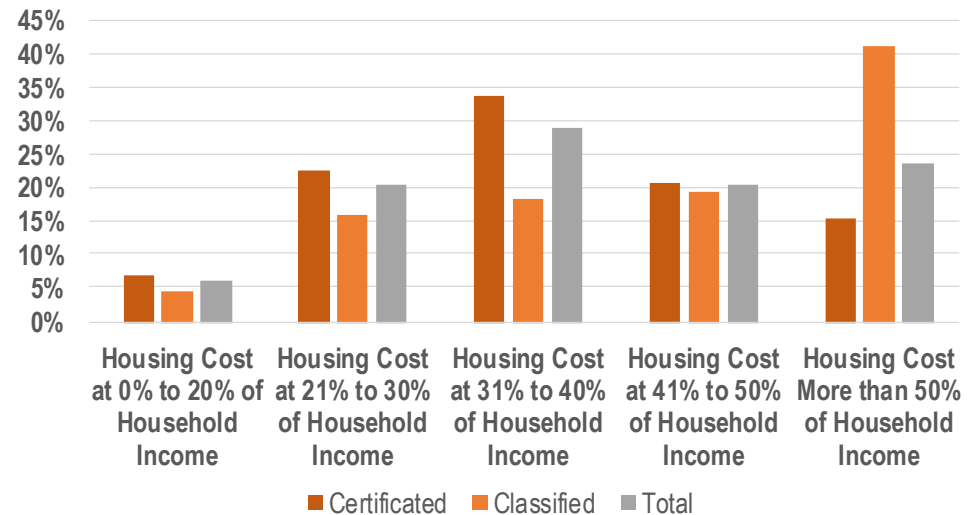
Finding 8

The Alameda Unified School District (AUSD) employs a wide variety of employees that have diverse housing needs, with classified employees typically earning lower wages and salaries than certificated employees, which have received a certification in order to do their jobs. About 90% of AUSD employees live in Alameda County, and their socioeconomic characteristics are similar to other residents in the City and County of Alameda according to AUSD data. According to a 2017 survey of employees, a high percentage of employees indicate that they are cost burdened, with 73% of employees who rent their homes indicating that they pay more than 30% of their income on housing.

Where AUSD Employees Live (2017 Survey)



Employee Rental Cost as Percent of Household Income (2017 Survey)



Note: See page 90 of this report for definition of “classified” and “certificated” employees.
Source: AUSD Employee Housing Survey 2017, Education and Planning Systems.

Documented Need for Local Preference

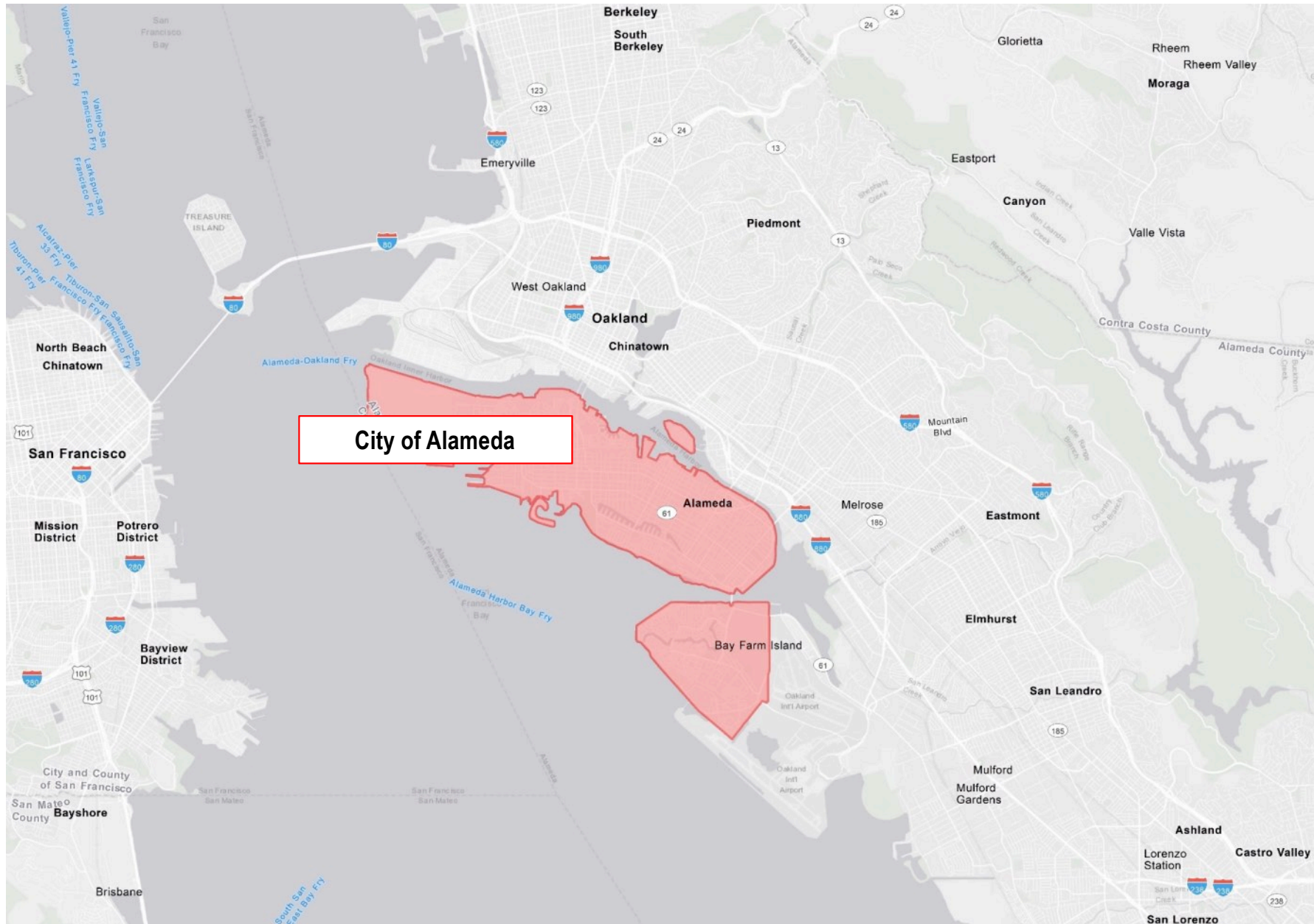
- Without additional affordable apartment developments being constructed in the City of Alameda that are affordable to and prioritized toward lower income residents and workers in the City, displacement pressures will continue and make it more difficult for the diverse population of existing lower income households to continue to live and/or work in the City.
- A preference for City residents and workers would help provide lower-income residents from varied racial backgrounds (the most likely to be eligible) access to these limited affordable housing opportunities and offset some of the increased displacement pressure this group faces. Providing a preference for AUSD employees with lower incomes to apply for affordable units being developed at Rosefield Village will help prevent displacement of AUSD's lower wage workers, many of whom are persons of color that live in the County of Alameda.
- Based on the data presented in this study, having a local preference will not result in limits to access to housing by any individual protected class.
- Consequently, civil rights concerns/discriminatory impacts in violation of the Federal Fair Housing Act and Title VI regulations may be minimized because the income-eligible population for affordable rental developments is more diverse in terms of race and ethnicity as compared to the City of Alameda's general population.

This study provides data and findings to support the City of Alameda's preference for local residents and workers consistent with Measure A1 implementation policies:

...should a city wish to implement a sub-regional live/work preference policy for a portion of the units in a project, the city must...complete a study and one or more findings which demonstrate city-level residential displacement is occurring and/or is at high risk of occurring and a need for a sub-regional live/work preference is needed to respond to or prevent displacement....



Indicators of Displacement in the City of Alameda- Supporting Data Regarding Report Findings



Finding 1 Supporting Data

Displacement pressures for lower income households have intensified over the past decade in the City due to the lack of housing production in the City and broader Bay Area compared to job growth. This has created an intense housing supply and demand imbalance, resulting in increased housing costs in both the City and County of Alameda. These housing challenges are particularly acute for the City's workers due to the significant growth in lower wage jobs, and the overall lack of housing growth compared to job growth.

Regional Trends in Housing and Employment

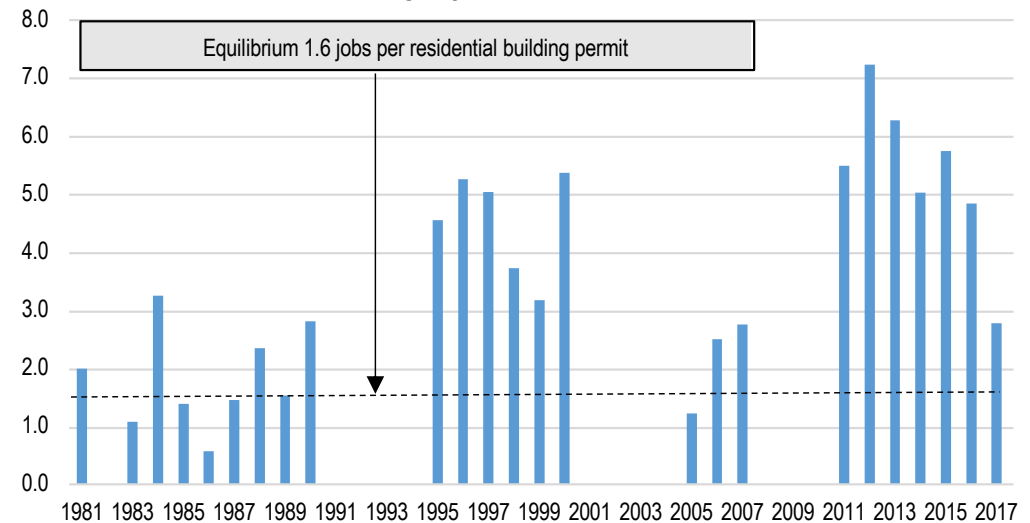
Accelerate Housing Affordability Challenges

As a global center of innovation and economic growth for many decades, the Bay Area has outpaced job growth for both California and the United States as a whole. While new housing construction kept pace with Bay Area employment growth in earlier economic cycles, this has not been the case in the past few decades.

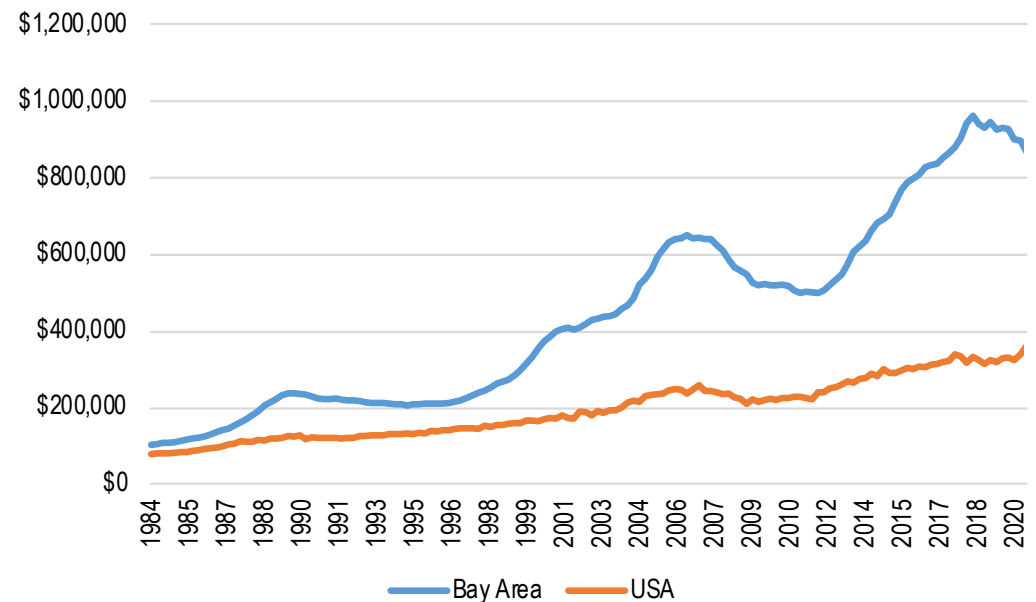
While Bay Area home prices and rents were higher than the national averages during the 1980s, housing was largely affordable to a broad swath of Bay Area residents. During the mid-1990s employment boom, the Bay Area stopped producing housing at the same pace as job growth. This was the period when Bay Area home prices significantly diverged from the USA as a whole, with prices averaging about 3 times higher than the median home prices for the United States by 2000.

With the exception of the last recession, Bay Area home prices have continued to increase rapidly since then, and regional home prices are currently about five times the national average.

Historical Ratio of Jobs to Residential Building Permits During Bay Area Growth Periods



Historical Median Home Prices



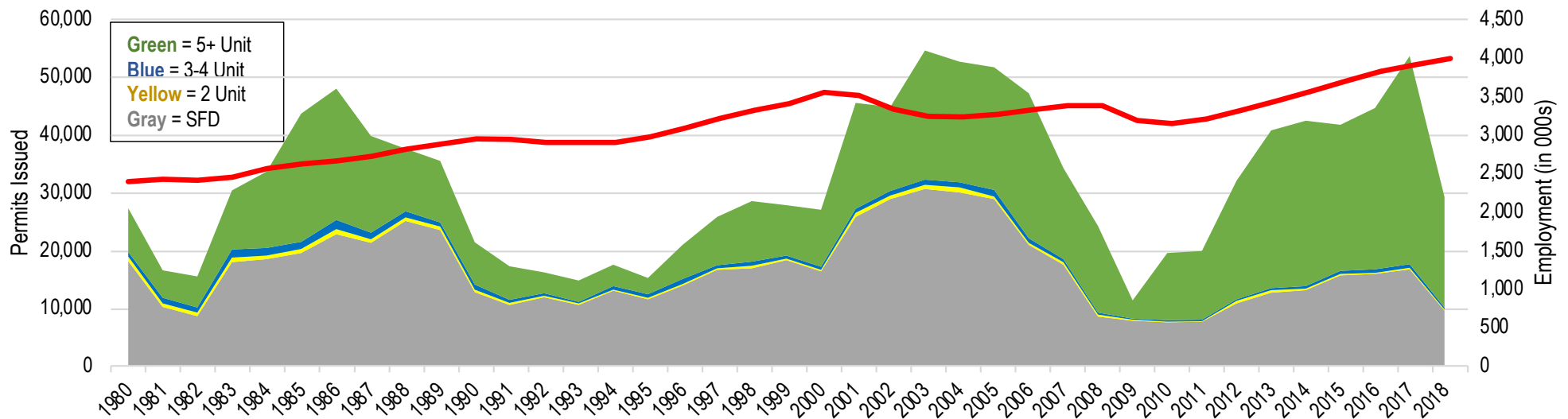
Regional Housing Challenges Contribute to Displacement

Particularly for Lower Income Households

The Bay Area region's lack of housing production coupled with strong job growth has contributed to the housing affordability crisis that many regional and local households face and increases their risk of displacement.

- As housing construction lags demand and pricing/rents rise dramatically, higher income earning households – themselves facing significant housing challenges – move to areas with relatively lower housing costs.
- Many lower income households are increasingly unable to compete in the housing market and also face declining real purchasing power, with lower income renters often facing the most significant displacement pressures.
- These trends have led to gentrification and displacement of lower income households across the Bay Area, as indicated by the Urban Displacement Project.

Total 9-County Bay Area Building Permit Issuance by Product Type and Employment

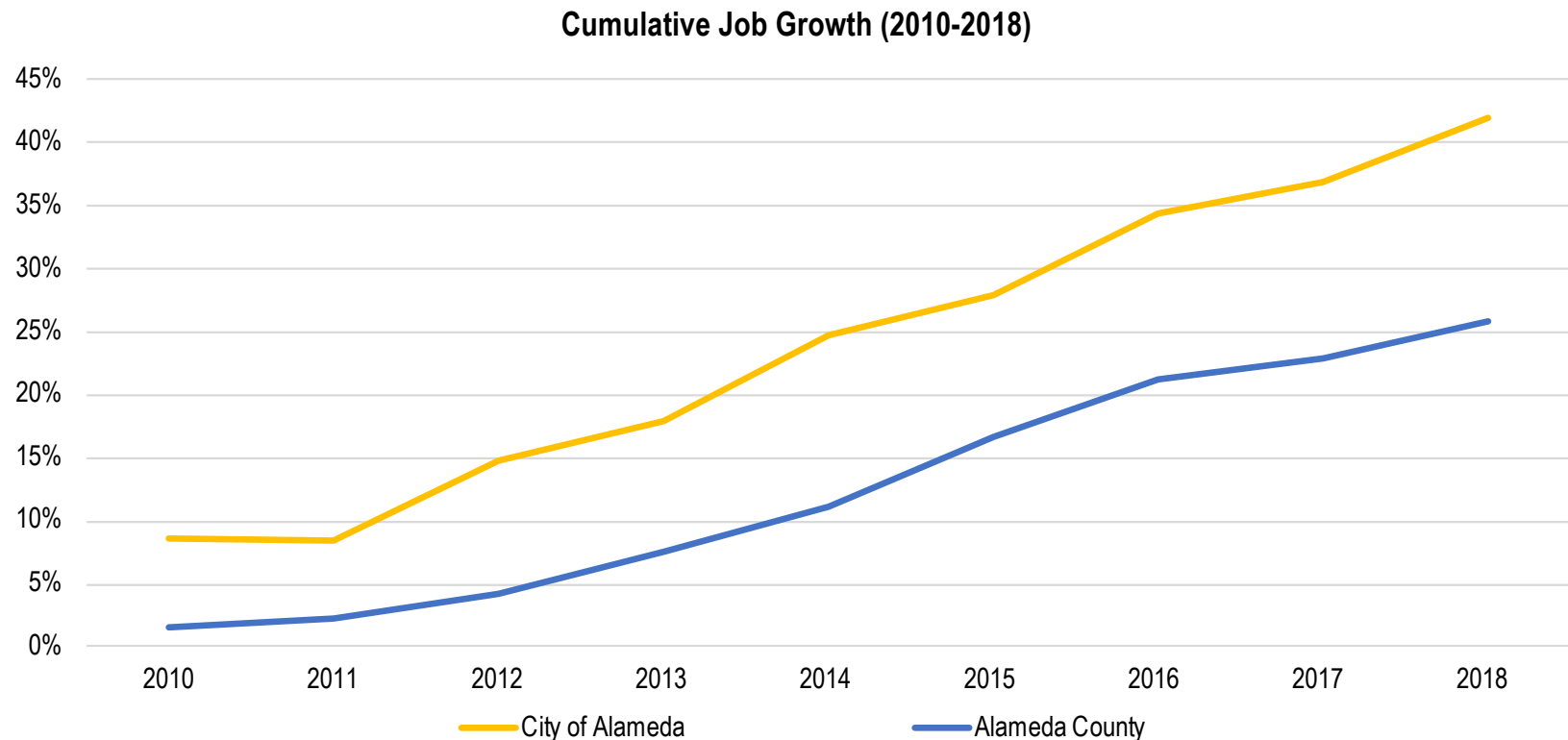


Source: US Department of Housing and Urban Development (SOCDS), Plan Bay Area 2040 (Graphic)

Strong Economic and Job Growth

City and County of Alameda

From 2010 to 2018, the City of Alameda has grown its employment base by more than 40%, significantly outpacing the County's strong employment growth, which exceeded 25% during the same period. Strong employment growth in the City and County have intensified the demand for housing, placing pressure on the local housing market.



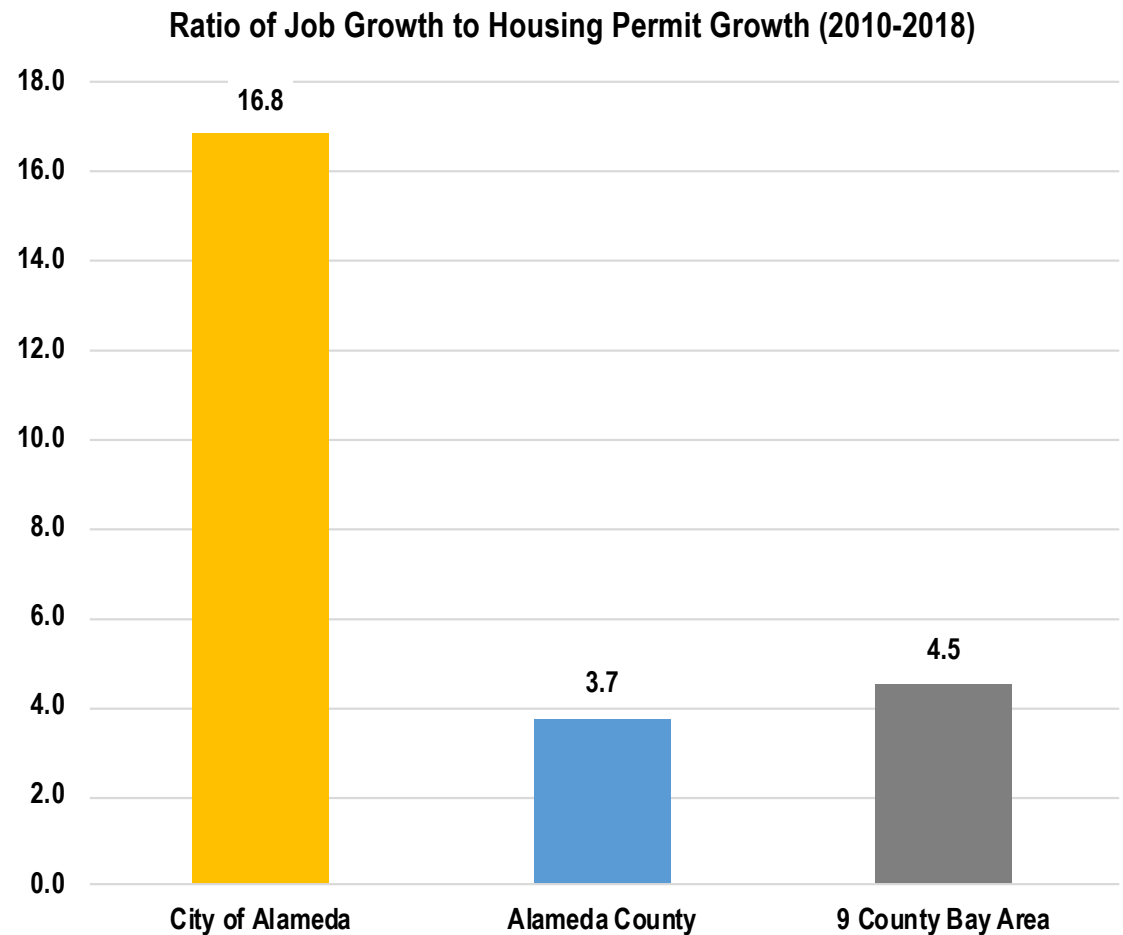
Source: US Census OnTheMap 2005-2018, US Census Quarterly Census of Employment and Wages, California Economic Development Department

Strong Job Growth with Limited Housing Growth

City and County of Alameda Compared to Region

Housing production in the City and County of Alameda has not kept pace with employment growth, and the City of Alameda has experienced much greater job growth compared to housing growth. Almost 17 jobs were created in the City of Alameda for every housing permit that was issued from 2010 to 2018, and the City's jobs/housing gap is much greater than the County and Bay Area as a whole.

As housing costs rise, residents at the top of the income scale are able to purchase or rent housing at higher price points in neighborhoods across the region while lower income households are often forced to move to places where housing is more affordable, which may be further away from job centers and areas of opportunity.



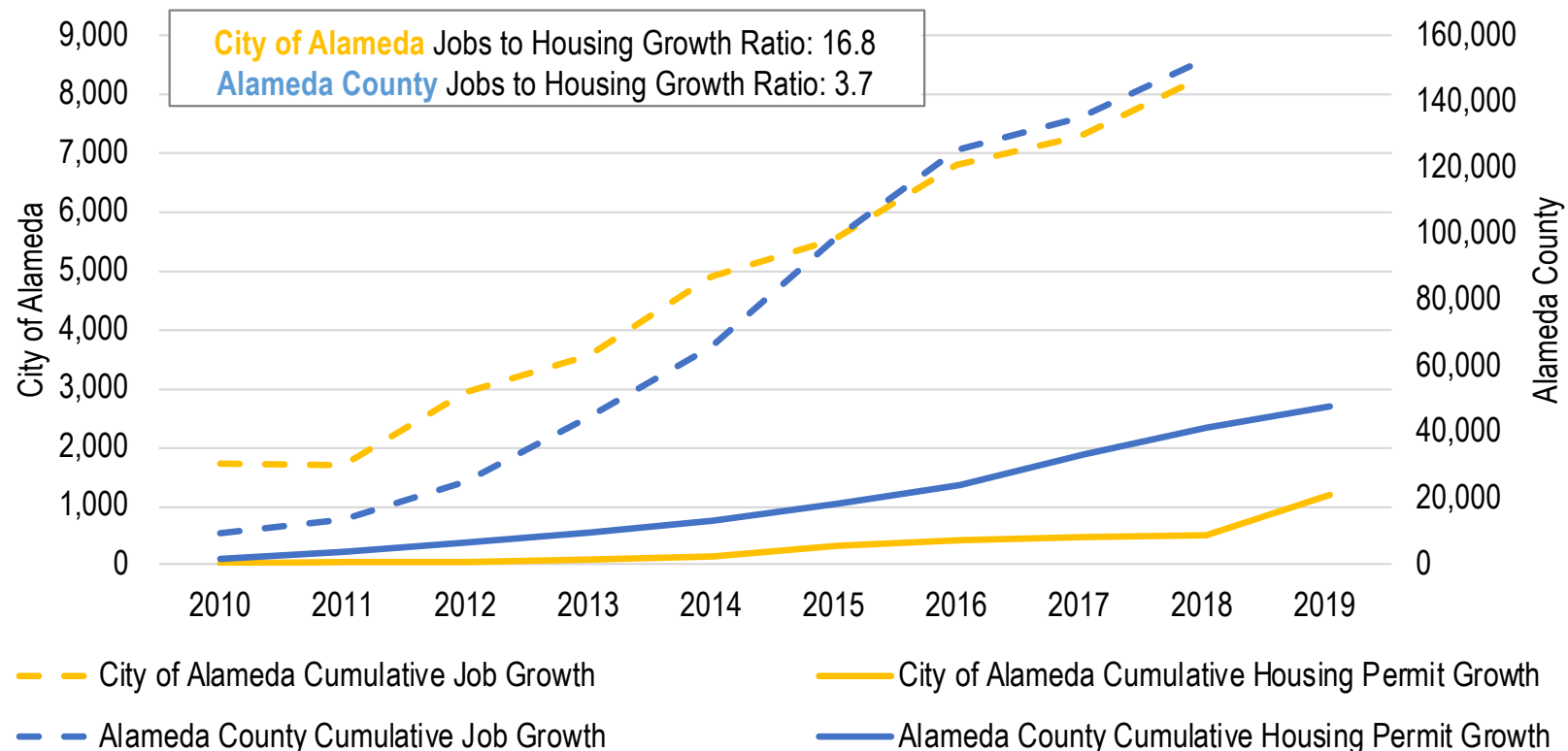
Source: US Census OnTheMap 2010-2018, US Department of Housing and Urban Development (SOCDS)

Housing Production Slower Than Job Growth

City of Alameda and Alameda County

New housing development has not kept pace with employment growth in the City of Alameda over the last decade as compared to the County. Although the City has approved significantly more permits in 2019, the historical gap between housing and job growth has accumulated over the last decade resulting in 16.8 jobs created for every housing permit issued between 2010 to 2019. Lower income households will continue to be at risk of displacement without new affordable housing that addresses their special housing needs, including housing for large families, persons with disabilities, and those at risk of homelessness.

Comparison of Cumulative Annual Growth in Jobs and Housing Permits Since 2010

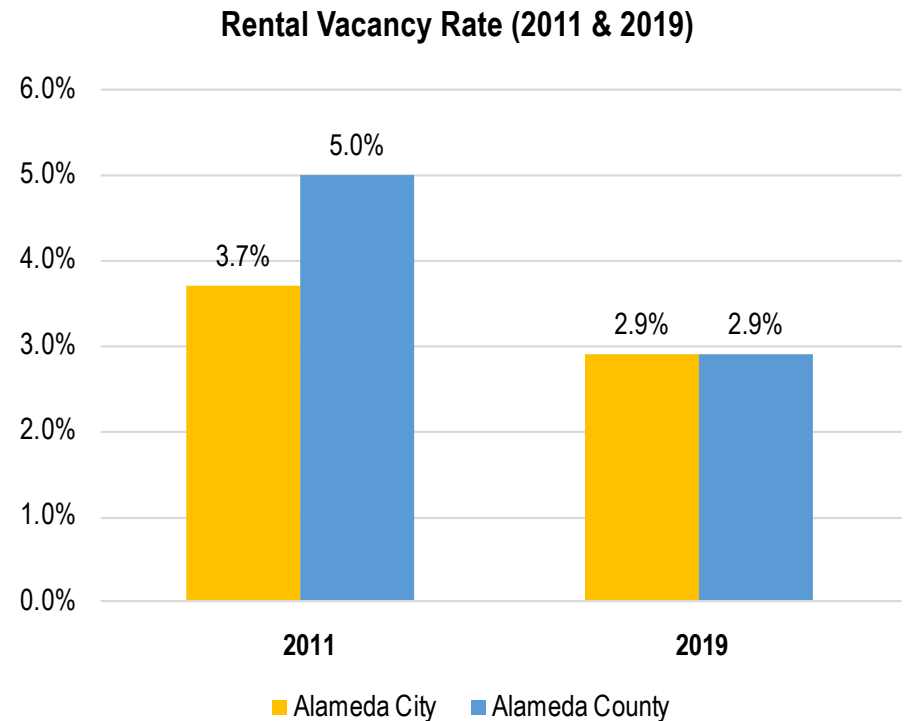
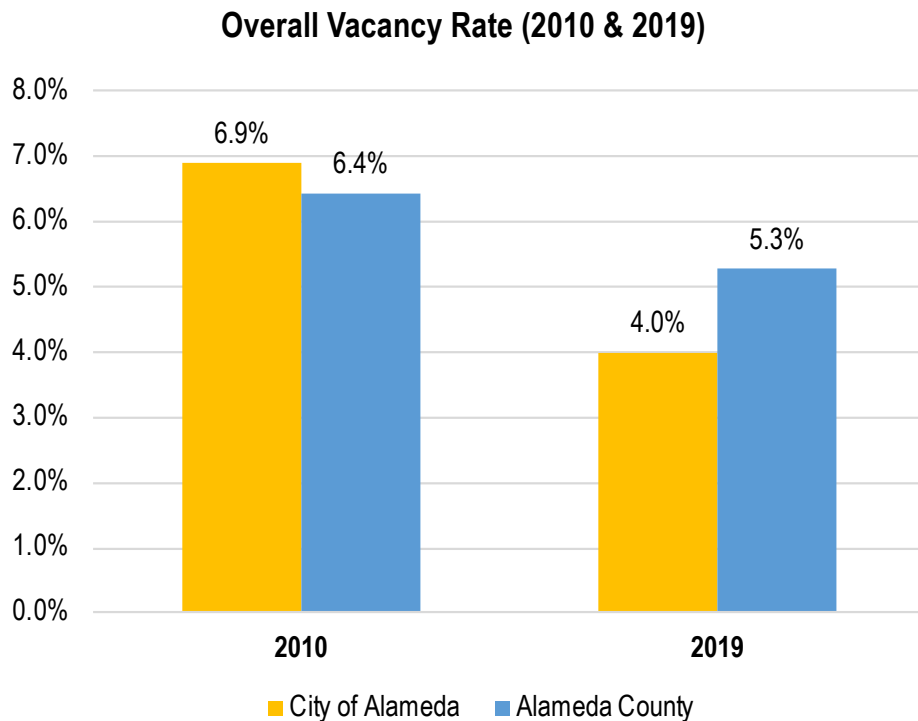


High Demand Housing Market

Declining Vacancy Rates

The inability of housing to keep pace with jobs has resulted in a declining vacancy rate that reflects a tightening housing market with increasing housing demand compared to supply. Housing vacancy rates have declined significantly since 2010 when the average vacancy rate in the City was 6.9% and 6.4% countywide.

In 2019, overall vacancy rates for housing in the City of Alameda declined to 4.0%, which is lower than the countywide vacancy rate of 5.3% and indicates a tight housing market. The rental vacancy rate also dropped, from 3.7% in 2011 to 2.9% in 2019, which is significantly below the 5% vacancy rate for rental housing at market equilibrium.



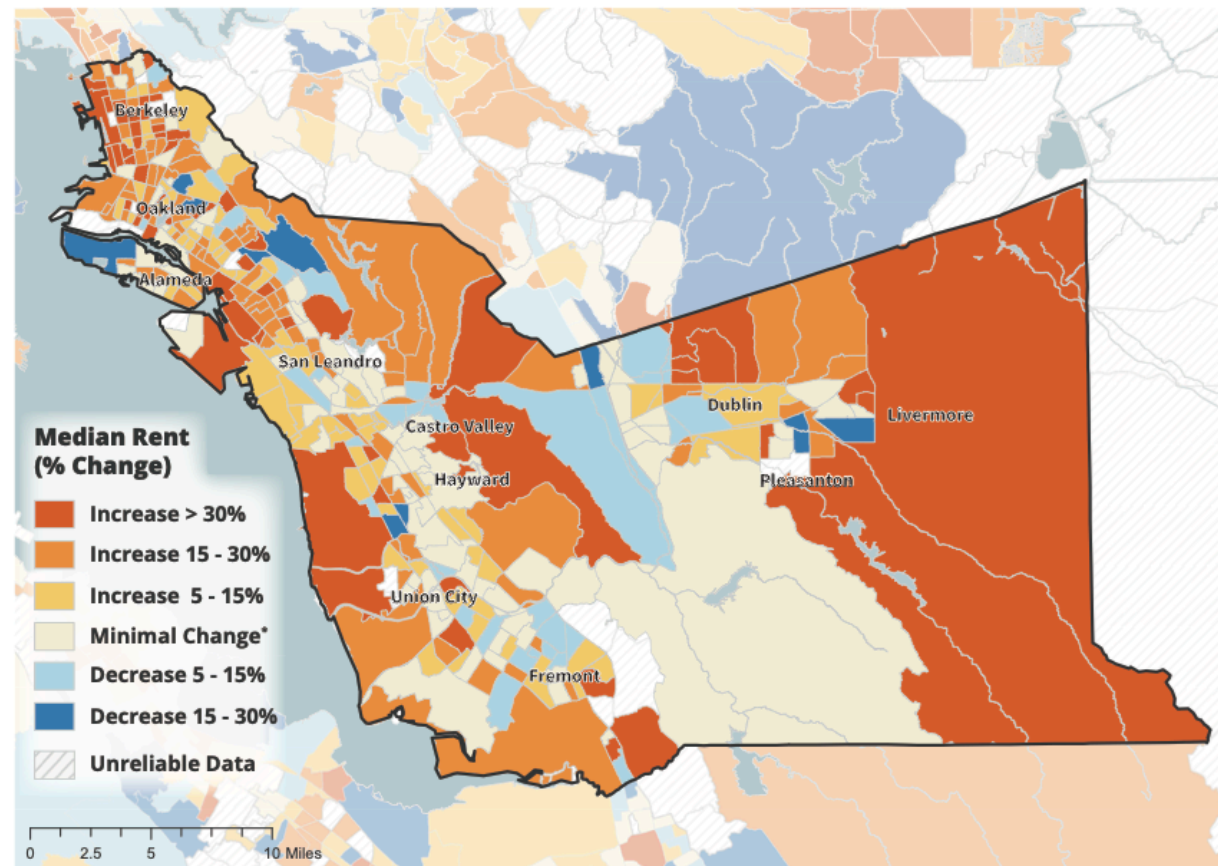
Bay Area Urban Displacement Project

Relevant Findings for Analysis

The Urban Displacement Project and California Housing Partnership Corporation (CHPC) have prepared a series of reports that analyze and document displacement pressures facing lower income households and persons of color in the Bay Area. Their work has been conducted over the past few years and utilizes data from the US Census and American Community Survey. Their reports and maps provide evidence that lower income people of color in the Bay Area suffer the most as housing prices rise, and displacement pressures often push them into higher poverty, lower-resource neighborhoods where the odds are stacked against them.

Alameda County Percent Change in Median Rent Paid (2000-2015)

Map 4. Percent Change in Median Rent Paid (2000-2015, Inflation-Adjusted \$)



Source: U.S. Census 2000 (Table H063), ACS 2011-2015 (Table B25064)

In their 2018 report, *Rising Housing Costs and Re-Segregation in Alameda County*, they found that Alameda County saw growth among its lowest and highest-income households between 2000 and 2015, while losing significant numbers of moderate-income households. Rents rose in almost every neighborhood in Alameda County between 2000 and 2015, as shown on Map 4.

Source: Urban Displacement Project and California Housing Partnership Corporation (CHPC), 2018

Bay Area Urban Displacement Project (Continued)

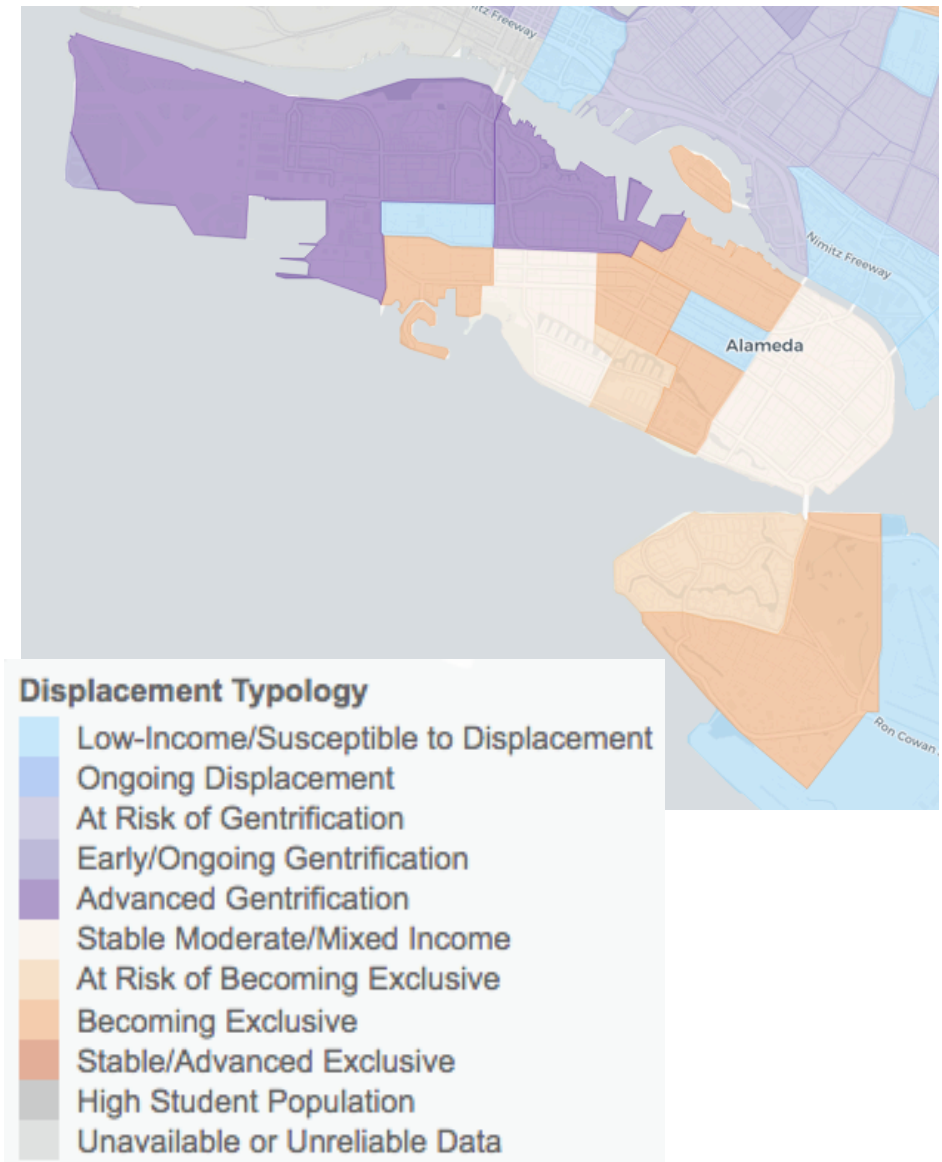
Relevant Findings for Analysis

Their 2018 Report concludes that Alameda County and the Bay Area region need to adopt policies and investments that support housing affordability and stability for lower income people of color, while also increasing their access to high-resource neighborhoods, which include neighborhoods in the City of Alameda.

As part of a broader national research effort, the Urban Displacement Project updated its research and analysis in 2020 and prepared a series of maps identifying areas within the Bay Area that are at risk of displacement and gentrification, which include areas within the City of Alameda as shown on the map to the right.

While the data and analysis in this report build on the work of the Urban Displacement Project and CHPC, this report utilizes updated data from the 2019 American Community Survey and other current data sources to show how rising housing costs and other economic shifts in the Bay Area and the City of Alameda are increasing displacement pressures for lower income households, especially people of color and those with special housing needs.

Risks of Displacement in the City of Alameda



Source: Urban Displacement Project, 2020

Alameda County 2020 Affordable Housing Needs Report

Relevant Findings for Analysis

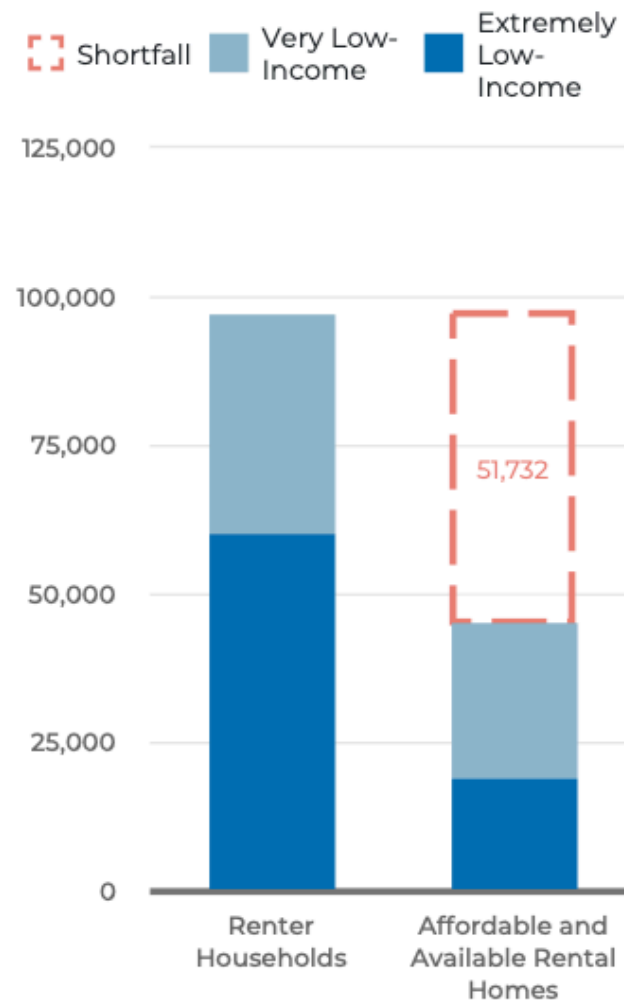
CHPC has created a series of reports that document housing needs in counties across California. The Alameda County 2020 Affordable Housing Needs Report 2020 offers specific recommendations to policymakers to remedy California's housing challenges and highlights key indicators of housing affordability for lower income households in Alameda County, including: market conditions, federal and state funding, local wages and rent, and housing production/preservation.

According to this study, about 52,000 lower income renter households in Alameda County do not have access to an affordable home, as illustrated on the graph to the right. According to CHPC, less than 50,000 apartments are affordable to and available to very low and extremely low income household leaving a significant shortfall.

Shortfall of Affordable Homes in Alameda County

AFFORDABLE HOMES SHORTFALL

51,732 low-income renter households in Alameda County do not have access to an affordable home.



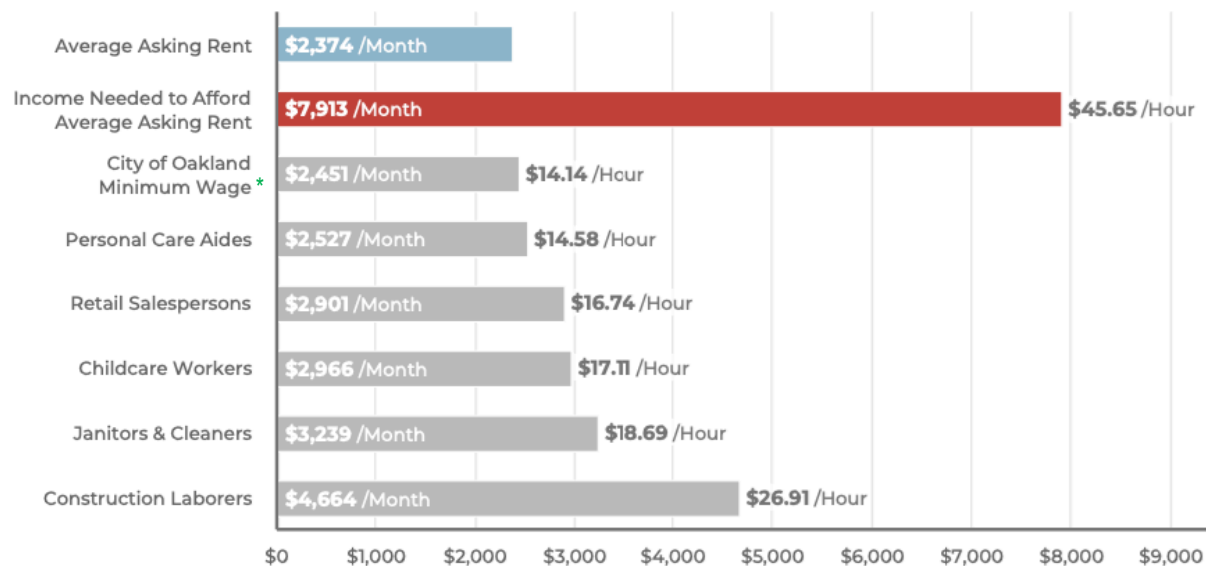
Alameda County 2020 Affordable Housing Needs Report

Relevant Findings for Analysis (Continued)

As shown on the graph to the right, a high percentage of extremely low, very low and low income households are cost burdened, paying more than 30% of their income on housing costs. A high proportion of these lower income households are severely cost burdened, paying more than 50% of their income on housing. As shown below, a household needs an annual income of \$95,000 (or \$7,913 per month) to afford a typical apartment, which is significantly above wage levels for many of the City's and County's jobs.

WHO CAN AFFORD TO RENT

Renters need to earn **3.2 times** minimum wage to afford the average two-bedroom asking rent in Alameda County.

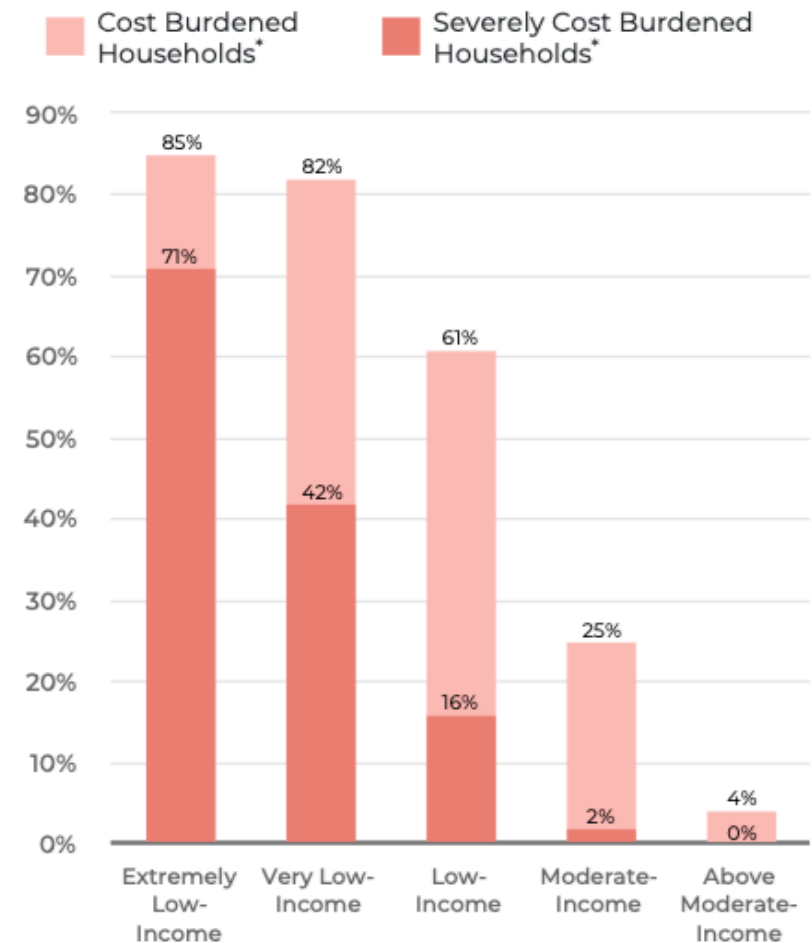


*City of Oakland's minimum wage as of January 2020. City of Alameda's minimum wage as of July 2020 is \$15.00/hour

Cost Burdened Households in Alameda County

COST BURDENED HOUSEHOLDS

71% of ELI households in Alameda County are paying more than half of their income on housing costs compared to just 2% of moderate-income households.



Source: California Housing Partnership Corporation (CHPC)

Lower Income Households at Risk of Displacement

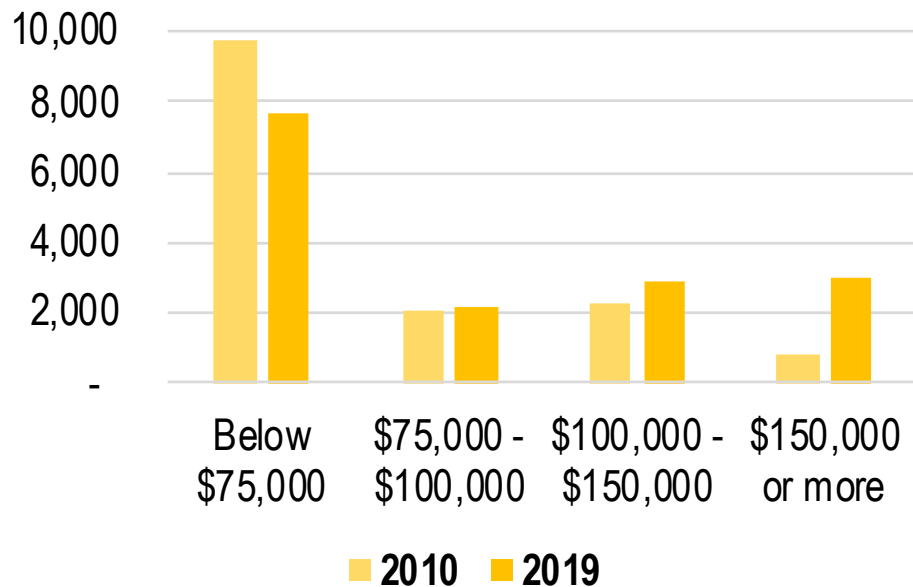
Changes in Household Income Distribution

Lower income households, defined in this report as those with incomes of \$75,000 and below, are typically unable to afford to rent the average apartment in the City and County of Alameda.

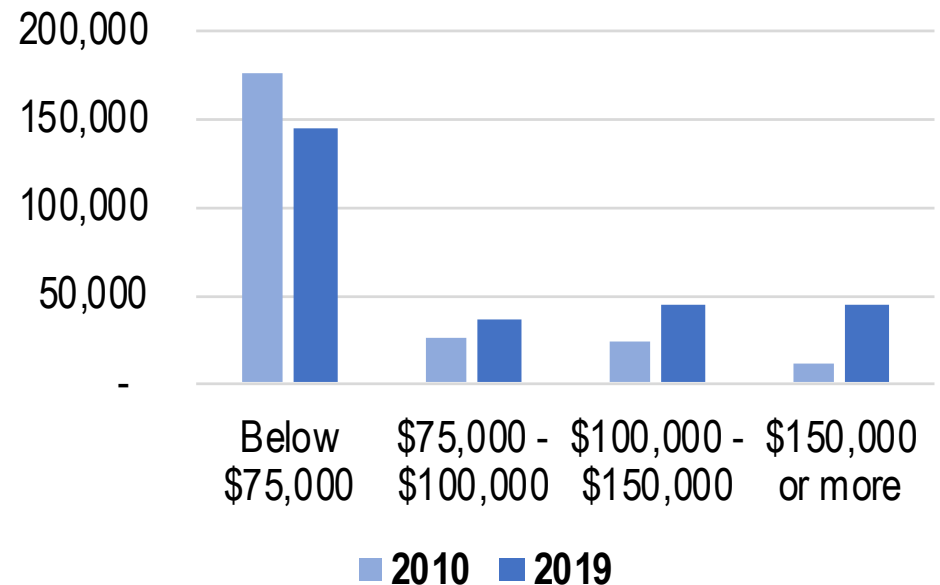
Over the past decade, the number of lower income households in the City and County has declined, which is partially attributable to wage growth but also reflective of a high-cost housing environment that makes it difficult for many lower income households to find housing that they can afford in the City or County.

Lack of supply and increasing housing costs intensify displacement risks for lower income households, and the risk of displacement is particularly acute for lower income renter households. The City of Alameda currently has about 7,700 lower income renter households with incomes at or below \$75,000, a decline of about 2,100 households since 2010.

City of Alameda Renter Household Income Distribution



Alameda County Renter Household Income Distribution



Negative Impacts from Displacement

Research from Urban Displacement Project and Others

Research compiled and undertaken by the Urban Displacement Project and other researchers has shown that displacement negatively affects the health, quality of life, and economic outlook for households, often with long-term consequences. As indicated in a Berkeley IGS Research Brief on Displacement in San Mateo County, not only does displacement disrupt the stability of a household, it also affects neighborhood stability.

Displaced residents face a dangerous combination of limited opportunity and urgency to find housing, forcing them to make compromises that could be personally painful, socioeconomically limiting, and detrimental to their health. Those who must move away from their neighborhoods often face longer, more costly commutes and reduced access to public transit. When forced to pay more for housing and/or transportation, they are more likely to forego other household expenses like food, medications, or childcare. Homelessness and marginal housing were startlingly common among displaced households. These living conditions compromise households' safety, social networks, and health.

Source: <https://www.urbandisplacement.org/resources#section-57>



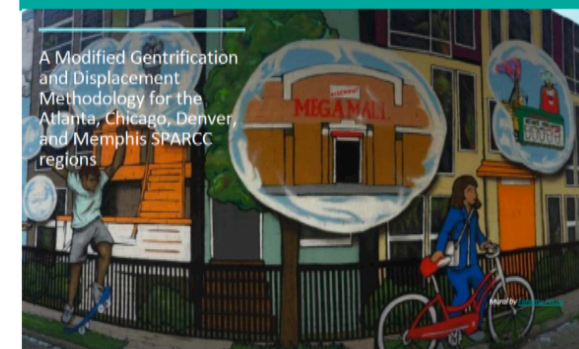
BERKELEY IGS *Research Brief*

Displacement in San Mateo County, California:
Consequences for Housing, Neighborhoods, Quality of Life, and Health

Justine Marcus
Miriam Zuk



The Urban Displacement Replication Project

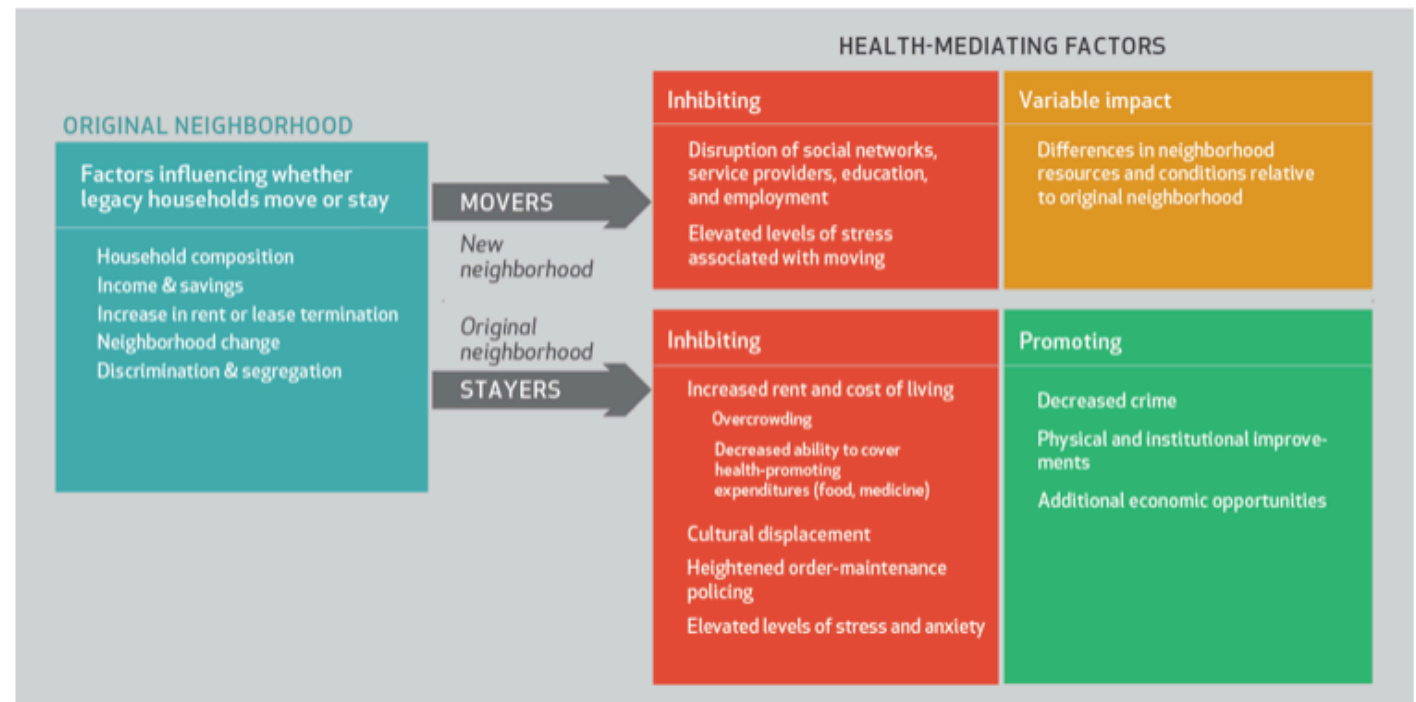


Impacts on Health and Welfare From Displacement

Research from Urban Displacement Project and Others

As shown by the Urban Displacement Project and other researchers, displacement itself can be deeply traumatic, which can compromise the health and welfare of households immediately and for years after they are forced to move. The graph below demonstrates the potential health impacts on long-term “legacy” residents who are displaced to a new neighborhood, as well as those who stay despite displacement pressures. As further described in this report, residents and households are likely to experience negative impacts in terms of disrupted social networks, access to employment, medical and social service providers, education, and other community services. Children are particularly at risk because research has shown that a move can disrupt academic performance even when children do not switch schools.

Potential Pathways
Through Which
Gentrification (and
Related Displacement
Pressures) May Affect
Health of Long-Term,
Legacy Residents



Finding 2 Supporting Data

A substantial portion of primary jobs in the City of Alameda provide annual earnings of \$40,000 or below, and most of the citywide growth in primary jobs occurred in industries that typically have lower wages. Households with one to two lower wage workers cannot afford typical market rents in the City.

Over the past decade, the number of higher income households has increased in the City, with a growing number of workers who are commuting to higher paying jobs outside of the City, which is intensifying local housing demand and displacement pressures.

Increasing Commuter Residents

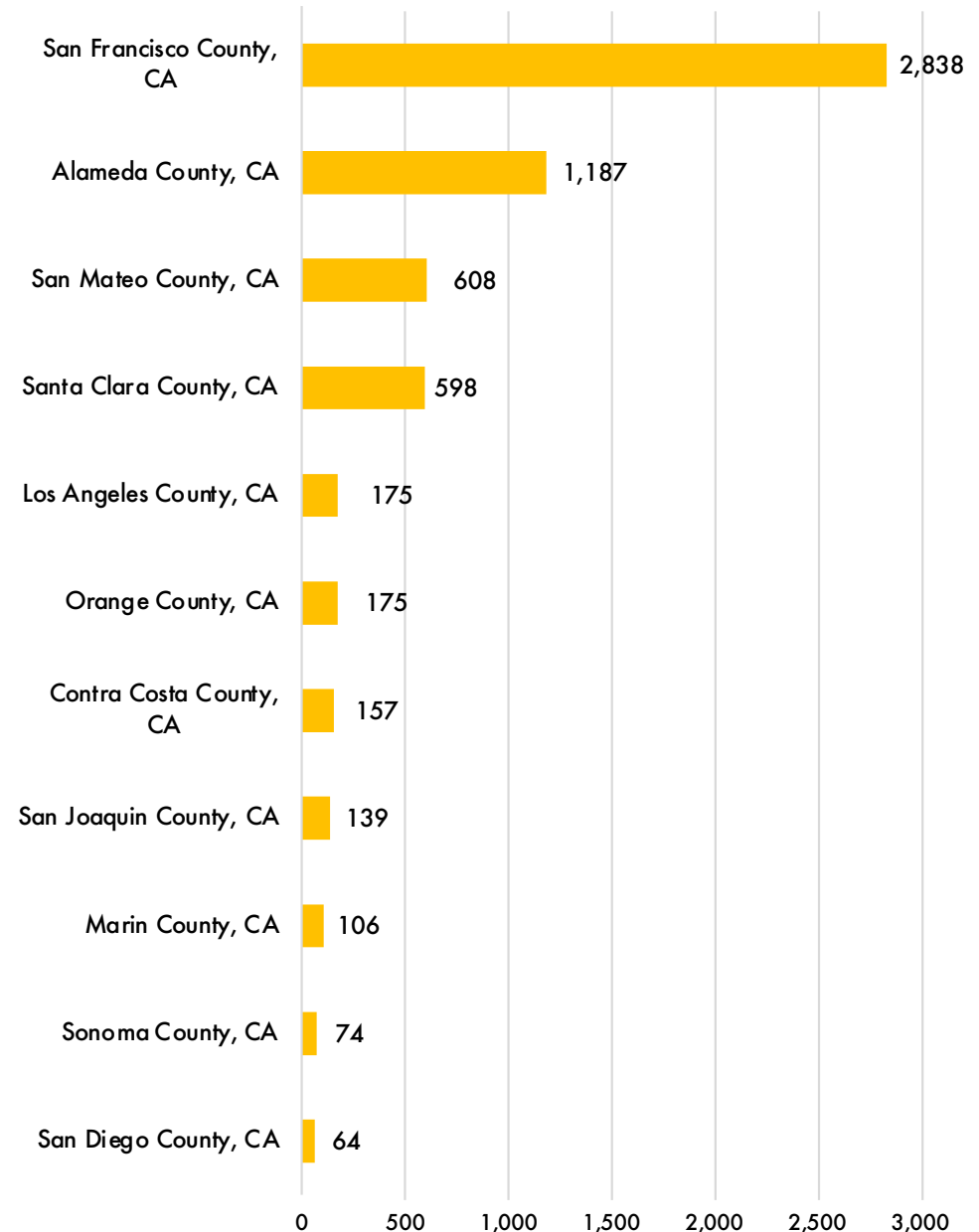
Employment Destinations and Affordability

Employment in the Bay Area is heavily concentrated in business nodes around the region such as Silicon Valley. Concentrated employment growth coupled with the lack of new housing development in surrounding cities has resulted in changing commuter patterns as employees live in different areas from where they work.

From 2010 to 2018, the City of Alameda witnessed a 4.6% (2,838) increase in residents who commuted to San Francisco for their work. An increasing number of City residents commuted to employment nodes in San Mateo and Santa Clara Counties. While the City maintains a strong employment base, these changing commuter patterns likely indicate that workers are moving to the City of Alameda in search of housing.

The movement of higher income wage earners to the City increases displacement pressures on lower income households who cannot afford the increasing cost for housing in the City and County.

Change in Commuters from the City of Alameda to Select Counties (2010-2018)



Loss of Low/Moderate Income Renter Households

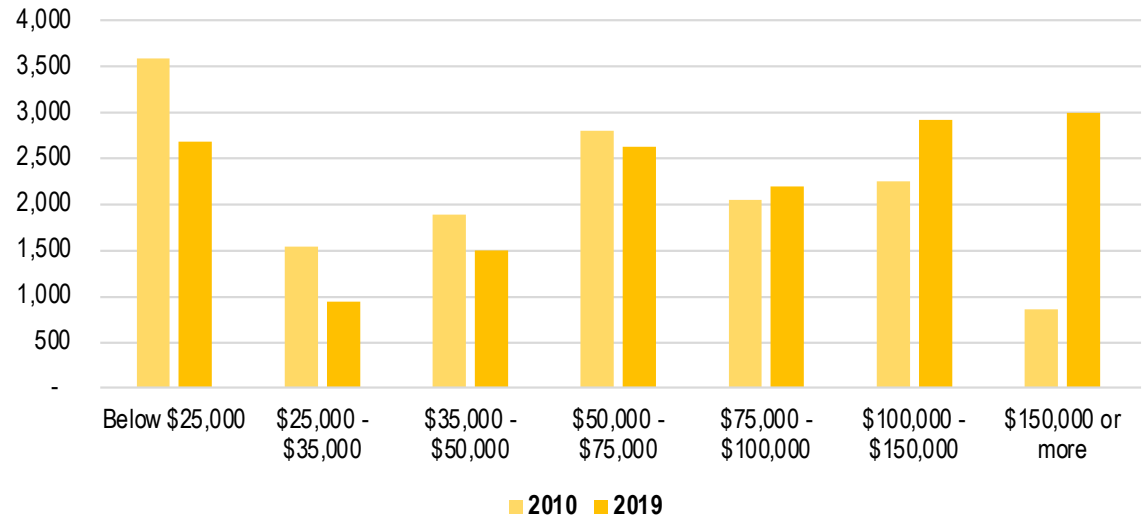
Changes in Renter Household Income Distribution

While the number of households in the City of Alameda has grown from about 28,700 in 2010 to 30,200 in 2019, the number of households who made less than \$75,000 in 2010 has declined. In 2010, households earning less than \$75,000 made up 50% of all households in the City, but by 2019 that percentage had declined to 36%, indicating displacement pressures on lower-income households.

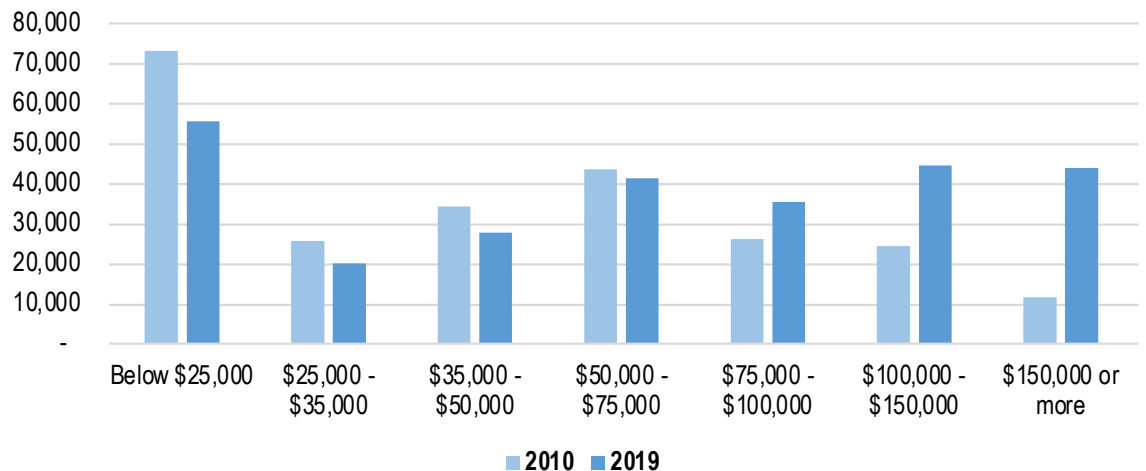
All of the City's net household growth is attributable to households making over \$100,000 while the number of lower income households has decreased. Unless additional housing is built, lower-income Alameda residents will have to compete with higher-income newcomers for existing housing and face further displacement risks.

As described earlier, the risk of displacement is particularly acute for lower income renter households in the City of Alameda with incomes at or below \$75,000 per year, which currently consists of about 7,700 lower income renter households in the City.

City of Alameda Renter Household Income Distribution



Alameda County Median Renter Household Income Distribution



High Proportion of Low Income Workers

Annual Salary Levels and Housing Affordability

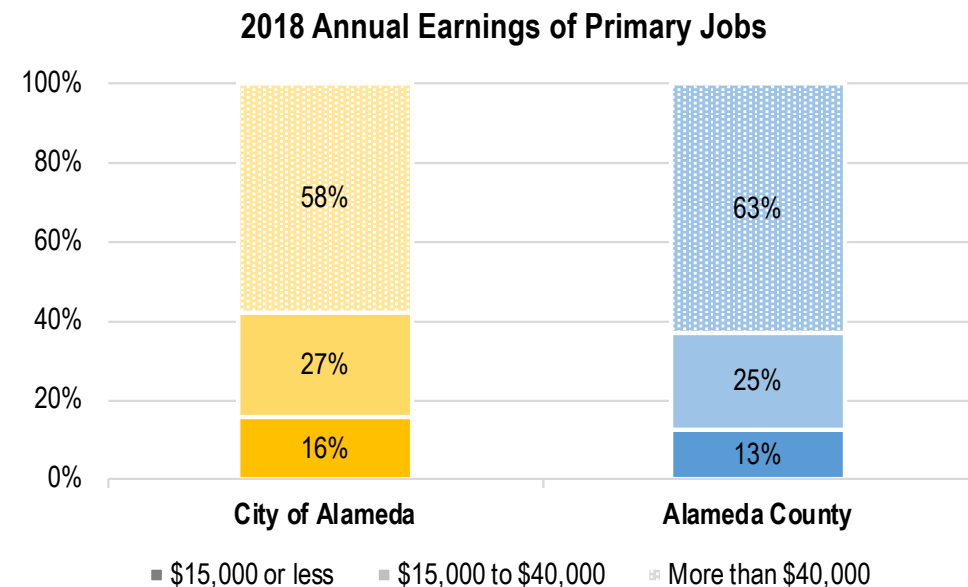
About 12,000 of the City of Alameda's jobs pay wages of \$40,000 and below, which represents about 42% of primary jobs in the City compared to 37% in the Alameda County in 2018.

- A household with one lower-wage worker earning \$40,000 or less would be considered very low income and would not be able to afford a typical market rate apartment in Alameda.
- Similarly, households with two lower-wage workers would not be able to afford a typical apartment or purchase a home in the City.

About 3,800 jobs in the City of Alameda were added within the four industries that typically have lower wage jobs— accommodation and food services, manufacturing, administration & support, and retail trade. Thus, a growing number of new workers in the City likely have lower wage jobs and cannot afford a typical apartment in the City.

2018 Annual Earnings of Primary Jobs				
Annual Earnings	City of Alameda		Alameda County	
	# Jobs	%	# Jobs	%
\$15,000 or less	4,421	16%	93,151	13%
\$15,000 to \$40,000	7,437	27%	183,193	25%
<i>Subtotal</i>	11,858	42%	276,344	37%
More than \$40,000	16,196	58%	467,169	63%
Total	28,054	100%	743,513	100%

Source: onthemap.ces.census.gov

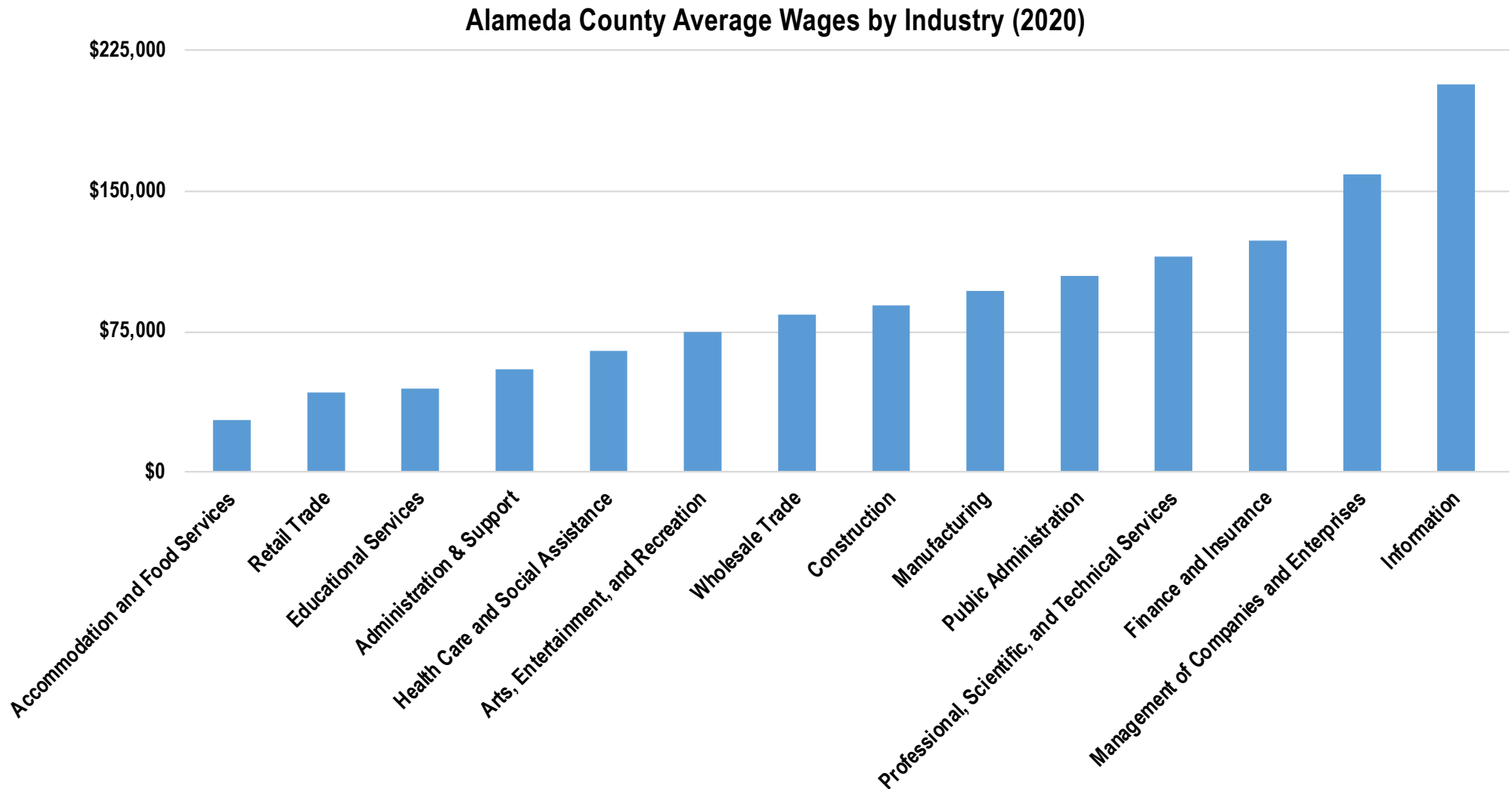


Source: OnTheMap 2005-2018, United States Census Bureau

Strong Economic and Job Growth

Industries and Employment in the City of Alameda and Alameda County

A large proportion of jobs and job growth in the City of Alameda has come from industries with average County wages below \$50,000 such as accommodation and food services, retail, and educational services.

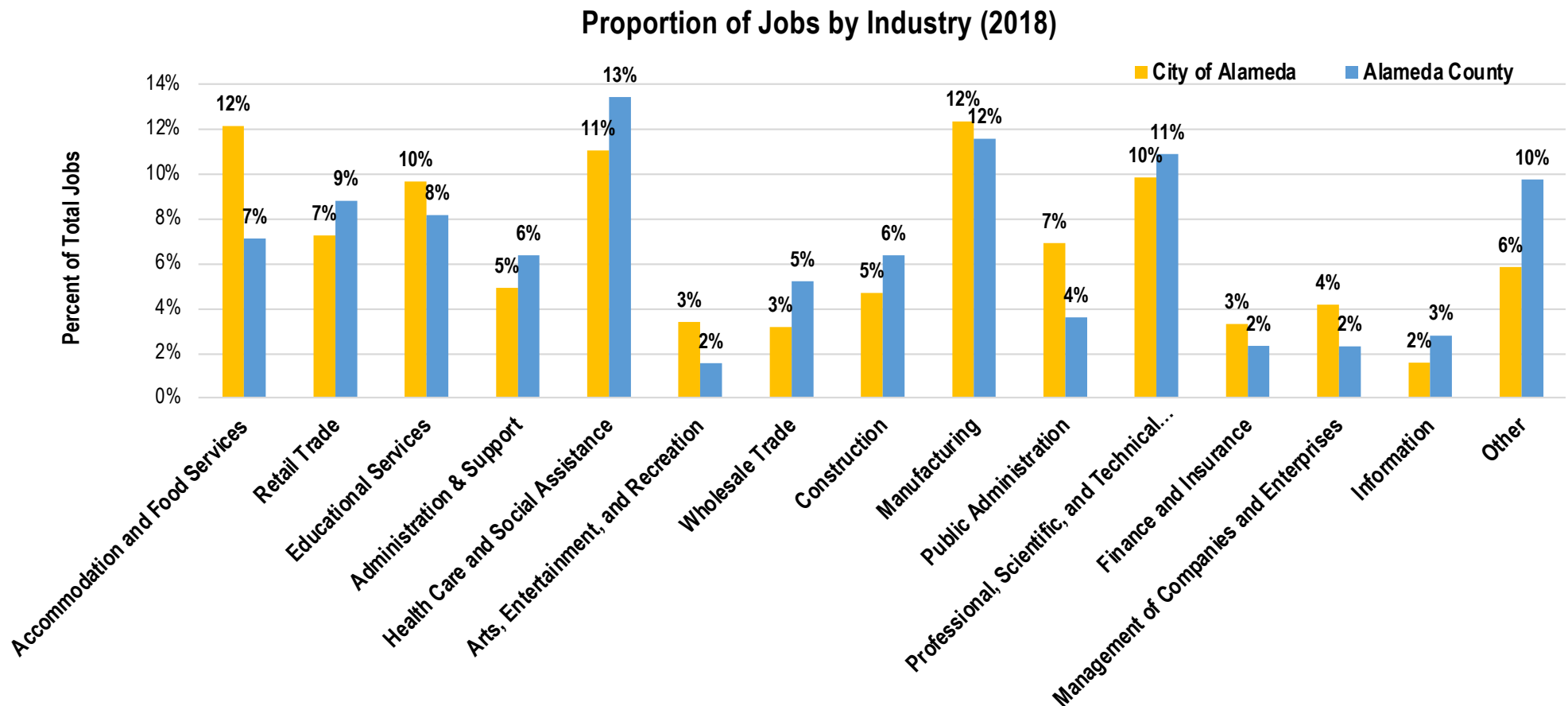


Source: OnTheMap 2005-2018, United States Census Bureau; Quarterly Census of Employment and Wages, California Economic Development Department

High Proportion of Industries With Lower Wage Jobs

Top Industries in the City Alameda

Many of the City's jobs are in the five lower wage industries of accommodation and food services, retail trade, educational services, administration & support, and health care & social assistance shown to the left of the graph, which represent about 43% of the City's jobs. These five industries similarly represent about 45% of all jobs in the County. Reflecting the City's major private employers of Penumbra and Perforce Software, the City also has a significant proportion of jobs in manufacturing and professional, scientific and technical services at comparable levels to the County.

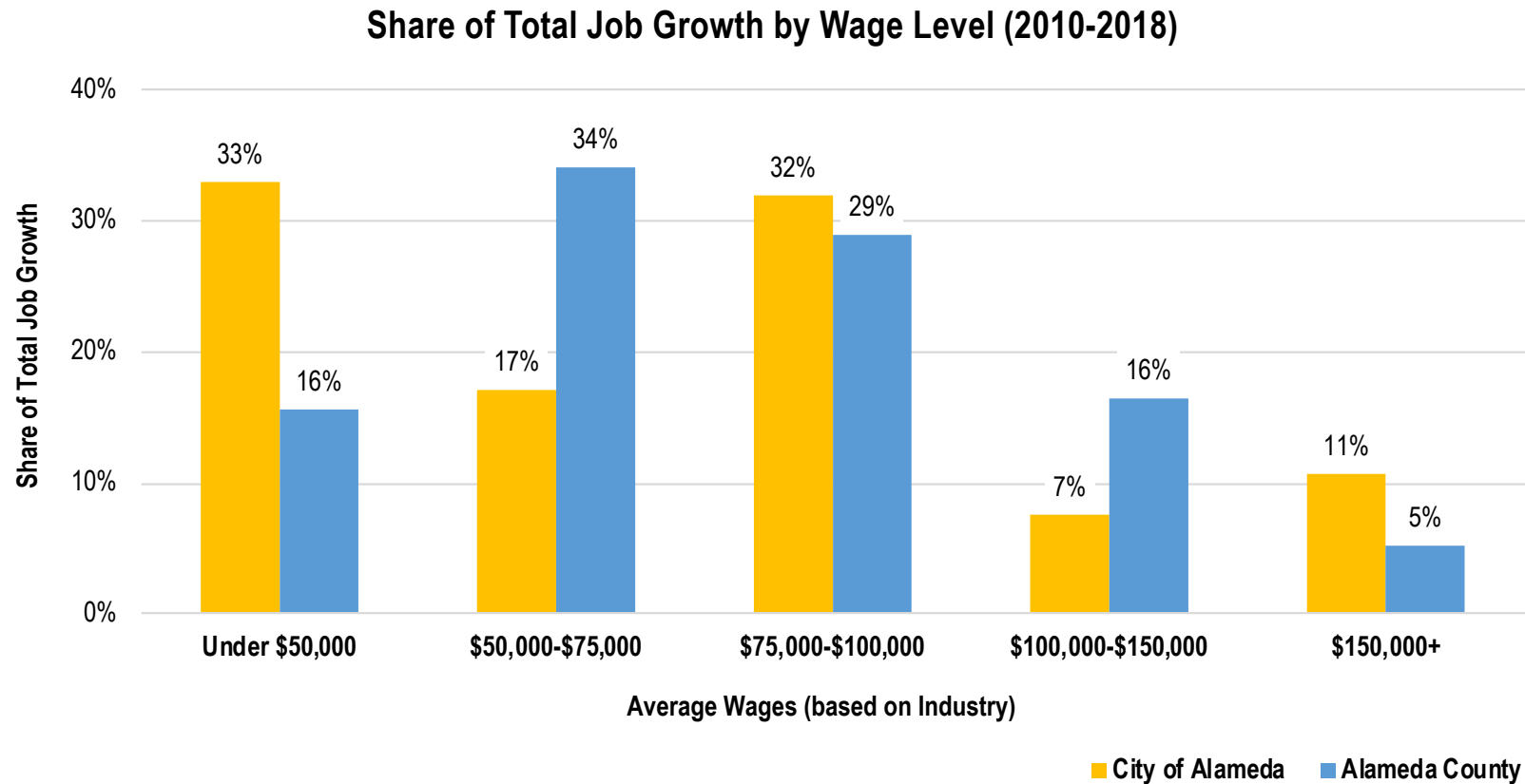


Source: US Census OnTheMap 2018; industries sorted by average Countywide wage level. Other category to the far right includes Agriculture, Utilities, Mining, Transport and Warehousing, Real Estate, and Other Services excluding Public Administration.

Strong Economic and Job Growth

Industries and Employment in Alameda and Alameda County

The City of Alameda has grown its job base by 31% since 2010, significantly outpacing the County's job growth, which was also strong. However, half of the City's job growth came from lower wage jobs paying less than \$75,000 a year, and one-third of the City's job growth was attributable to jobs that pay less than \$50,000 a year. Compared to the County, the City added a much higher proportion of jobs that pay less than \$50,000 per year. Lower wage jobs, particularly those paying less than \$50,000 per year, do not pay enough to enable workers to afford market rents.



Source: US Census OnTheMap 2005-2018, US Census Quarterly Census of Employment and Wages, California Economic Development Department

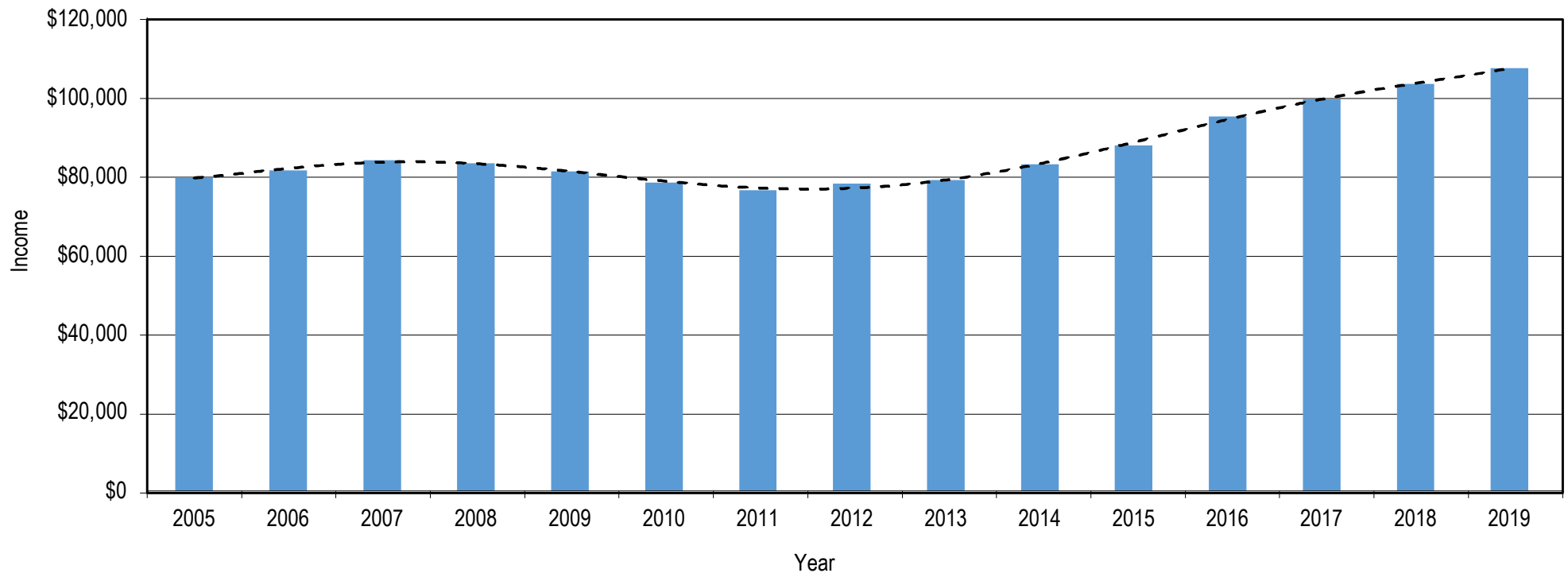
Stagnant Median Household Income Trends

Alameda County Median Household Incomes

A look at historical median incomes in Alameda County shows that median income in Alameda County stagnated for most of the past decade when taking into account the cost of living (adjusted for inflation by the consumer price index). Median incomes have only recently started increasing again. After peaking at \$84,000 of household income in 2007 and hitting a low of \$76,489 in 2010, the county's inflation-adjusted median income only reached its prior peak in 2015. As will be described in this report, much of the recent income growth is attributable to growth in higher income households.

The City of Alameda's median income growth has been slightly slower than Alameda County's – while non inflation adjusted median incomes grew 43% in Alameda County from 2010 through 2019, median income in the City grew 41%.

Historical Alameda County Median Income in 2019 Inflation Adjusted Dollars



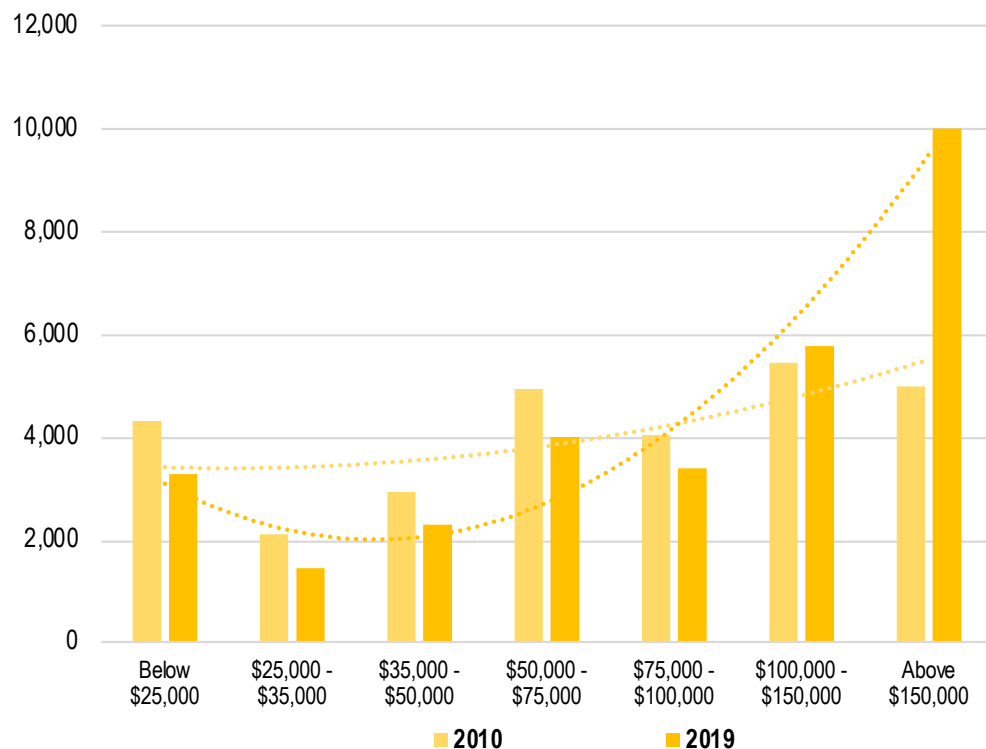
Significant Portion of Households at Risk of Housing Displacement

Income Distribution of the City of Alameda

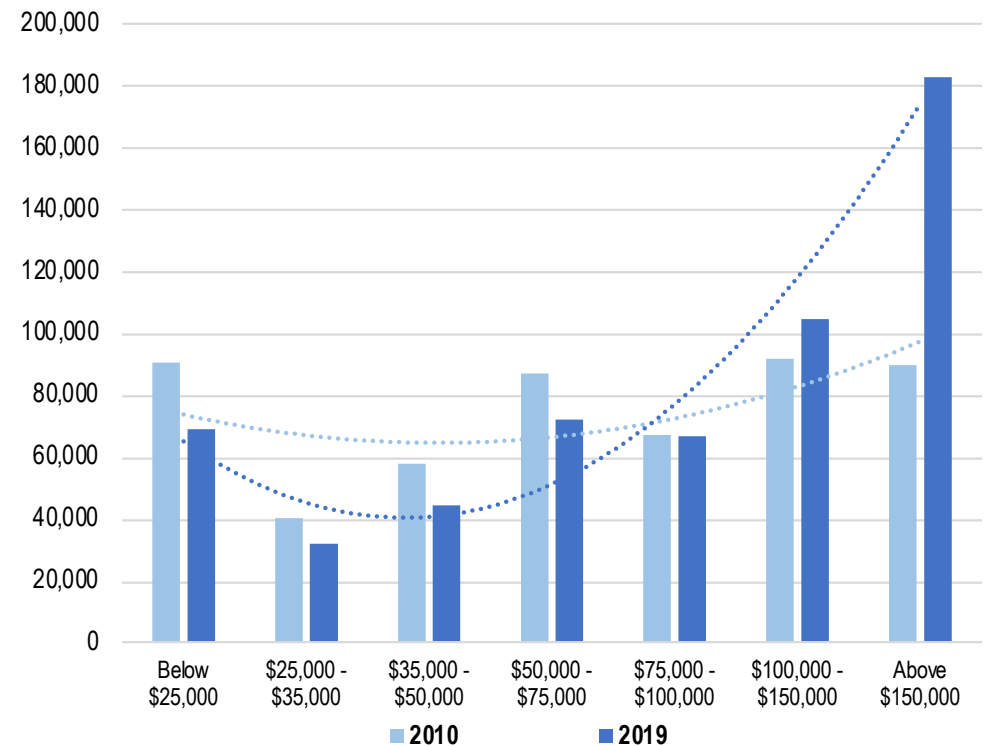
Households in the City and County of Alameda have experienced dramatic shifts in incomes as the result of regional economic growth. Higher income households from the broader region - in response to the region's housing affordability challenges - have moved into areas with relatively lower housing costs like the City of Alameda, contributing to income inequality and increasing displacement risks, particularly among lower income households.

Since 2010, highest income households (with incomes above \$150,000) in both the City and County have experienced the largest increase while the number of lower income households (with incomes below \$75,000) has declined. All of the City's net growth in households has come from households earning over \$100,000. These changes alongside the significant decline in new housing permits have significantly affected the City's housing market.

City of Alameda Median Household Income Distribution



Alameda County Median Household Income Distribution



Source: American Community Survey 2019, 5-Year Estimate, US Census Bureau

Household Income Trends

Current Alameda County Incomes

The U.S. Department of Housing and Urban Development (HUD) and California Department of Housing and Community Development (HCD) establish areawide median incomes (AMI) for each County in California. The Alameda County AMI for a four-person household was \$100,550 in 2019 and increased by 7% to \$107,300 in 2020.

According to Plan Bay Area 2040, the average household size in most Bay Area communities ranges between 2.5 to 3 per household, which is consistent with the City and County of Alameda.

Based on State standards, a typical three person household would occupy a two bedroom unit, and a 3-person household is assumed to receive 90% of the income of a 4-person household.

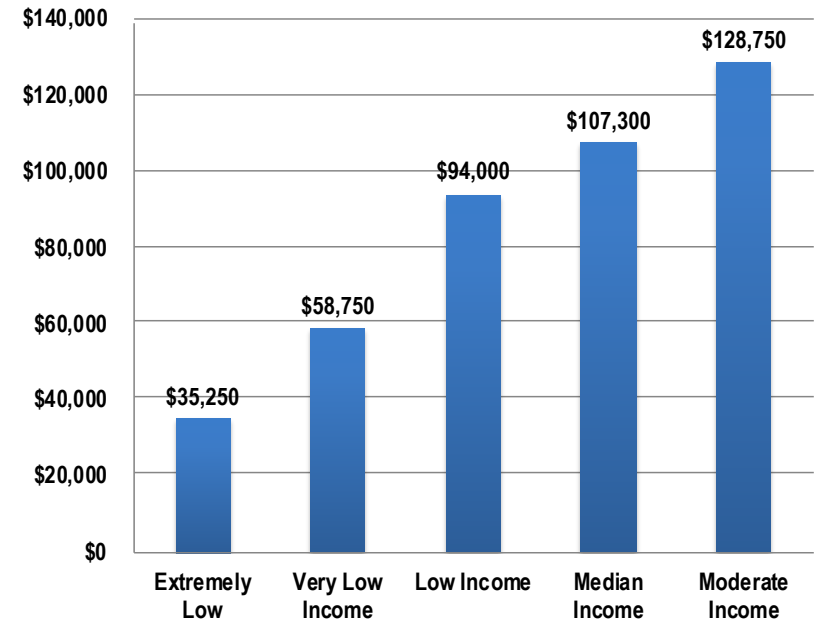
HUD also defines several income categories for affordable housing as shown on the graph to the right. According to HUD, a typical low income, three person household in Alameda County had an income of about \$89,000 in 2019 and \$94,000 in 2020.

For purposes of this report, low income households in the City and County of Alameda are defined as those households with incomes at \$75,000 and below, according to the defined income tiers in the US Census and ACS. In 2019, about 11,300 households in the City of Alameda had a household income of \$75,000 or below.

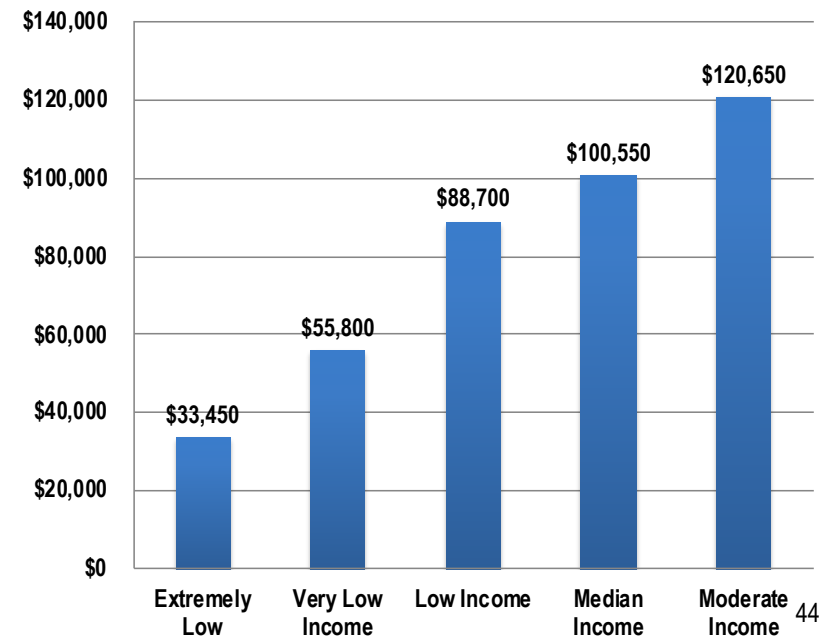
Affordable rents are established based on these different income level tiers and are defined to be equal to 30 percent of income before consideration of utility costs.

Source: US Department of Housing and Urban Development, California Department of Housing and Community Development 2019 and 2020 Income Limits

Alameda County 2020 HUD/HCD Income Limits for Three Person Household



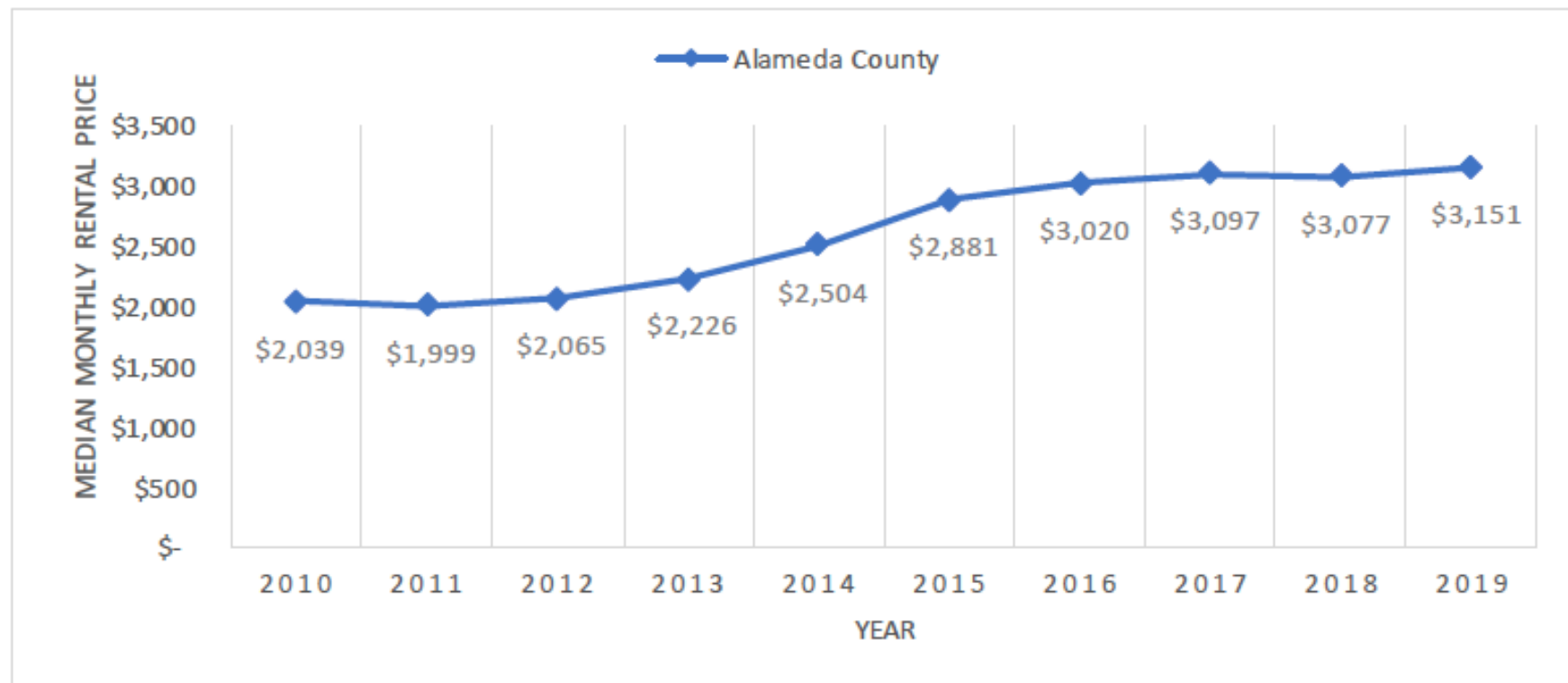
Alameda County 2019 HUD/HCD Income Limits for Three Person Household



Rapid Increase in Countywide Median Market Rent

All Units in Alameda County, 2010 to 2019

According to Zillow, the countywide median monthly rent for apartments and rental homes has risen 5% on average annually since 2010, representing more than a \$1000 increase in a 9-year period as shown in the chart below. As shown on later slides, the rents for a subset of apartments (two bedroom units typically occupied by three persons) has similarly increased.



Note: Figures in this chart do not account for inflation.

Source: Alameda County Regional Analysis of of Impediments to Fair Housing Choice (January 2020), Zillow (2019)

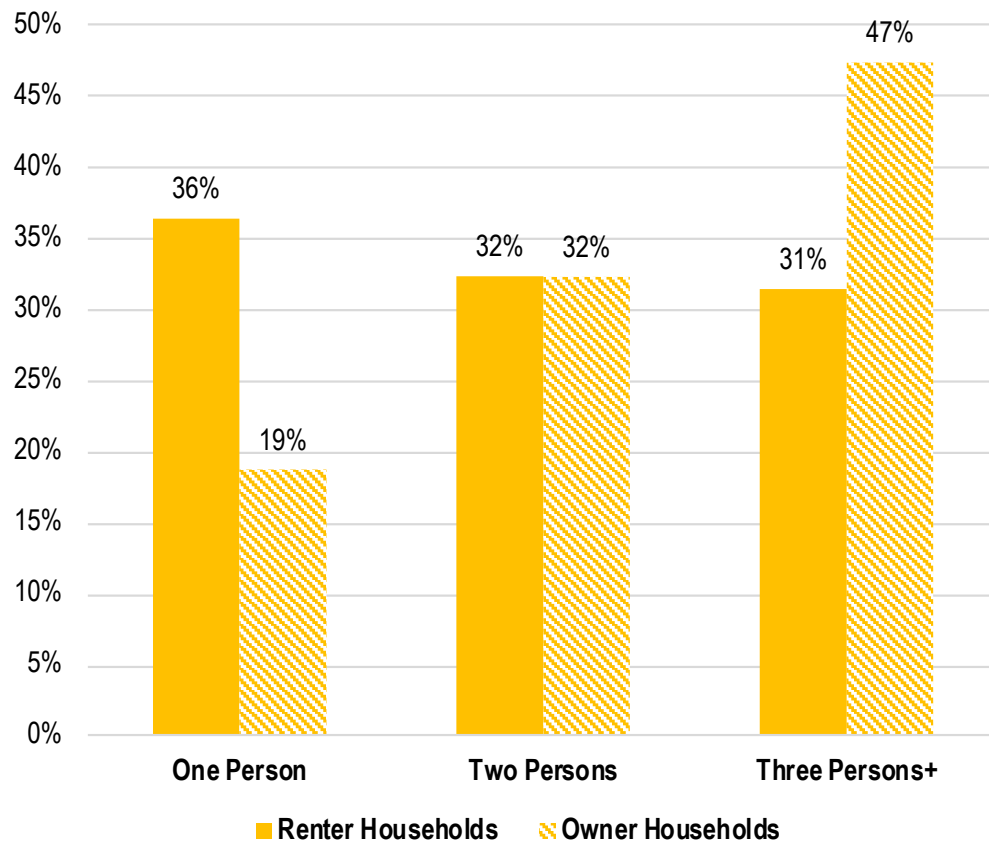
Typical Housing Sizes in the City of Alameda

Distribution by Household Size and Bedrooms

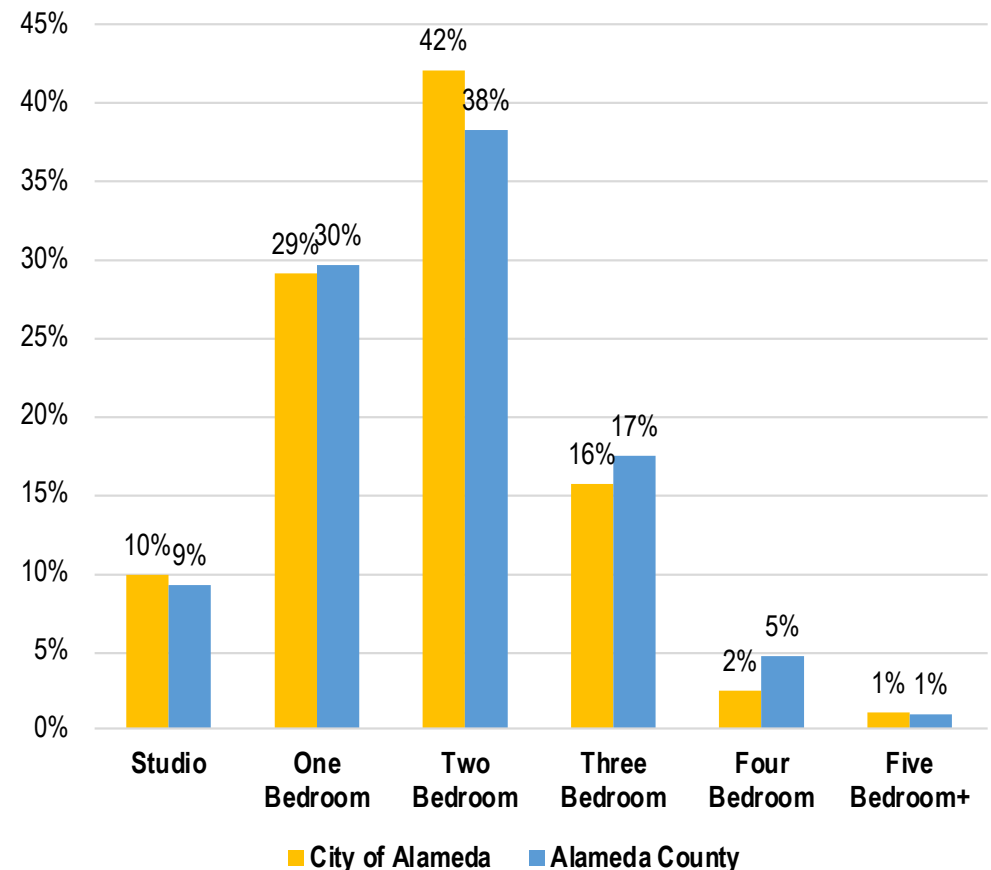
While the average household size in the City is about 2.5 persons per household, a significant proportion of households in the City have 3 or more people. Based on State standards, a three person household would occupy a two bedroom unit, and two bedroom units are the most commonly occupied rental unit type in the City and County.

In order to compare like-to-like over time while meaningfully addressing the City's housing needs, two-bedroom units will be used for the following slides on rents and home prices.

City Household Size by Tenure (2019)



Bedroom Types of Units Occupied by Renter Households (2019)



Source: 2019 American Community Survey, 5-Year Estimates, United States Census Bureau; Costar
 Note: Institutional Apartment Buildings have 5+ units and are professionally managed.

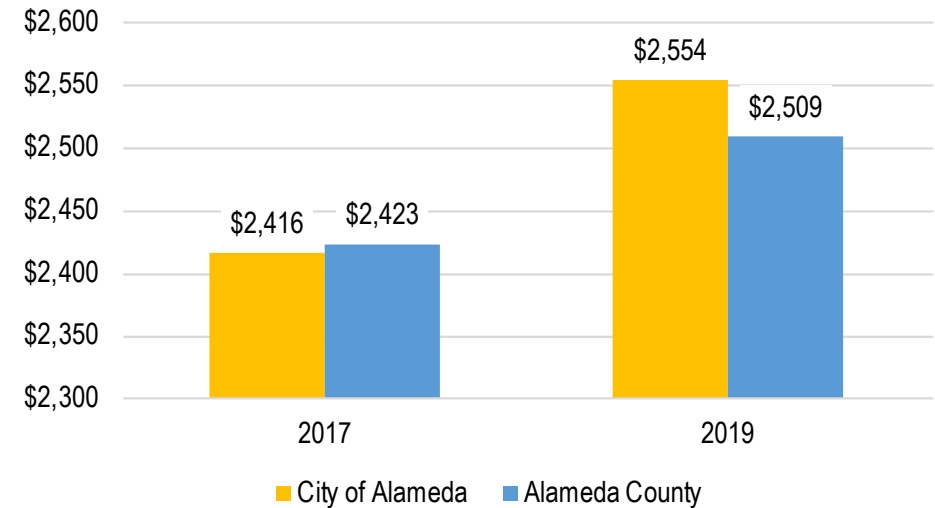
Rapid Increase in Market Rents in the City and County of Alameda

Two Bedroom Rents for Apartments

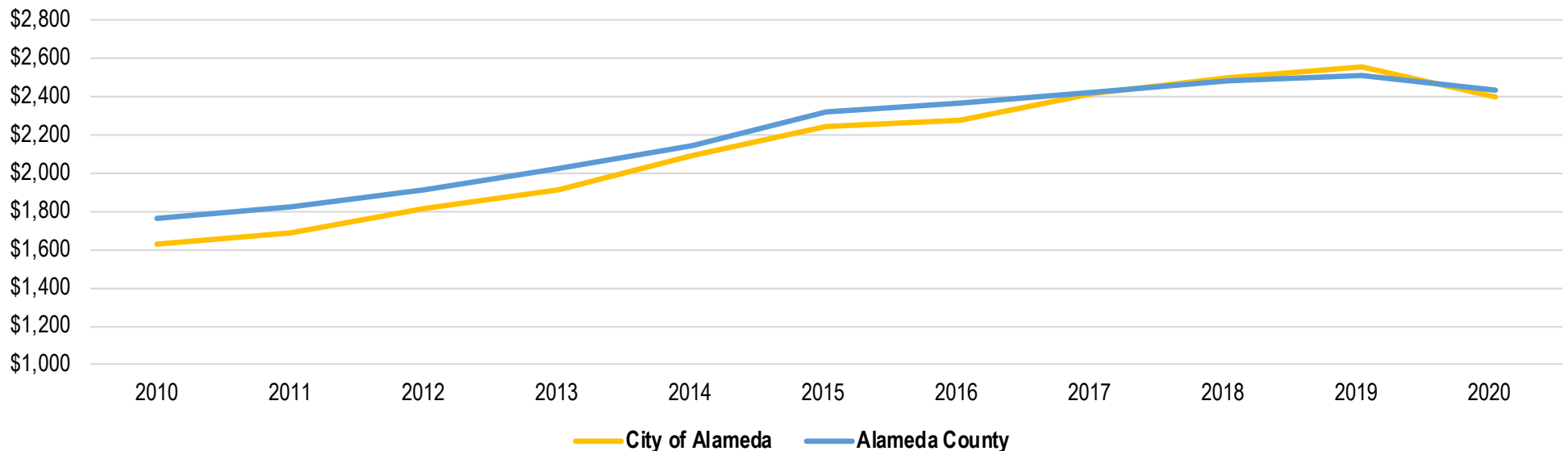
Two bedroom rents for institutional grade apartments in the City of Alameda have seen significant growth since 2000, and historically rent growth has followed similar patterns as Alameda County. However, in the past three years, rents in the City have increased at a faster pace than the County. For example, the percentage increase in rents from 2017 to 2019 was 5.7% for the City of Alameda and 3.5% for Alameda County.

In 2019, rents for two-bedrooms in the City rose higher than those in Alameda County for the first time in at least a decade, although they have fallen slightly farther during the pandemic.

Asking Rents (Two Bedrooms)



Historical Two Bedroom Rent Comparison - City of Alameda vs. Alameda County



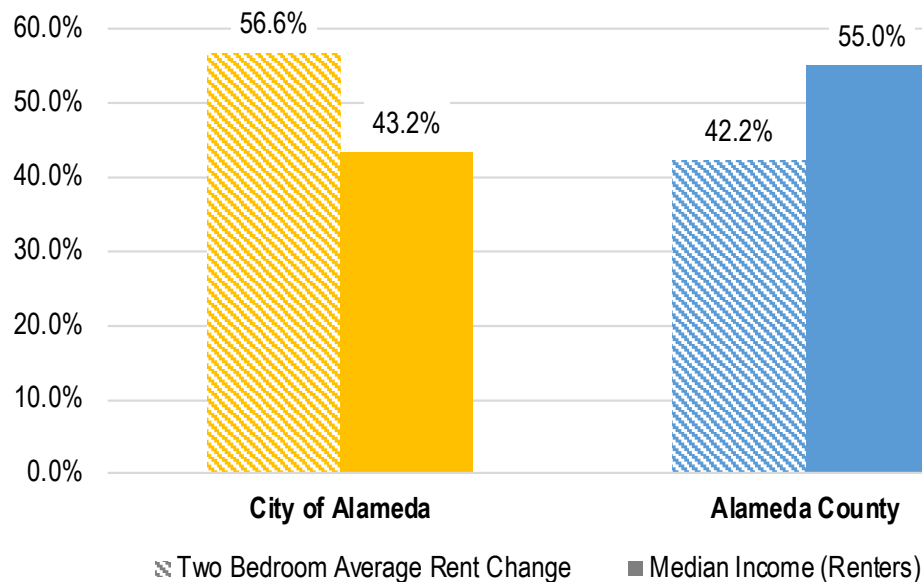
Increasing Percentage of Income Spent on Rental Housing

Two Bedroom Rents

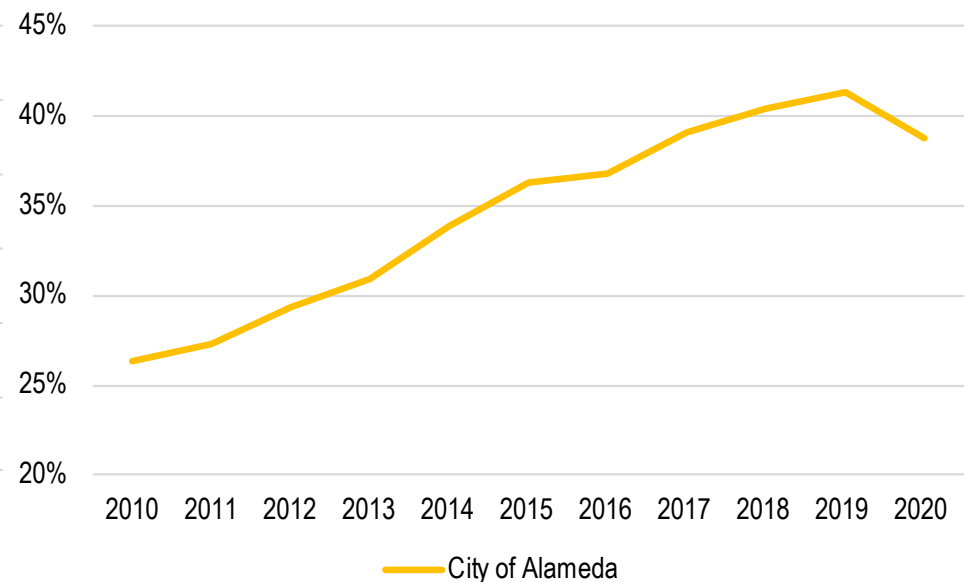
While median incomes for renters have increased in both the City and County since 2010, rents have increased more significantly in the City as compared to the County. Furthermore, rents in the City have increased more significantly than incomes. The increase in median income for renters is likely related to the addition of higher-income households, as median household incomes stagnated during the recession after taking into account inflation.

A typical household in Alameda would have spent 26% of their income on a two bedroom rental in 2010. Since then, rents have increased, and a typical household in the City of Alameda would likely need to spend about 41% of their income on housing to afford typical rents in 2019. Rent decreases during the pandemic have lowered this slightly to 39%, but this percentage exceeds the Federal cost burden standard of 30%, and current rent declines are likely to be temporary. The consistent upward trajectory of rents have made it unaffordable for many residents who have lived in the City over the past decade and whose incomes have stagnated.

**Growth in Rent and Median Incomes for Renters
From 2010 to 2019**



**Percent of 2010 Median Income Spent on Annual Two
Bedroom Housing Cost**



Source: Zillow, 2010 and 2019 American Community Survey, 5-Year Estimates,

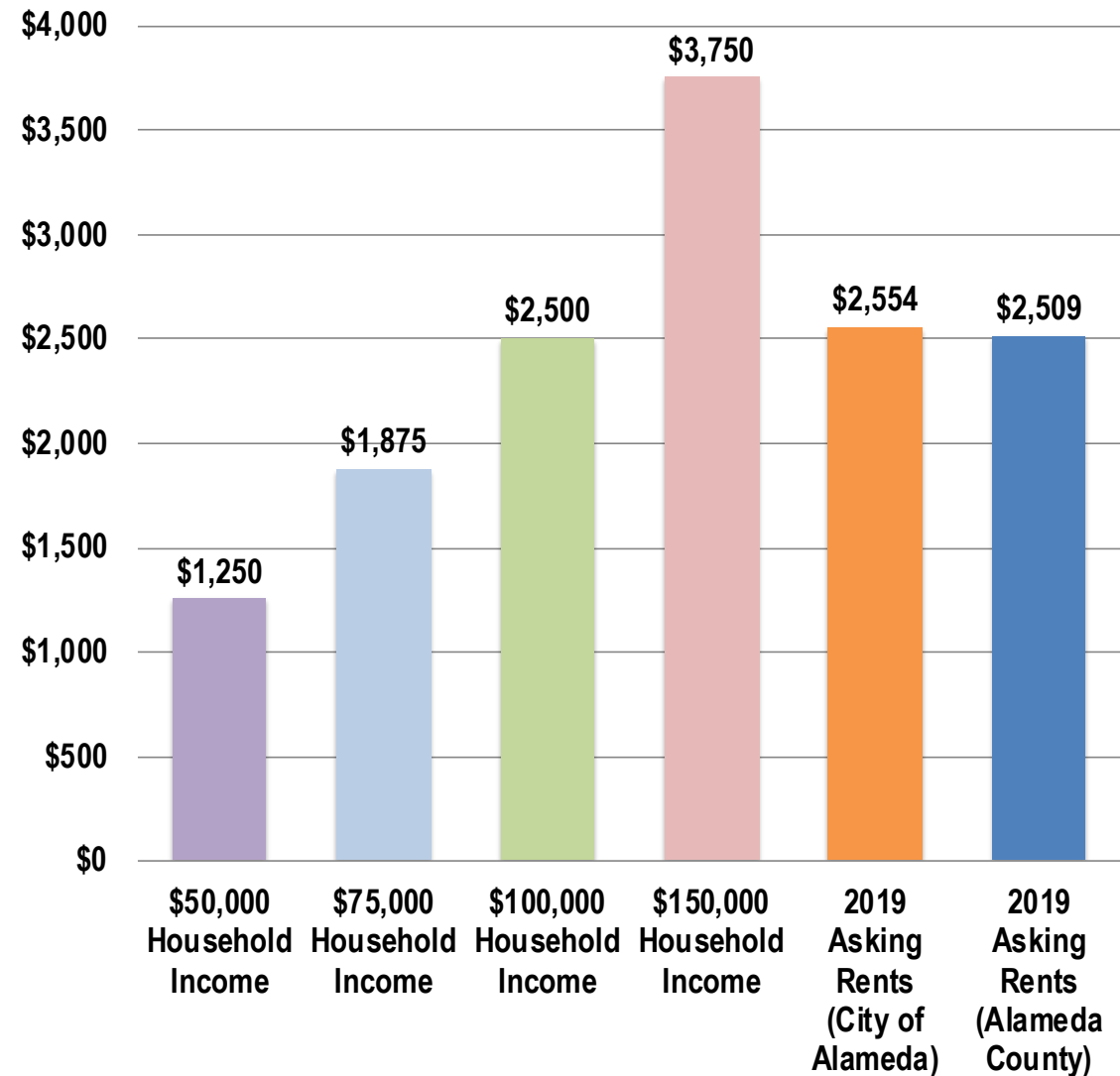
Affordable Rents Compared to Market Rents of New Apartments

City of Alameda and Alameda County

As described earlier, the State of California and Federal government recognize that different sized households need different housing sizes and measure affordability based on household size standards. State affordability standards assume that a three person household would occupy a two bedroom unit, although smaller or larger households could live there.

Based on a typical housing affordability standard of 30% of income spent on housing, a low income household in Alameda County and the City of Alameda with an income of about \$75,000 could afford rent of \$1,875 before consideration of utility costs. Asking rents for market rate apartments in both the City and County are significantly higher than what lower income households can afford.

Monthly Affordable Housing Cost for Three-Person Household and Two Bedroom Units



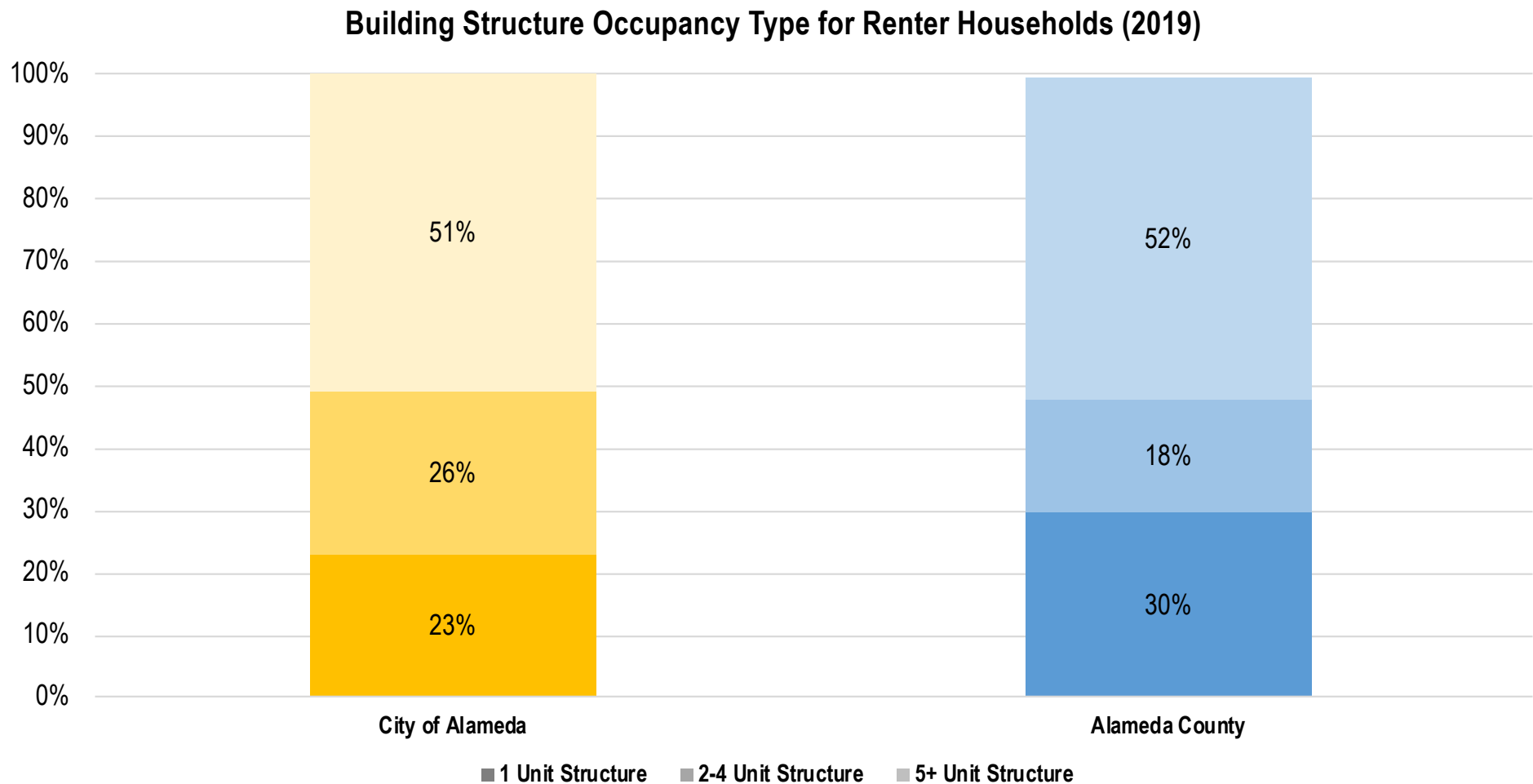
Note: Housing cost is assumed to be 30% of household income. Monthly affordable rents are before consideration of utility costs.

Source: Costar, TCG, Seifel Consulting Inc.

Intensifying Housing Conditions in Alameda

Housing Types in Alameda

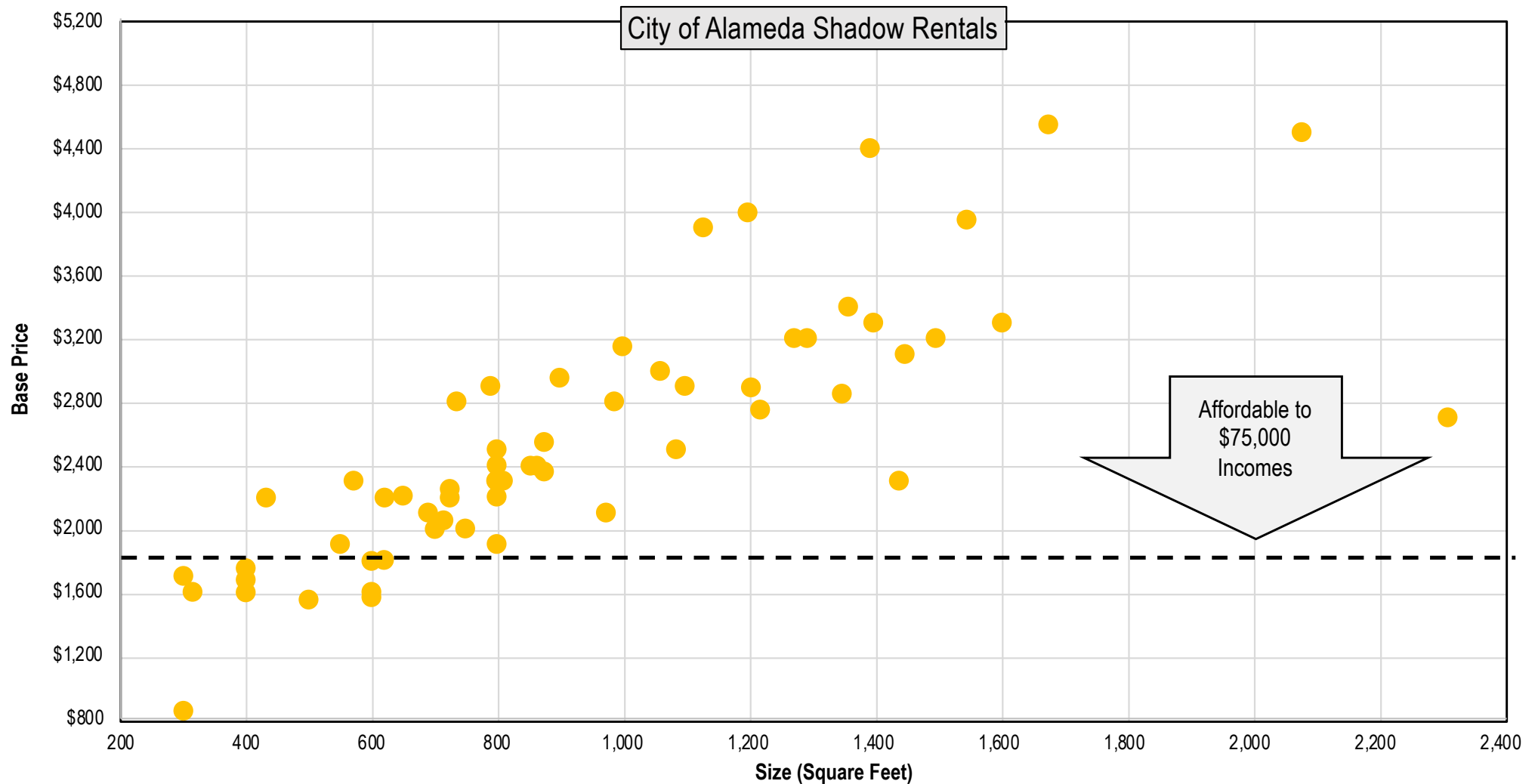
The City of Alameda has a population of about 77,000 people and about 15,000 renter households. Almost half of these renters live in single family or 2-4 unit buildings. As for-sale homes increase in value due to the aging millennial population and other market pressures, renters of these homes may face increasing displacement pressure as landlords are motivated to sell their units or increase rents to make an equivalent return.



Limited Rental Units Affordable to Lower Income Households

Market Rate Rental Options for Alameda City Residents

The affordable rent to a low income household (with incomes at or below \$75,000) is about \$1,875 a month assuming 30% of pre-tax income. Few single-family home and small building rentals (which make up the majority of product in the City of Alameda), are below this threshold. Most naturally affordable apartments are all below 600 square feet in size, which equates to a small one-bedroom unit unfit for the City's average household size of 2.5 persons.



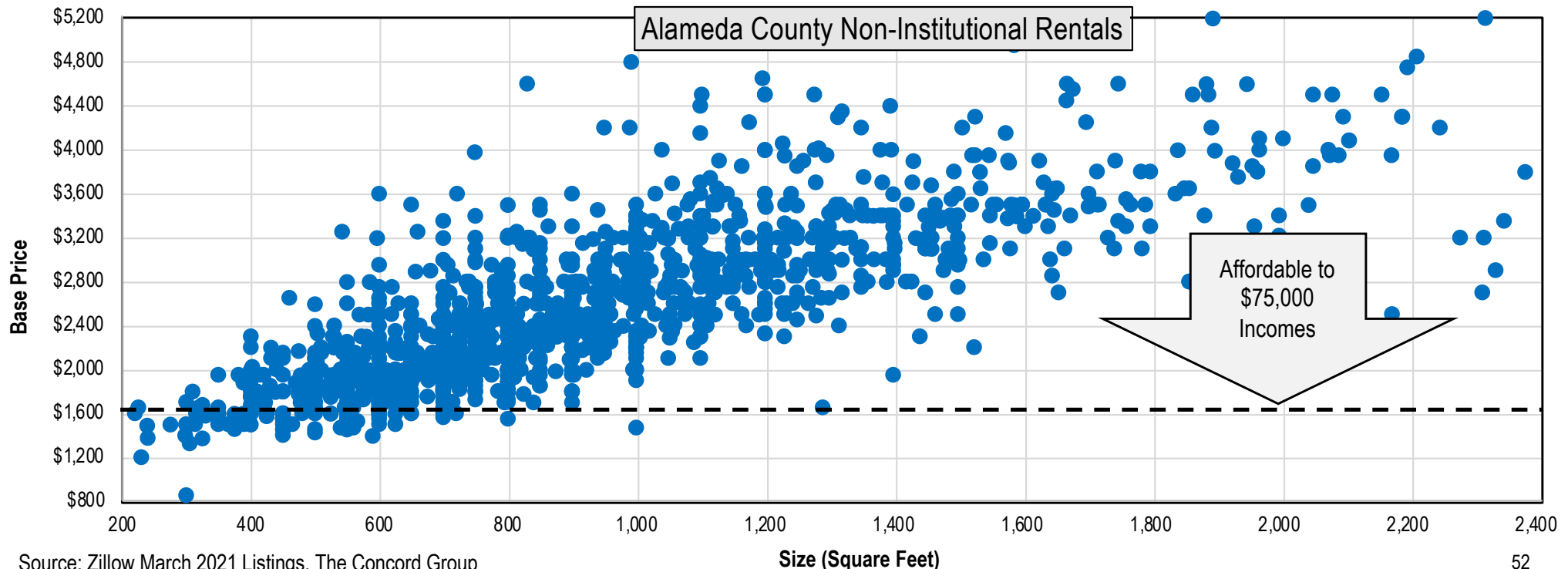
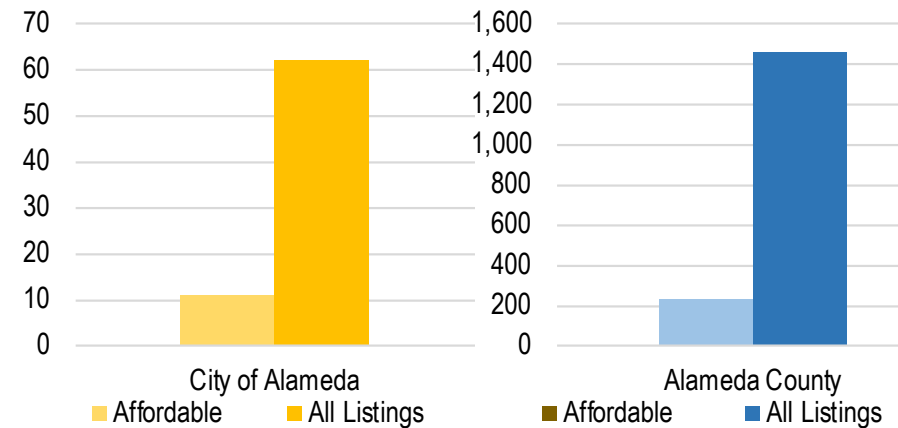
Limited Rental Units Affordable to Low Income Households

Market Rate Rental Options for Alameda City and Alameda County Residents

The same lack of affordable supply holds true in Alameda County as a whole. Only 15.1% of listings in Alameda County are affordable to households with incomes below \$75,000, in line with the 16.4% that are affordable in Alameda City. Alameda County, however, has more listings for larger homes.

Very few rentals are currently available for a low or very low-income households in Alameda County. Furthermore, as higher-income households are unable to afford housing in more expensive markets in Alameda County, some will likely choose to live in Alameda City and compete for the limited supply of market rate units, driving up rents in ways that existing lower-income residents will not be able to afford.

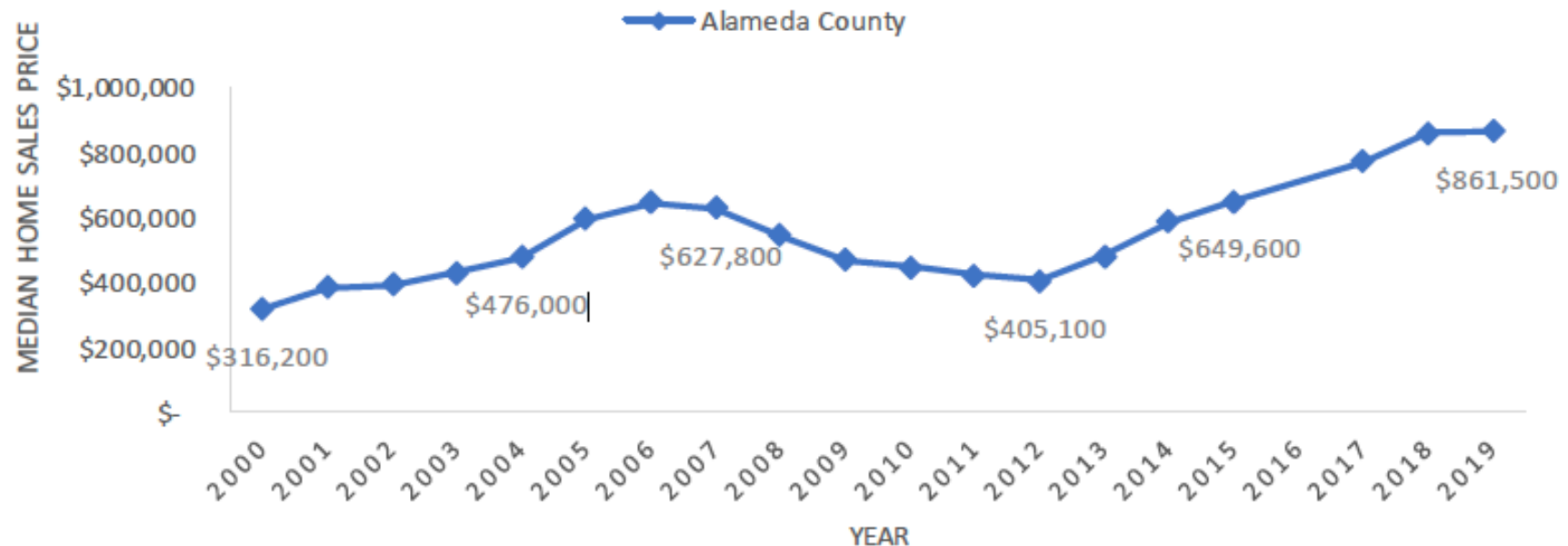
Number of Current Rental Listings Affordable to Household Incomes Below \$75,000



Rapid Increase in Countywide Median Home Price

All Homes in Alameda County

Homeownership costs have increased dramatically in the last two decades in Alameda County. Based on data from Zillow, the countywide median home sales price rose from approximately \$316,000 in 2010 to \$861,500 by 2019. While home prices decreased during the prior economic recession, they have since rebounded and exceeded pre-recession levels. On average, the countywide median home price has increased by 5.4% annually since 2000. As shown on the following page, prices for a subset of homes (two bedroom units typically occupied by three persons) have similarly increased since 2010 when the prior recession began to end.

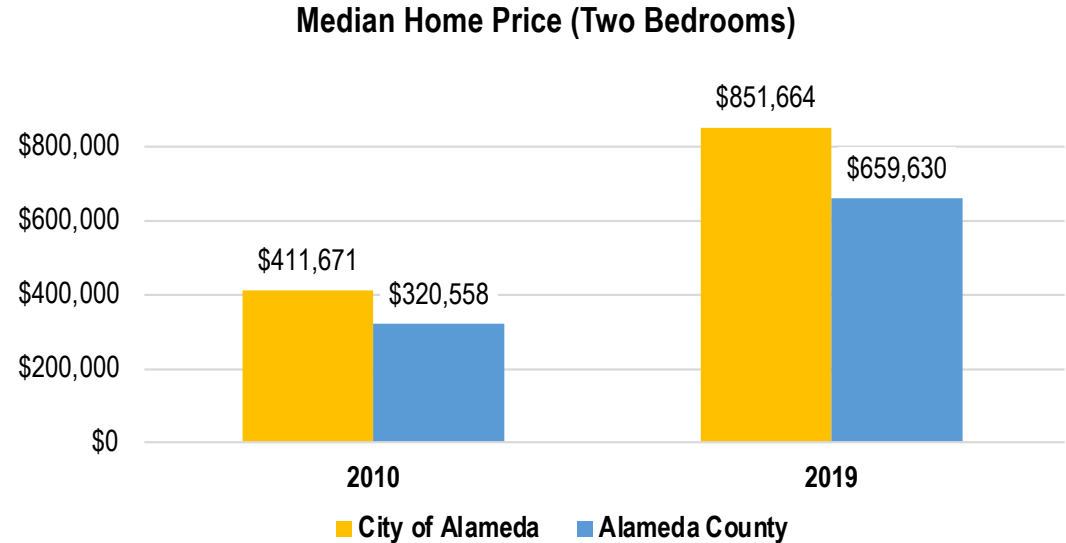


Source: Alameda County Regional Analysis of Impediments to Fair Housing Choice (January 2020), Zillow (2019)

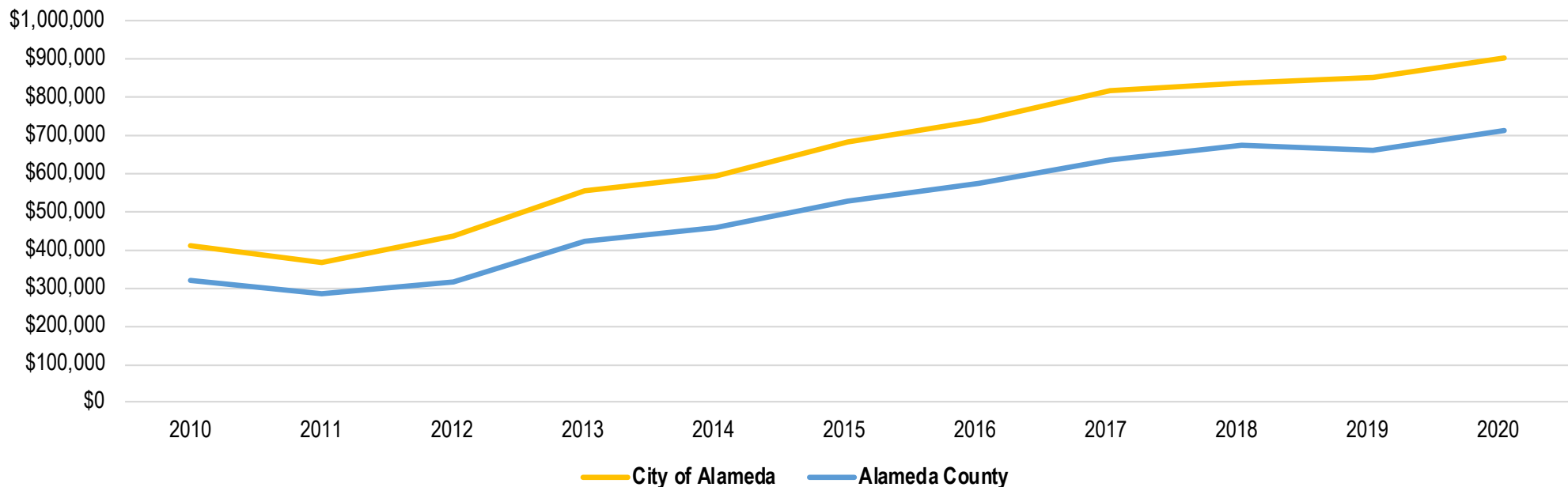
Rapid Increases in Home Prices Since 2010

Two Bedroom Home Prices

As with apartments, two bedroom home prices in the City have also seen significant growth since 2010. Historical growth in home prices has followed the same trajectory as Alameda County. On average, the median home price on the City has increased by 8.3% annually since 2010, and the countywide median home price has increased by 8.4% annually.



Historical Two Bedroom Home Price Comparison - City of Alameda vs. Alameda County

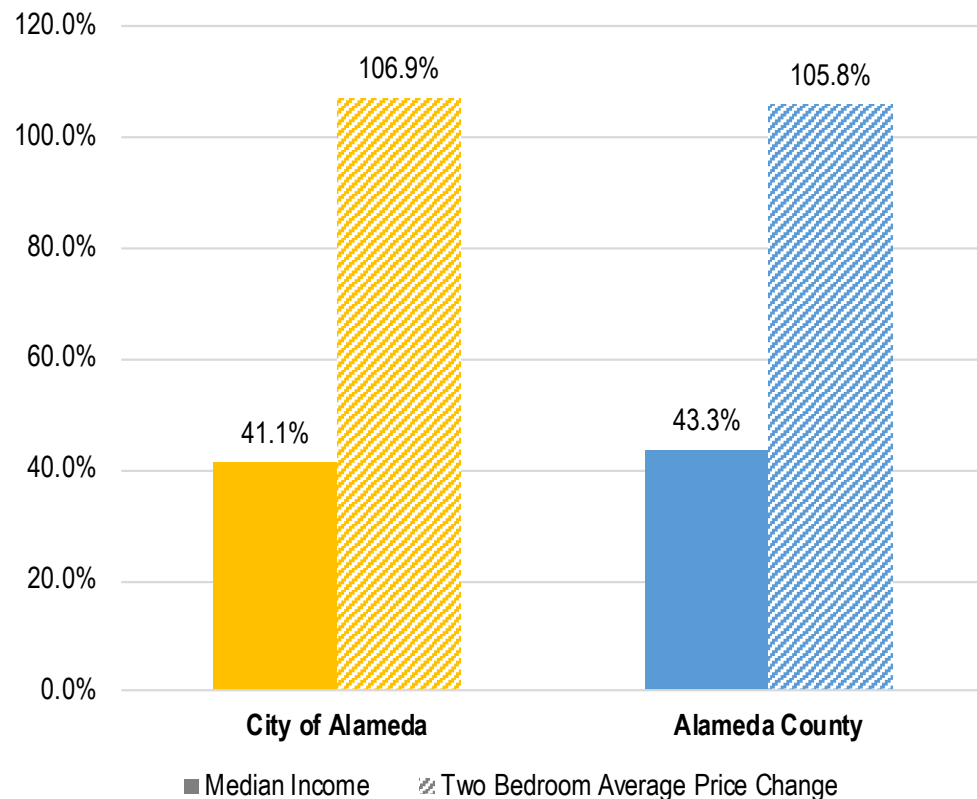


Home Prices Increasing Faster Than Incomes

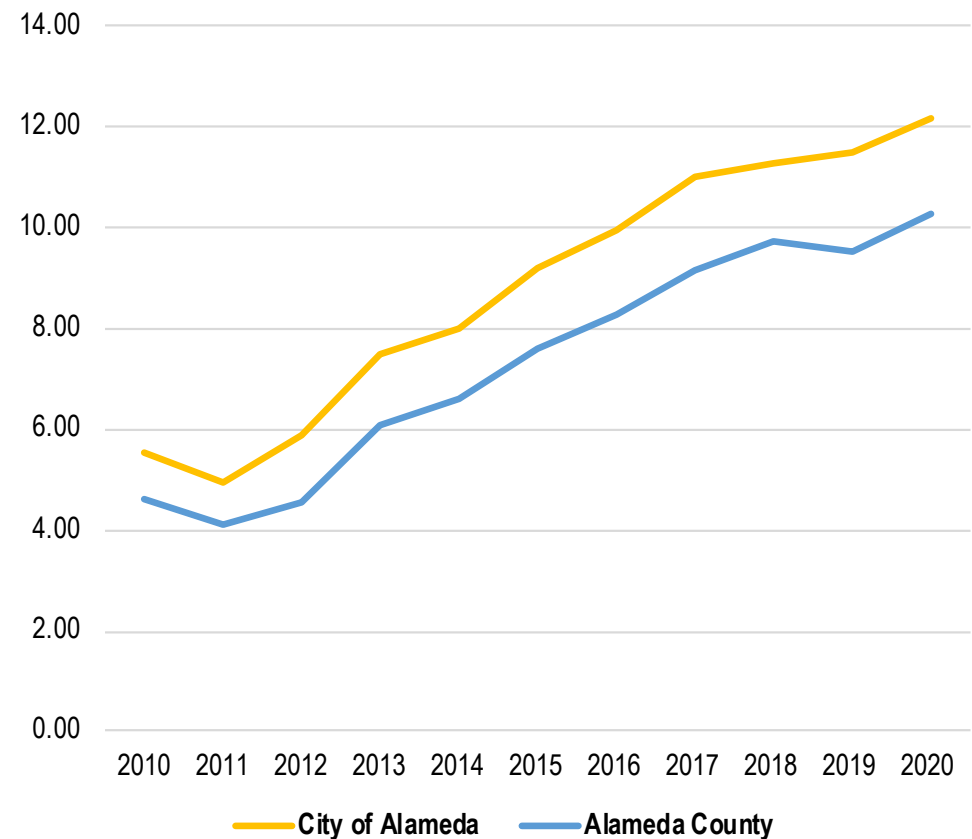
Two Bedroom Home Prices

The growth in median income has been much slower than the growth in prices for two bedroom homes in both the City of Alameda and Alameda County. While two bedroom home prices have increased by over 100% since 2010, median incomes have only grown by 41% and 43% in the City and Alameda County respectively. Due to the rapid escalation of home prices since the recession, for-sale homes have quickly become unaffordable to low and moderate income households in both the City and County.

Growth in Median Income vs. Growth in Two-Bedroom Median Home Price (2010 & 2019)



Historical Home Price to Median Income Ratio



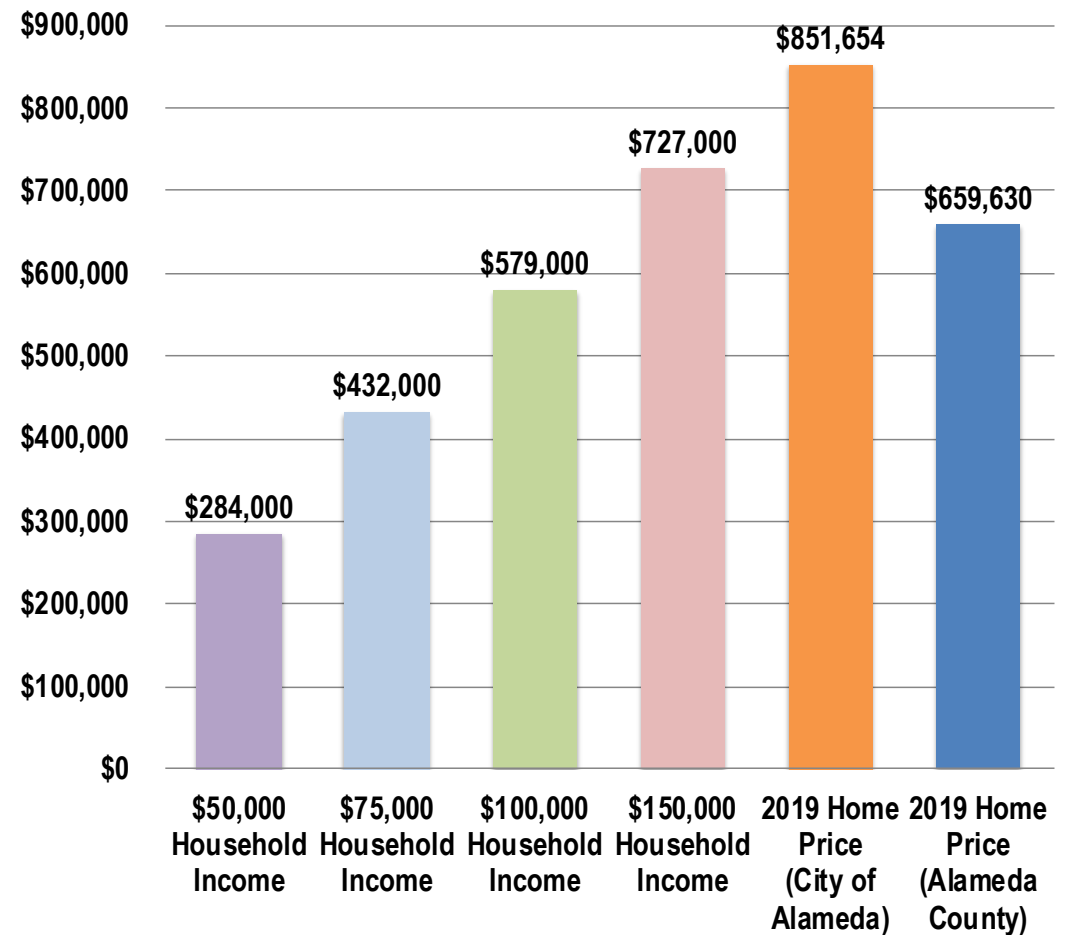
Affordable Home Prices Compared to Market Rate Home Prices

City of Alameda and Alameda County

The cost of homeownership varies depending on current interest and property tax rates, the amount of savings that buyers can contribute to a down payment, whether or not they have equity in an existing home, and the amount of other costs that they will have to pay including mortgage insurance, property insurance, utilities etc. In addition, the State of California uses different affordability standards for homeownership ranging from 30% to 40% of income.

Assuming a homeowner were to spend 35% of their income on a home, could make a 20% down payment and has minimal homeownership costs other than property taxes, \$432,000 is about the maximum home price that a typical lower income homeowner could afford to pay. For purposes of this report, the affordable home price for a low income household is considered to be at or below \$500,000. However, many households may not be able to make a 20% down payment or could have substantially higher ownership costs.

Affordable and Market Rate Two Bedroom Home Prices



Note: The calculation of affordable home price is based on 20% down payment and minimal homeownership costs other than property taxes.

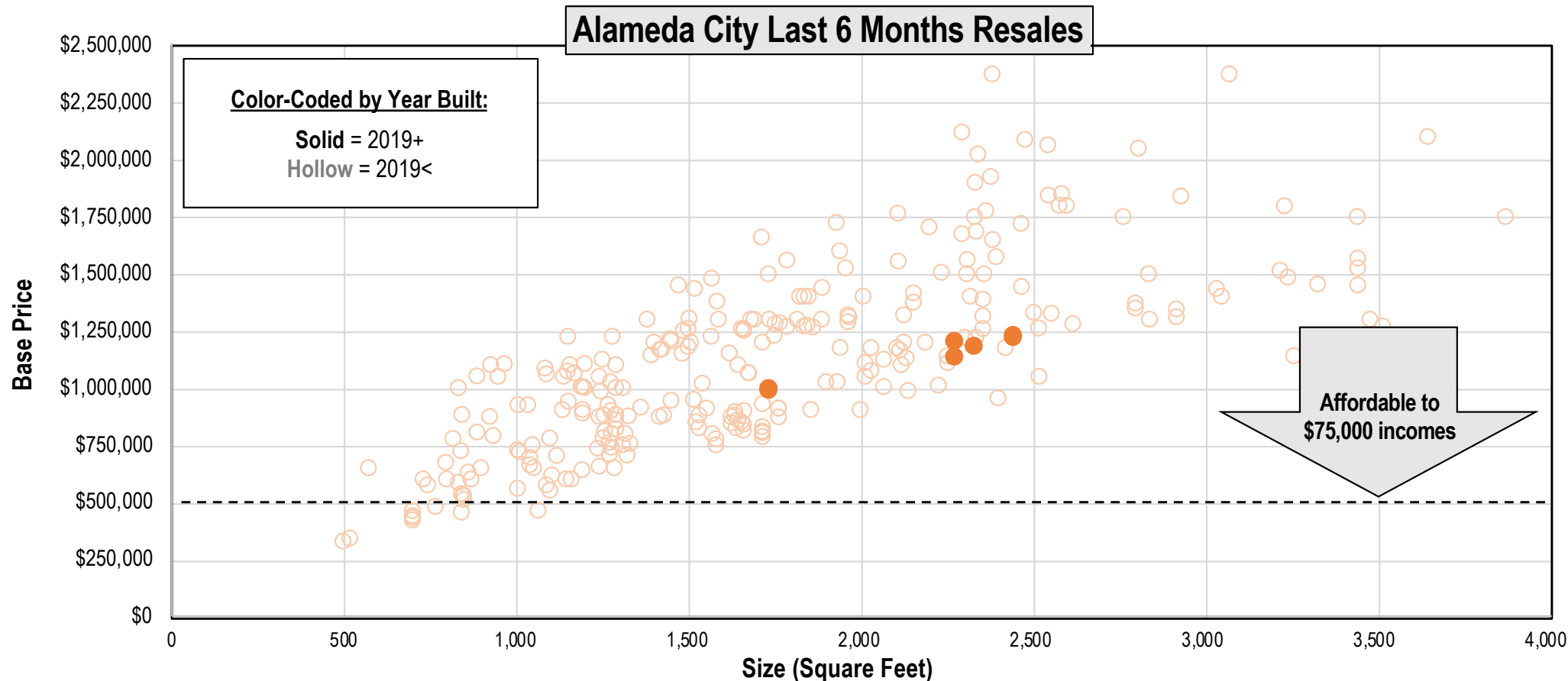
Source: Zillow, TCG, Seifel Consulting Inc.

Limited For-Sale Homes Affordable to Low Income Households

Market Rate For-Sale Options for Alameda City Residents

As described earlier, low income households could likely only afford homes priced below \$500,000. Of the 280 homes sold in the City of Alameda in the 6 months from September 2020 to March 2021, only 9 homes (3.2%) were under the \$500,000 threshold. These more affordable homes averaged 720 square feet, and only one was built in the last 5 years, while the rest average a year built of 1974.

While a few homes have sold in the City of Alameda at or below \$500,000, there are not nearly enough homes or rental units that are affordable to low and very low income households, which means that a high proportion of lower income households in Alameda City could be at risk of displacement.

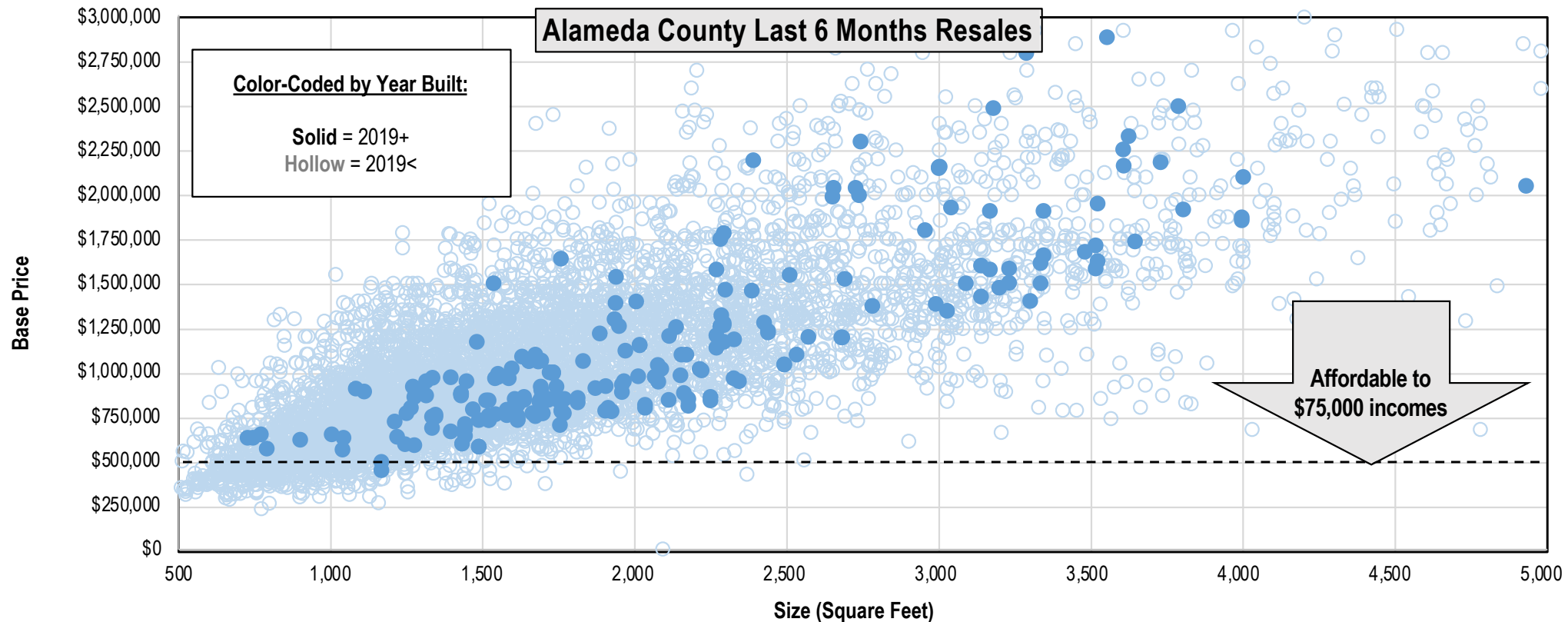
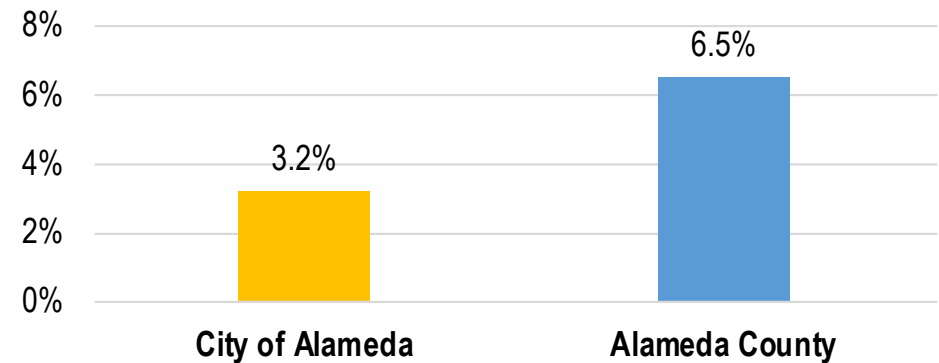


Limited For-Sale Homes Affordable to Low Income Households

Market Rate For-Sale Options for Alameda City and Alameda County Residents

Alameda County has a slightly higher proportion of homes available to households with incomes under \$75,000, but only 464 homes (6.5% of resales) were under the \$500,000 threshold. On average these homes were around 865 square feet – slightly larger than homes available in the City under \$500,000. Only two new homes were sold at prices below \$500,000 in the County.

Percent of Home Sales Affordable to Household Incomes Below \$75,000



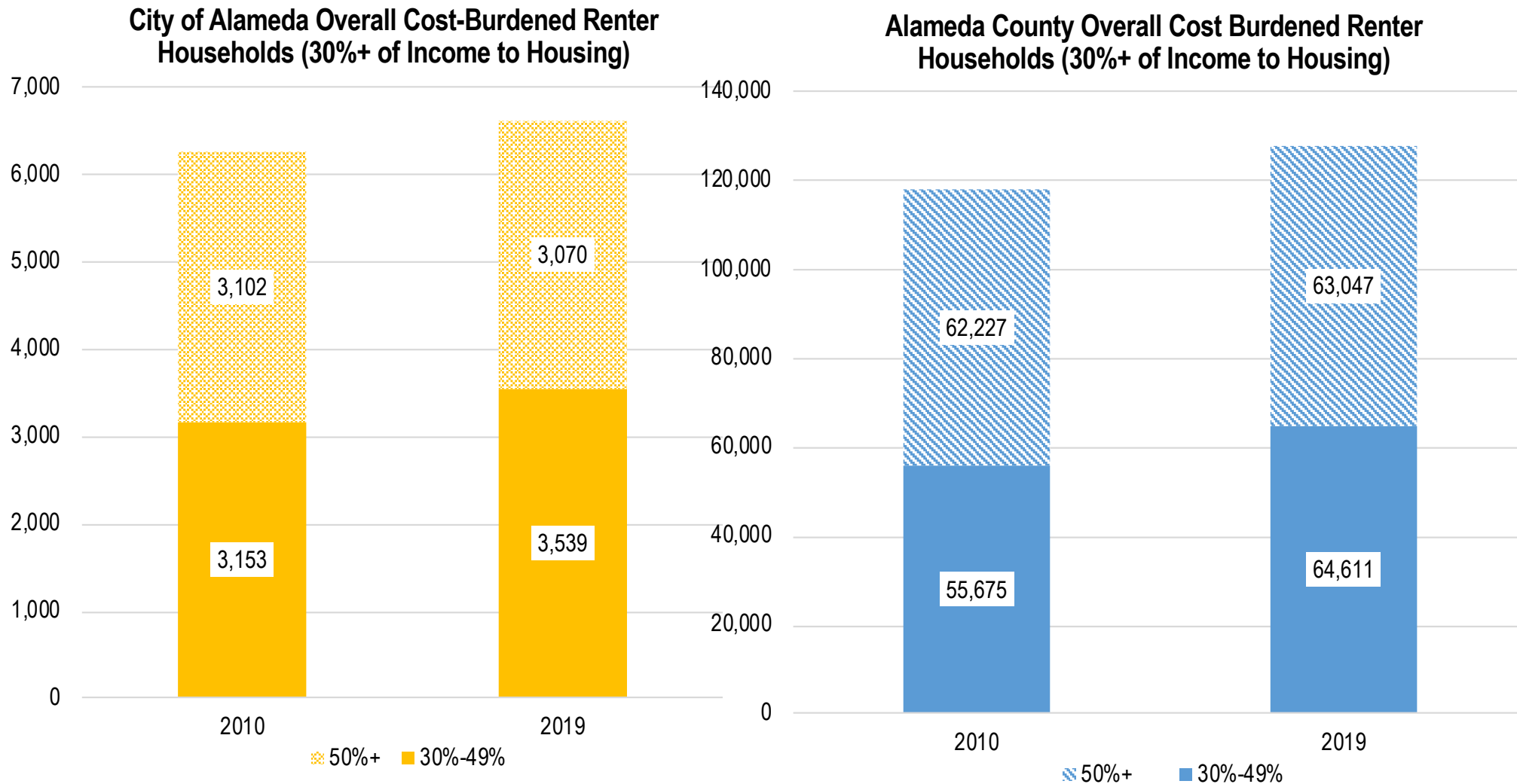
Finding 3 Supporting Data

Thousands of lower-income residents in Alameda, particularly low income renter households, are vulnerable to being displaced. The number of cost burdened households paying over 30% of their income on rent and the number of overcrowded households in Alameda, particularly those who are severely overcrowded, has increased significantly since 2010.

Increase in Cost-Burdened Renters

Cost-Burdened Renter Households in the City and County of Alameda

Many lower-income residents in Alameda, particularly renters, are vulnerable to being displaced due to the high cost of housing. Currently, about 6,609 renter households in the City of Alameda are cost burdened, paying more than 30% of their income on rent. This number has gone up by about 250 households, or 6% since 2010.



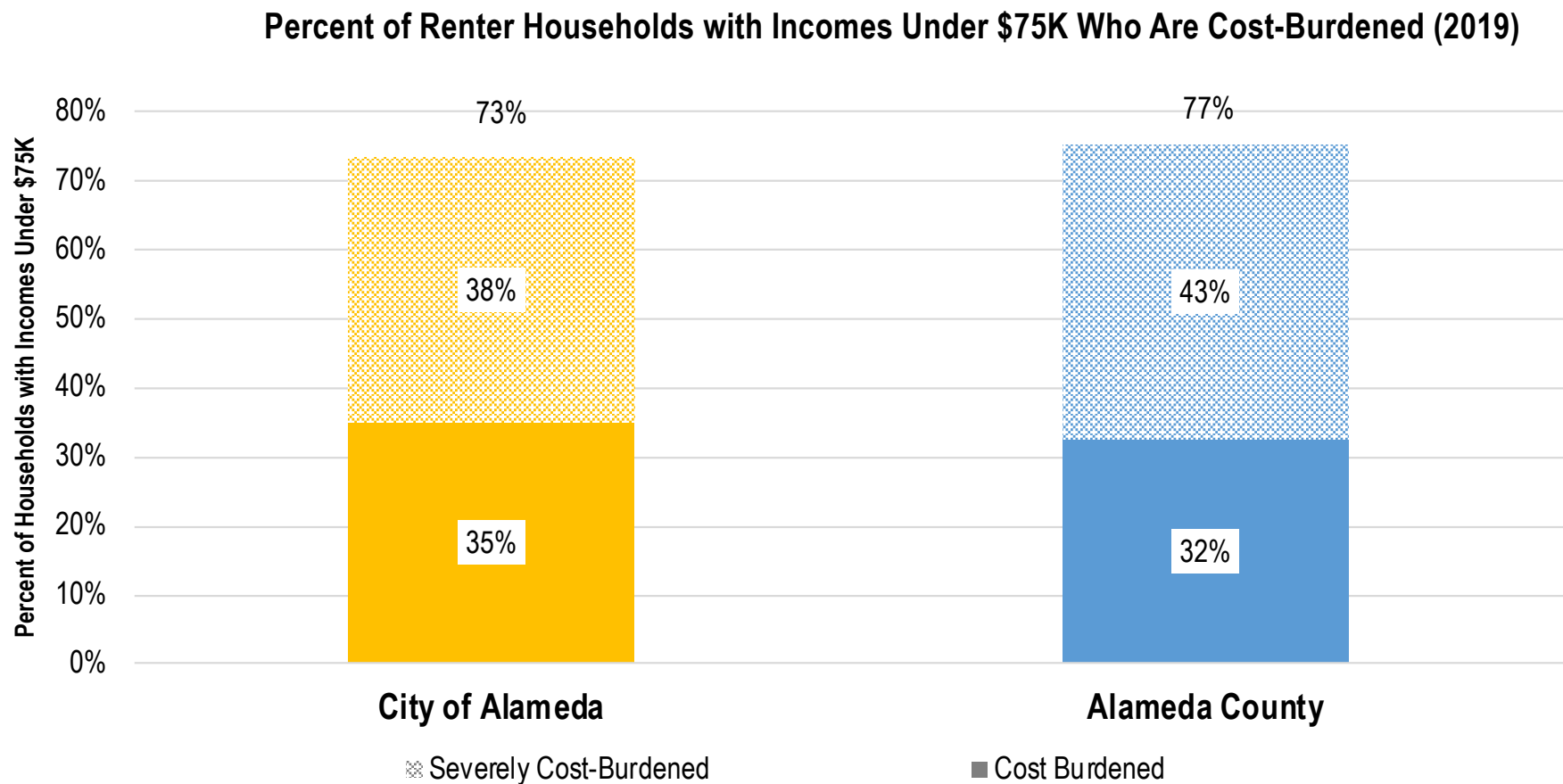
Note: American Community Survey did not record severely cost-burdened household figures by income range until 2014

Source: American Community Survey 2010, 2019, 5-Year Estimate, US Census Bureau

Intensifying Housing Conditions for Low Income Renters

Cost-Burdened Households in the City and County of Alameda

Currently, about 73% of low income renter households (5,670) in the City of Alameda are cost burdened, paying more than 30% of their income on rent. Even more significantly, about half of these low income cost-burdened households are severely cost-burdened, paying more than 50% of their income on rent.



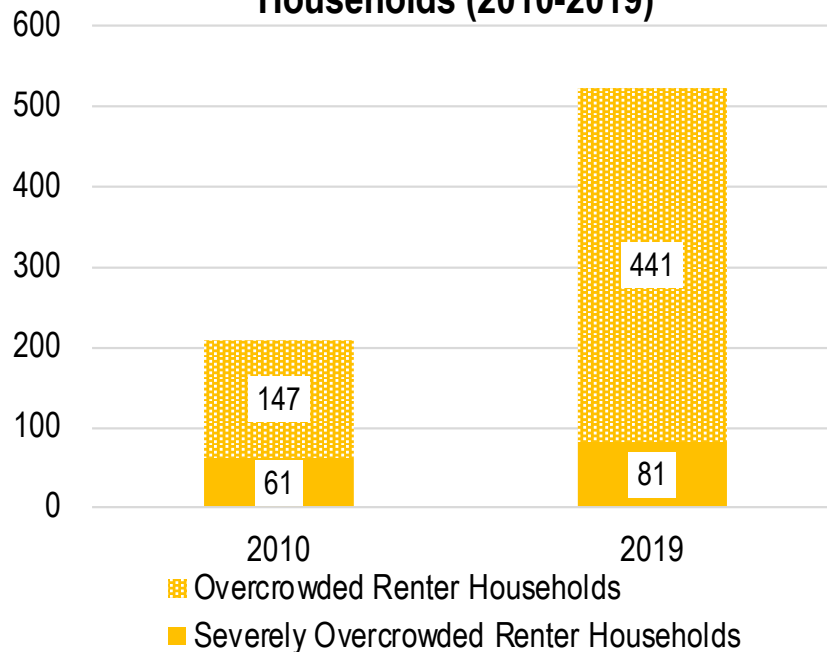
Increasing Numbers of Overcrowded Renter Households

Overcrowded Renter Households

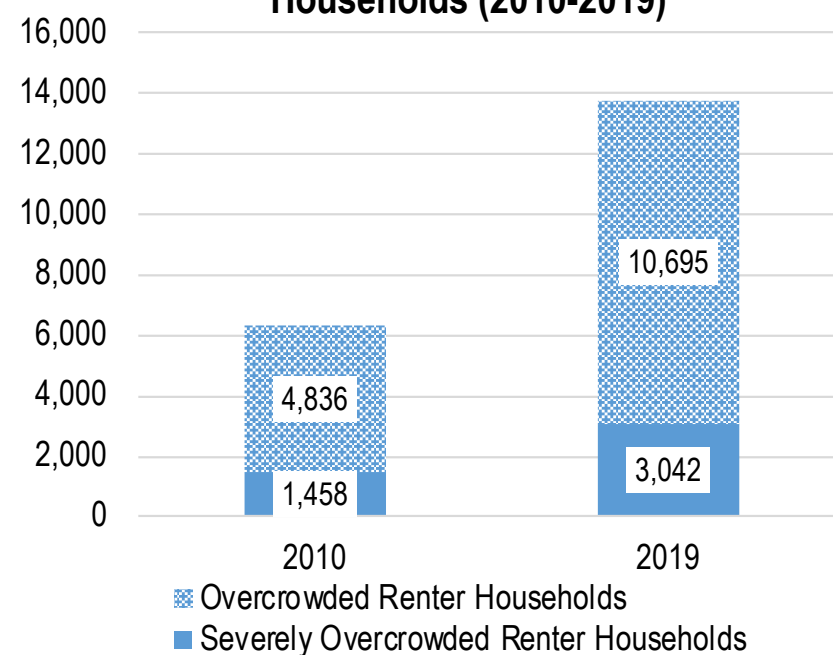
Overcrowding, defined by more than 1.01 person per habitable room in a housing unit, is a measure that can be observed as an initial precursor to displacement. Households move from being able to afford market rents to either paying more than 30% of their income for housing or moving to an overcrowded housing situation before leaving the area in search of more affordable housing.

Alameda experienced an increase of 294 overcrowded units from 2010 to 2019, a 200% increase. Over the same period, Alameda County experienced an increase in overcrowding of about 121%. Furthermore, the number of severely overcrowded households in the City increased by 121% from 2010 to 2019, outpacing the County. Currently about 520 renter households in the City are overcrowded.

City of Alameda Overcrowded Renter Households (2010-2019)



Alameda County Overcrowded Renter Households (2010-2019)



Alameda Housing Authority Long Waiting Lists

City of Alameda Affordable Housing Needs

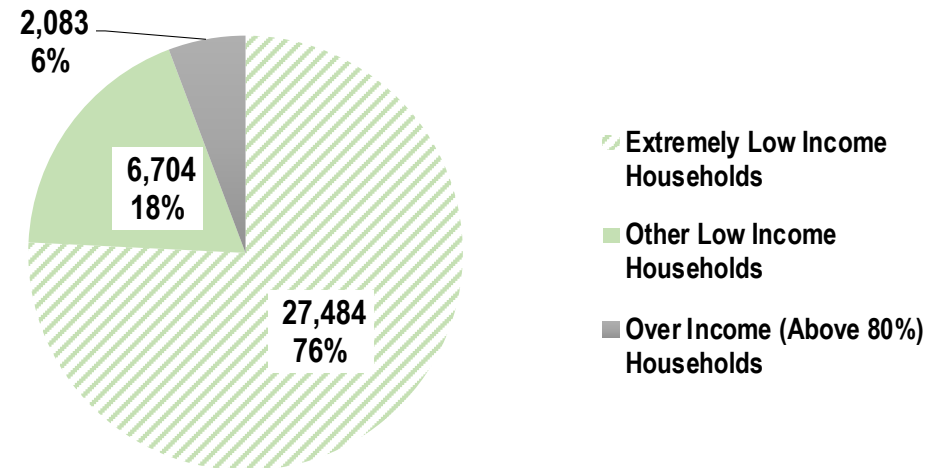
The Alameda Housing Authority (AHA) has long waiting lists for affordable housing developments. The graphs on this page presents waiting list data for representative affordable housing properties in the City of Alameda from 2015.

About 36,270 people (or households) registered on the 2015 waiting list, and 96% of them indicated that they are low income. About 76% indicated that they are extremely low income, which represents about 27,500 persons or households.

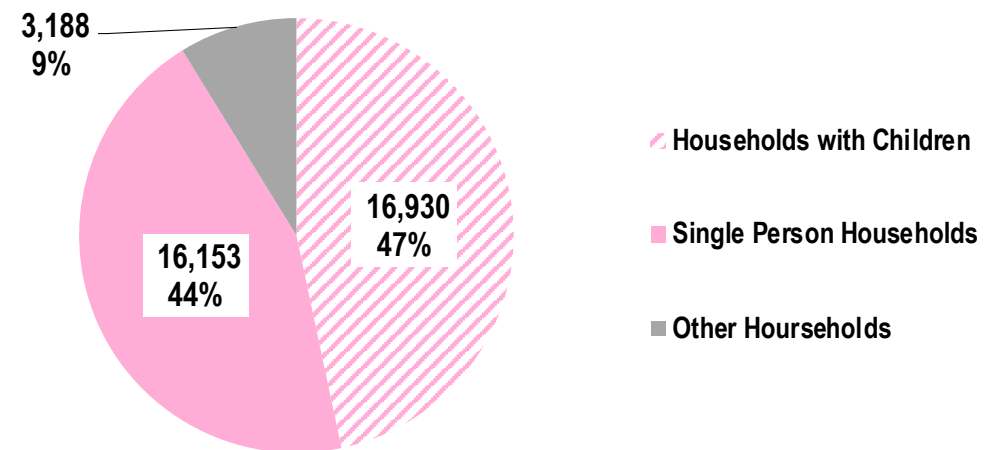
About 47% indicated that they live in households with children, while about 45% said that they lived alone. About 22% indicated that they are disabled and about 11% indicated that they are elderly.

About 14% of persons (or households) registered on the waiting list indicated that they are Hispanic.

Households on AHA Waiting List by Income Level



Households on AHA Waiting List by Household Type



Finding 4 Supporting Data

The City of Alameda has thousands of residents with special housing needs, including many large families, seniors, and persons with disabilities. The City has comparable proportions of special needs households and persons as the County. Households with special housing needs are particularly vulnerable to displacement, and experience significant difficulties when they no longer can access services or their children can no longer continue their education in local schools.

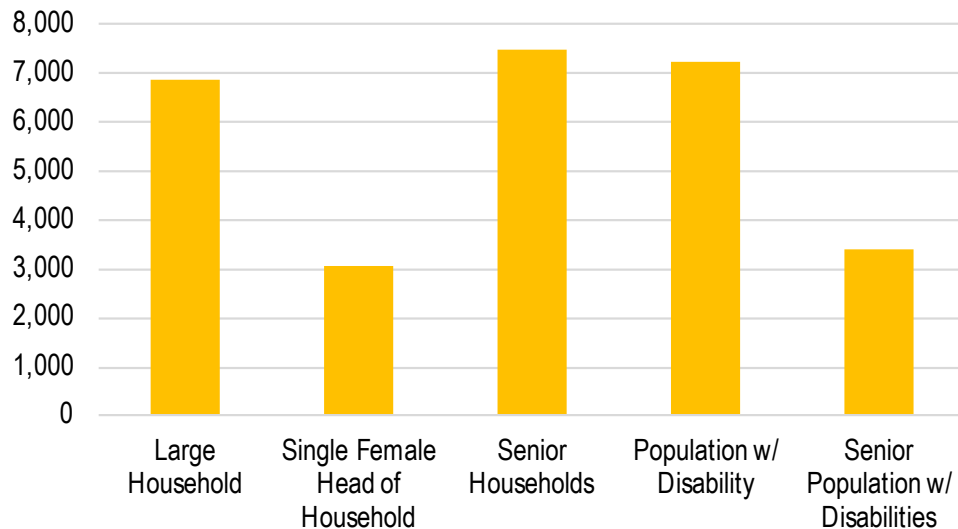
Significant Housing Challenges for Special Needs Groups

Population and Households with Special Needs

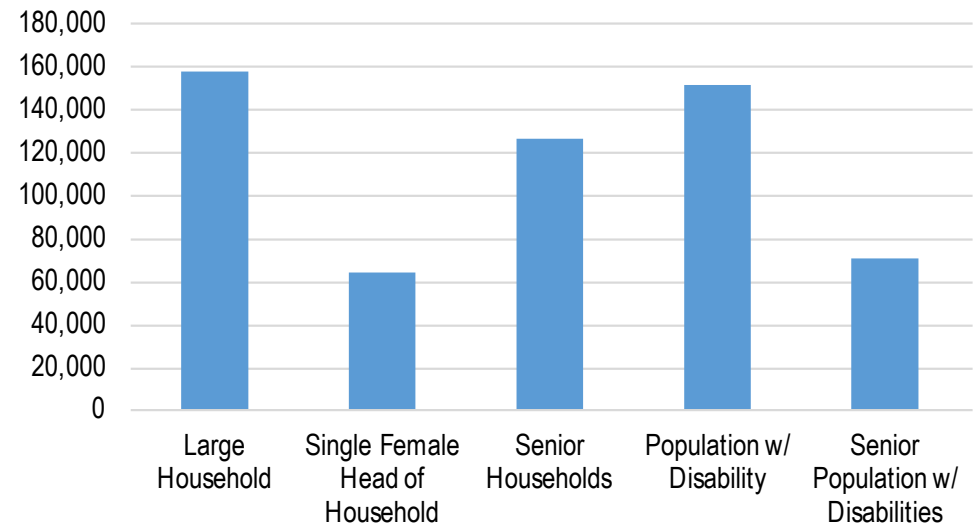
As of 2019, the City of Alameda had over 7,000 senior households (with individuals over 64 years old of age), more than 3,000 single female householders with children, and about 7,000 large households (4+ persons per household). Additionally, more than 7,000 persons in the City have one or more disabilities, of whom about half are seniors. All of these residents have special housing needs and are at risk of displacement. The City has a high proportion of senior households as well as seniors with disabilities.

Persons and Households with Special Needs (2019)

City of Alameda



Alameda County



Note: These graphs reflect the special needs population or households regardless of income. Senior population with a disability is a subset of the overall population with a disability.

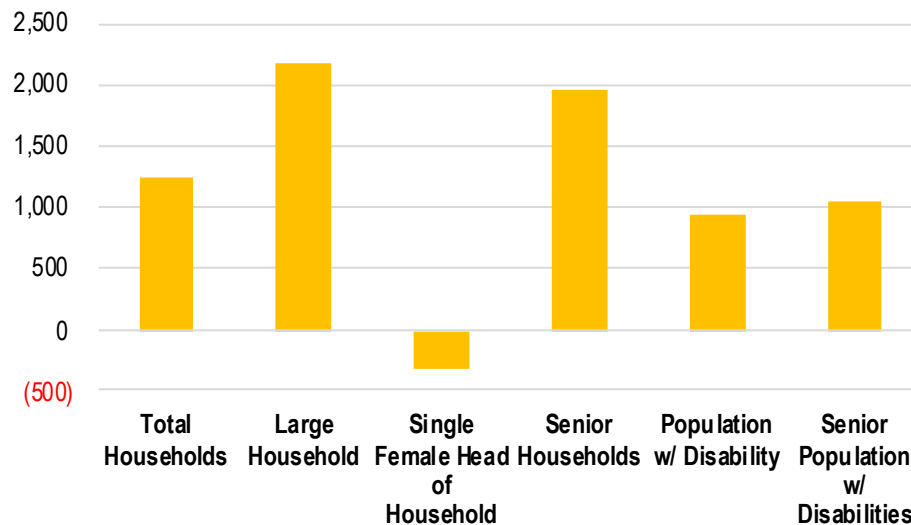
Source: American Community Survey 2019, 5-Year Estimate

Increasing Housing Needs for Special Needs Groups

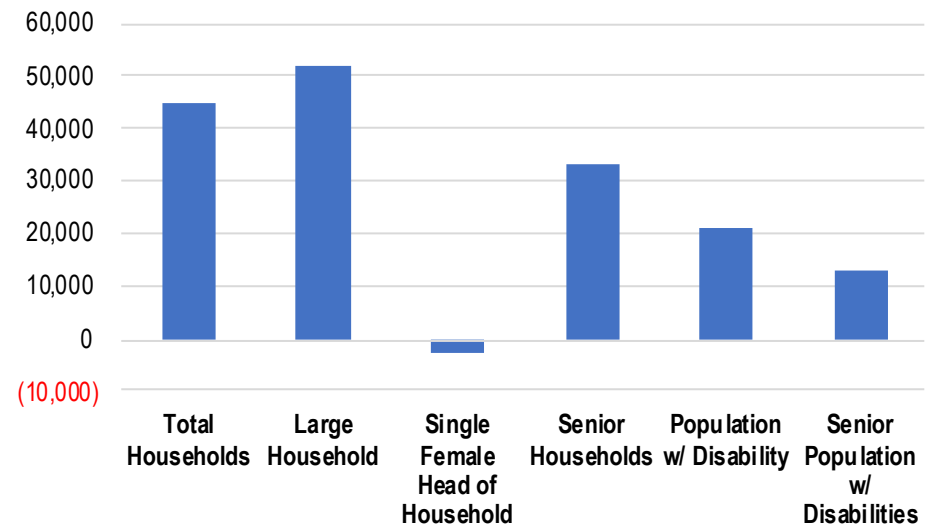
Change in Households with Disabilities and Special Needs (2010-2019)

The City has a growing need for special needs housing, as the City has experienced significant growth in large households, senior households and persons with disabilities. Between 2010 to 2019, the number of large households increased almost by 2,200, and the number of senior households increased by about 2,000. Only single female head of households declined during the same period, a decline of 300 households. The County has experienced similar trends in special needs households and persons.

City of Alameda Change in Households with Disabilities and Special Needs (2010-2019)



Alameda County Change in Households with Disabilities and Special Needs (2010-2019)



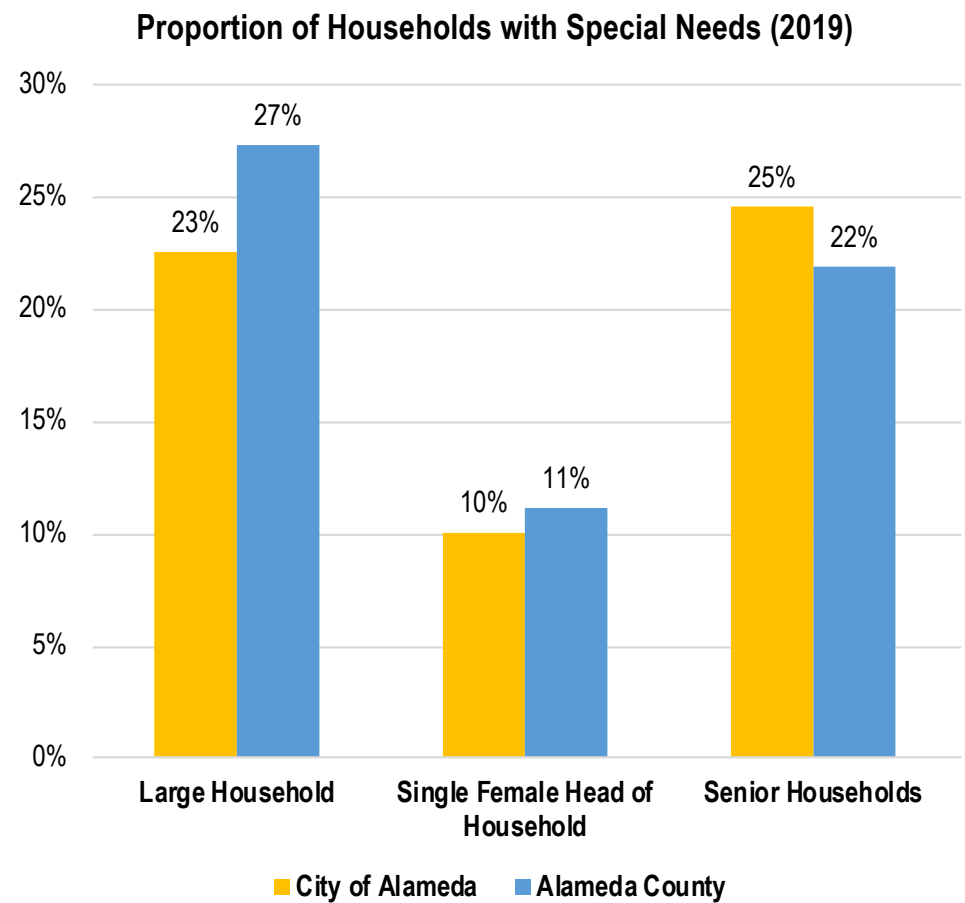
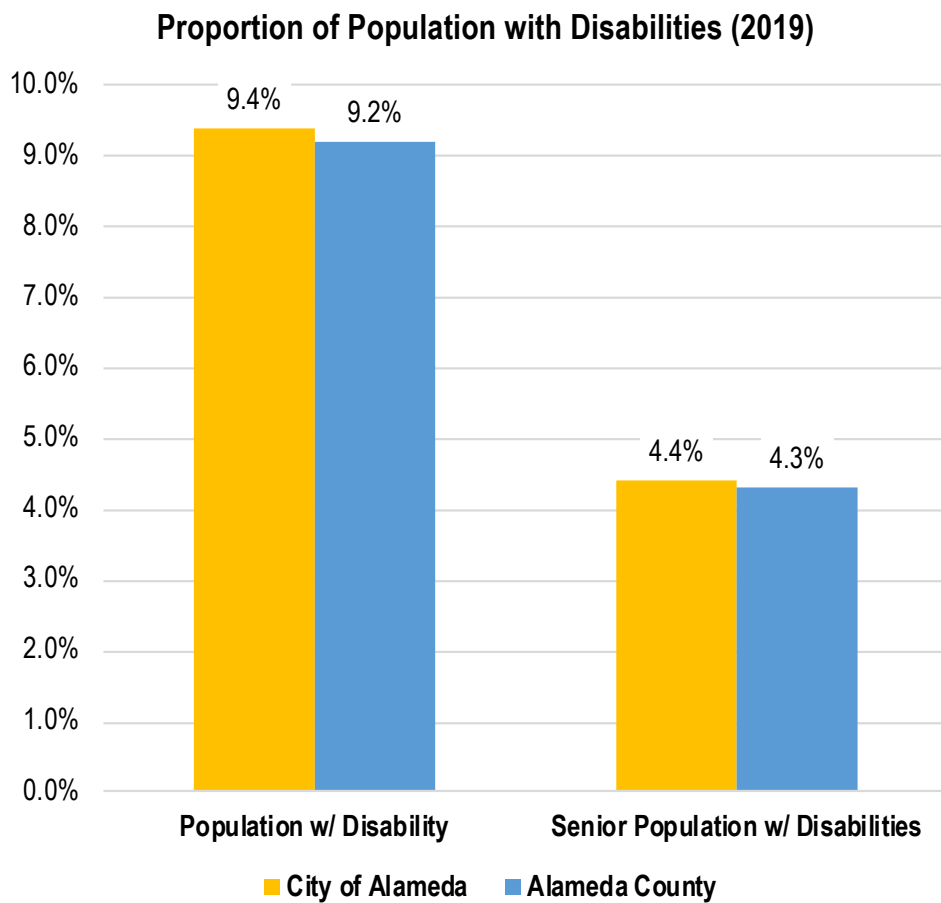
Note: Population refers to total civilian non-institutionalized population (excluding those in prisons or active-duty military), households excludes those in group quarters, neither are broken down by income. Senior population with a disability is a subset of the overall population with a disability.

Source: American Community Survey 2019, 5-Year Estimate

Residents with Special Needs in the City and County of Alameda

Similar Proportions of Special Needs Residents

The City of Alameda has a higher proportion of senior households than the County higher proportion of seniors with disabilities than the County. About 57% of senior households in the City of Alameda have incomes below \$75,000.



Note: Population refers to total civilian non-institutionalized population (excluding those in prisons or active-duty military), households excludes those in group quarters, neither are broken down by income. Senior population with a disability is a subset of the overall population with a disability.

Source: American Community Survey 2019, 5-Year Estimate

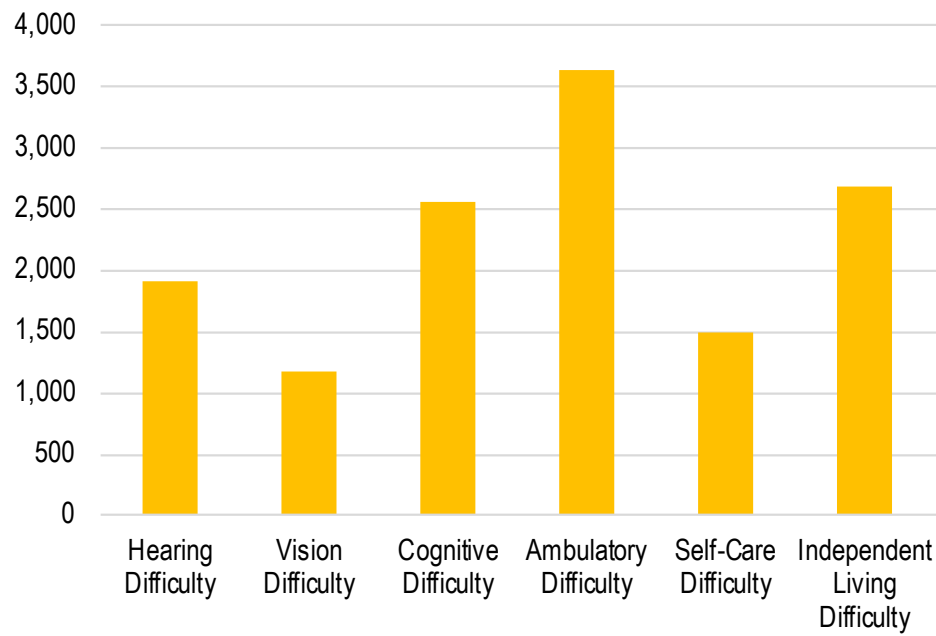
Population with Disabilities in the City and County

Wide Array of Disabilities and Need for Specialized Housing

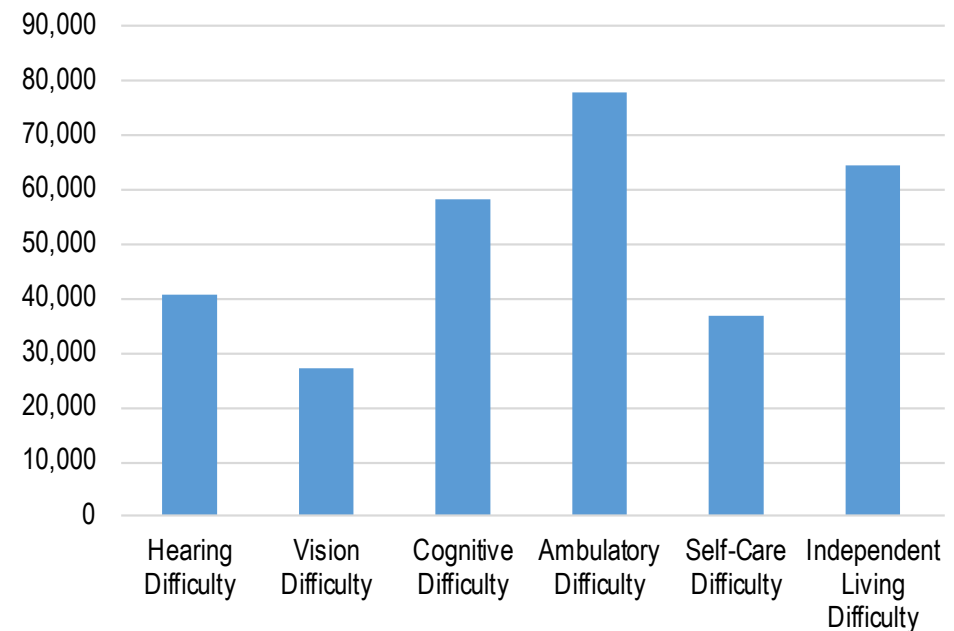
More than 7,000 persons in the City have one or more disabilities. Each type of disability contributes to a special need for housing to accommodate and support these persons.

Displacement is extremely difficult for residents with disabilities (especially seniors) when they are forced to relocate out of their community due to housing costs. Service providers emphasize the importance of keeping residents with special needs close to their support networks of caregivers, neighbors and local friends. If forced to move out of the area, everyday tasks (taking the bus, grocery shopping and getting to work or a day program) become particularly challenging for a person with disabilities to re-learn and adapt to new changes.

City of Alameda Population with a Disability (2019)



Alameda County Population with a Disability (2019)



Socioeconomically Disadvantaged and FRPM/EL/Foster Students

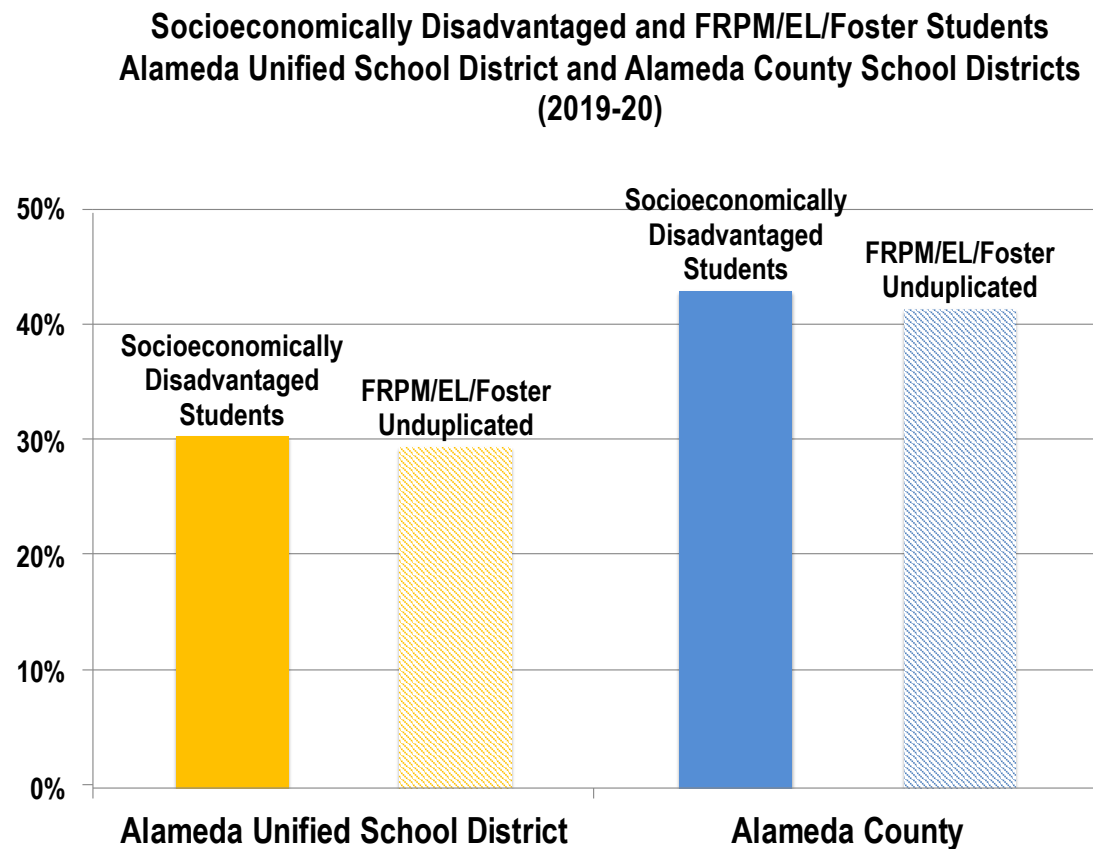
Alameda Unified School District and Alameda County School Districts

According to State student enrollment data, significant numbers of households with children enrolled in the Alameda Unified School District (AUSD) are likely experiencing the pressures of housing displacement given their socioeconomic characteristics.

The State of California maintains and analyzes student enrollment data in order to understand the special needs and characteristics of students.¹

About 29% of students in Alameda in FY 2019-20 were considered eligible for the free and reduced-price meal (FRPM), English learners (EL) or foster students, and a higher percentage are categorized as socioeconomically disadvantaged (SED).²

While School Districts countywide have a higher average percentage of SED students, many schools in the City share similar characteristics to other School Districts in the County.



Source: California Department of Education (ED-Data). Description of students with special needs is from California School Dashboard Technical Guide (Updated March 2017), California Department of Education.

Socioeconomically Disadvantaged and FRPM/EL/Foster Students

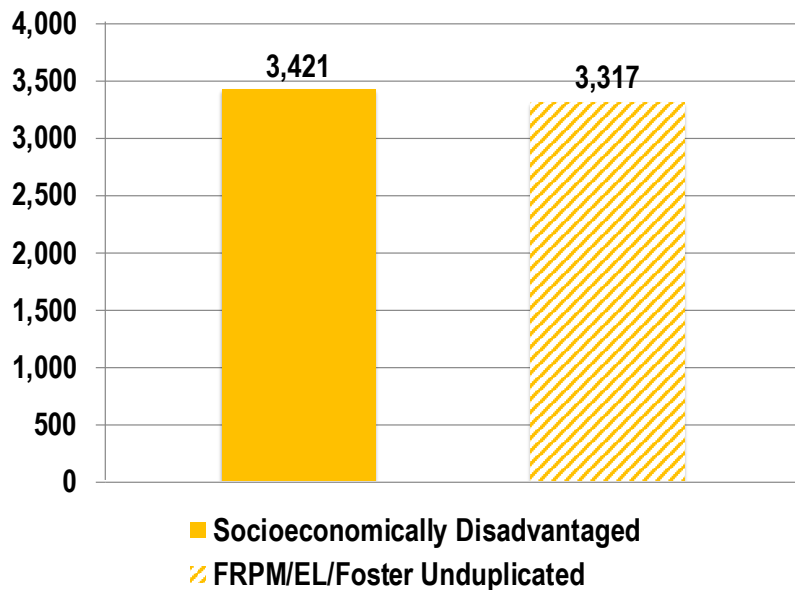
Alameda Unified School Districts (AUSD)

As of FY 2019-20, over 3,300 students in AUSD are homeless, foster youth, English learners (EL) or are receiving free and/or reduced priced meal (FRPM).³ These students are collectively referred to as students with special characteristics, which corresponds with the category “FRPM/EL/Foster Unduplicated” in State data sources.

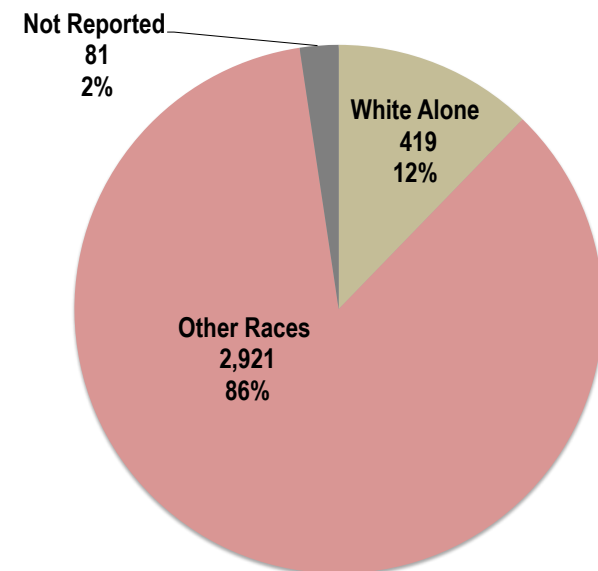
About 3,400 AUSD students are considered to be socioeconomically disadvantaged, and notably, 86% of these students are reported to be persons of color (over 3,000 students).

Student enrollment trends for these students have fluctuated in recent years indicating that significant numbers of families with children in AUSD continue to be at risk of displacement.

**Socioeconomically Disadvantaged
and FRPM/EL/Foster Students
Alameda Unified School District (2019-20)**



**Socioeconomically Disadvantaged Students
Alameda Unified School District (2019-20)**



Note: The 2019-20 data is for School Year 2019-20.

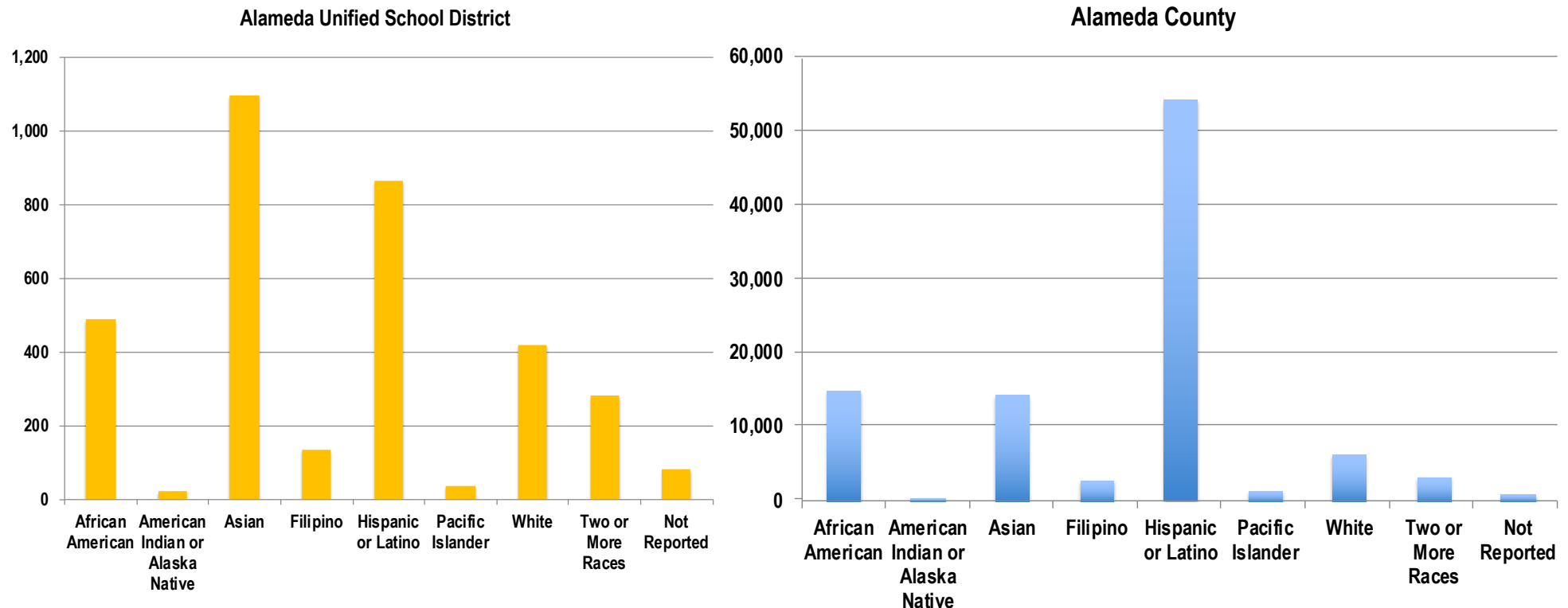
Source: California Department of Education (ED-Data). Description of students with special need
California School Dashboard Technical Guide (Updated March 2017), California Department of Education.

High Portion of Socioeconomically Disadvantaged Students of Color

Alameda Unified and Alameda County School Districts

About 86 percent of socioeconomically disadvantaged (SED) students are reported to be students of color in AUSD, with the majority of SED students being Hispanic or Latino and Asian. In comparison, the majority of SED students in School Districts countywide are Hispanic or Latino. Similar to what is experienced with school districts countywide, a high percentage of socioeconomically disadvantaged students are reported to be students of color.

Comparison of Socioeconomically Disadvantaged Students by Race and Ethnicity (2019-20)



Source: California Department of Education (ED-Data). Description of students with special needs is from California School Dashboard Technical Guide (Updated March 2017), California Department of Education.

Endnotes to Finding 4

1. The State of California Department of Education maintains student enrollment data by a variety of student and family characteristics as further described in the California School Dashboard Technical Guide 2016–17 School Year, Updated March 2017, California Department of Education.
2. For FY 2020/21, students from household with annual income below \$40,182 for household size of three and \$48,470 for household size of four are eligible to reduced-price for meals and snacks called Free and Reduced-Price Meal (FRPM). Students from household incomes below \$28,236 for household size of three and \$34,060 for household size of four are eligible to free meals and snacks. Socio-economically disadvantaged students are defined as those who qualify for FRPM, both parents have not received a high school diploma, or students are migrant, homeless, or foster youth.
3. The McKinney-Vento Act defines homeless children and youths as individuals who lack a fixed, regular, and adequate nighttime residence. This definition also includes:
 - Children and youths who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason
 - Children and youths who may be living in motels, hotels, trailer parks, shelters
 - Children and youths who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings
 - Children and youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings, or
 - Migratory children who qualify as homeless because they are children who are living in similar circumstances listed above.

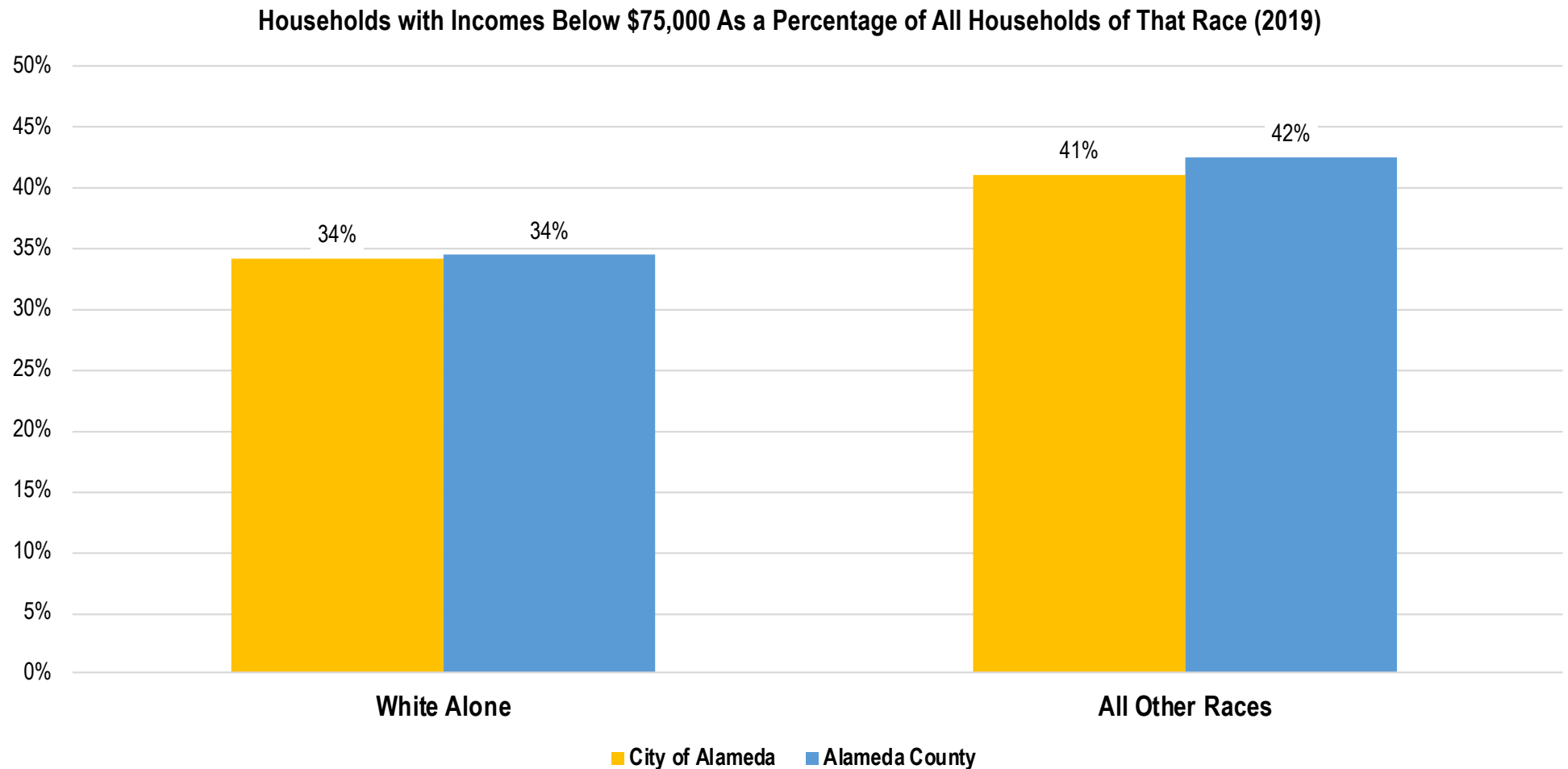
Finding 5 Supporting Data

Households of color are more likely to be lower income than white households in the City of Alameda, at rates comparable to the County as a whole. About 41% of households of color have incomes below \$75,000/year, while only 34% of white households earn less than \$75,000. Households of color are therefore more vulnerable to the pressures of displacement.

Higher Proportion of Households of Color with Low Income

Population and Income by Race and Ethnicity

Households of color are more likely to have incomes below \$75,000 than white households in the City of Alameda, which puts them at greater risk of displacement. 41% of households of color have incomes below \$75,000/year, while only 34% of white households do.

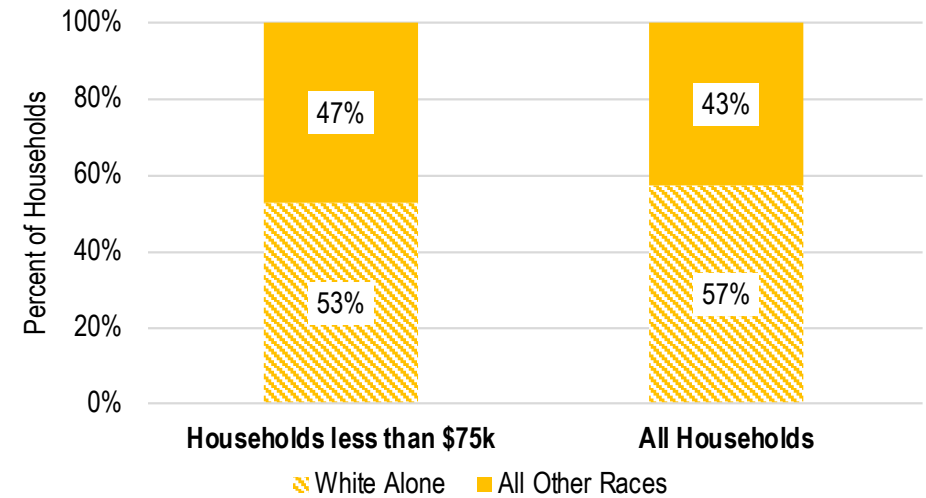


Higher Proportion of Households of Color with Low Income

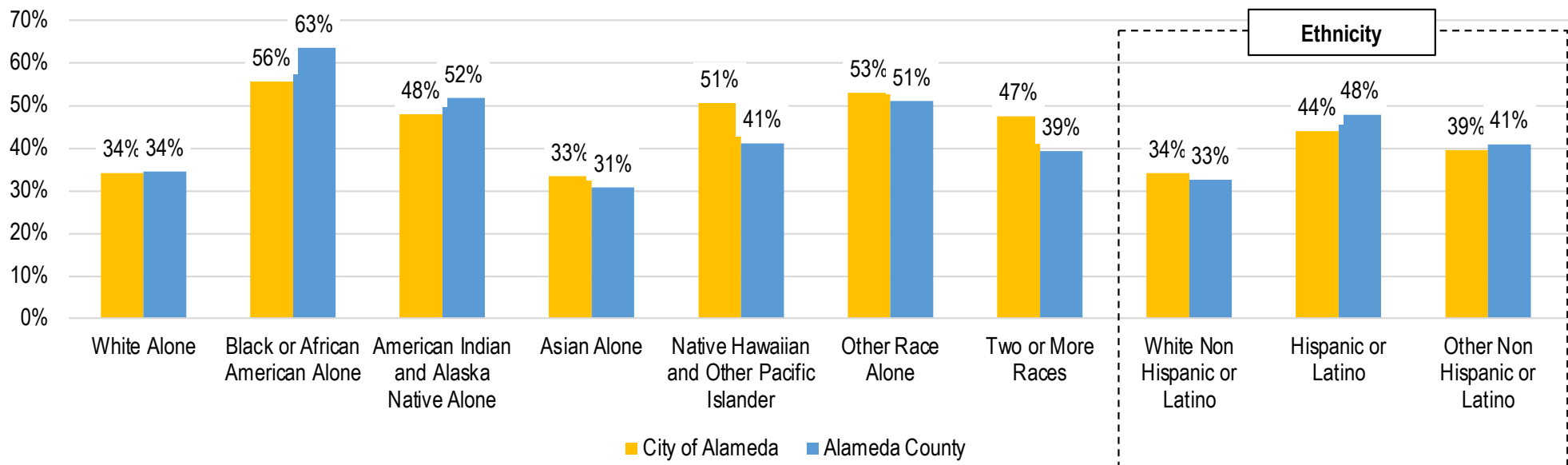
Population and Income by Race and Ethnicity

Households of color are more likely to have incomes below \$75,000 than white households in the City of Alameda, which puts them at greater risk of displacement. Households of color also make up a larger proportion of lower-income households (the group eligible for affordable housing) than they do overall households.

City of Alameda Percent of Households by Income Category and Race (2019)



Percent of Households with Incomes Below \$75,000 By Race and Ethnicity (2019)



Source: American Community Survey, 2019

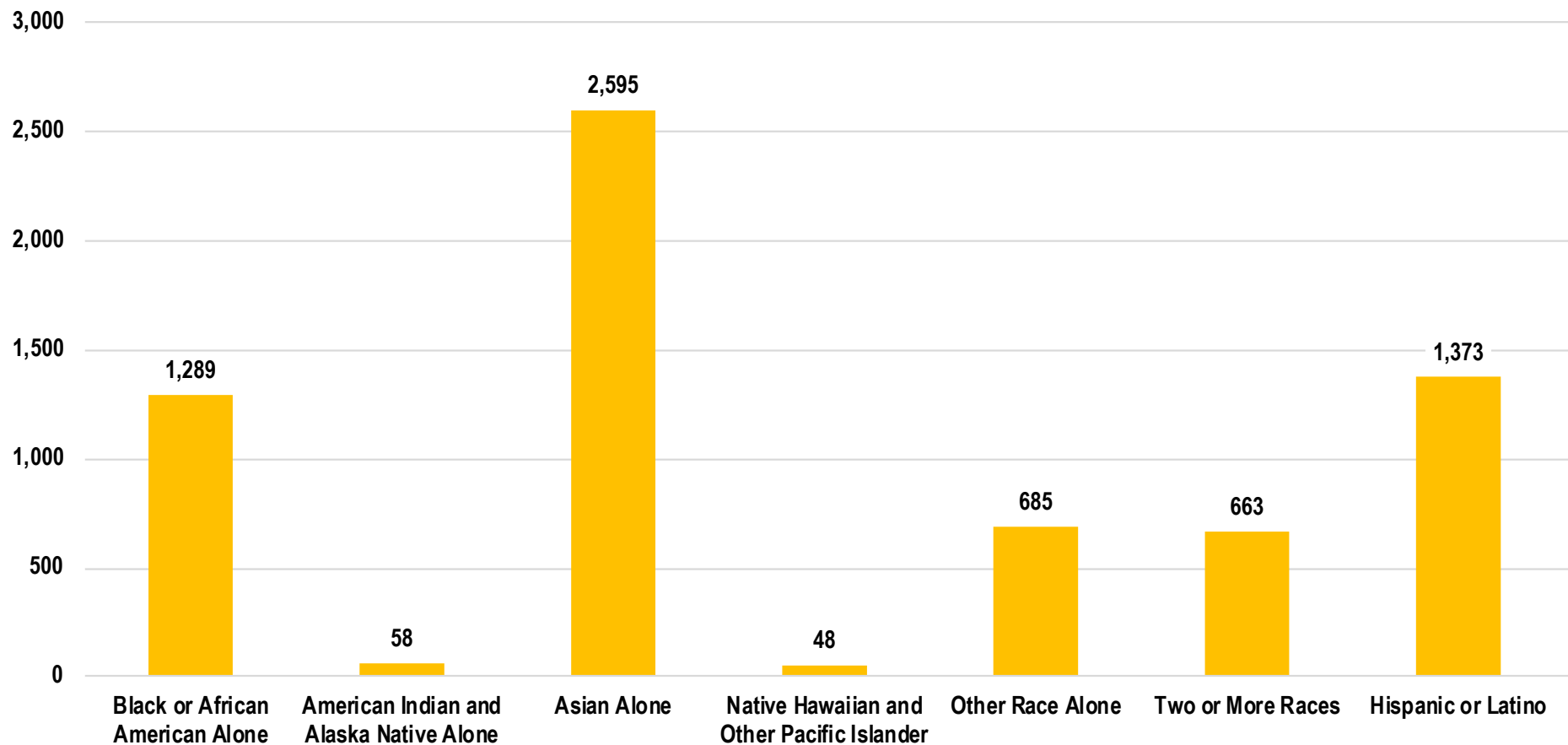
Note: Any household counted on the left category (race) may also be counted as Hispanic or Latino (ethnicity, and asked in a separate question).

Significant Number of Low Income Households of Color

Low Income Households in the City of Alameda by Race and Ethnicity

Of the approximately 14,700 households in the City with incomes below \$75,000, about 1,400 are Hispanic/Latino households and about 6,900 households identify as non-White households. As previously described, about 86 percent of socioeconomically disadvantaged AUSD students are students of color, indicating that many of Alameda's very low income family households are racial or ethnic minorities.

Non-White Households with Incomes Below \$75,000 By Race and Ethnicity (2019)



Source: American Community Survey, 2019

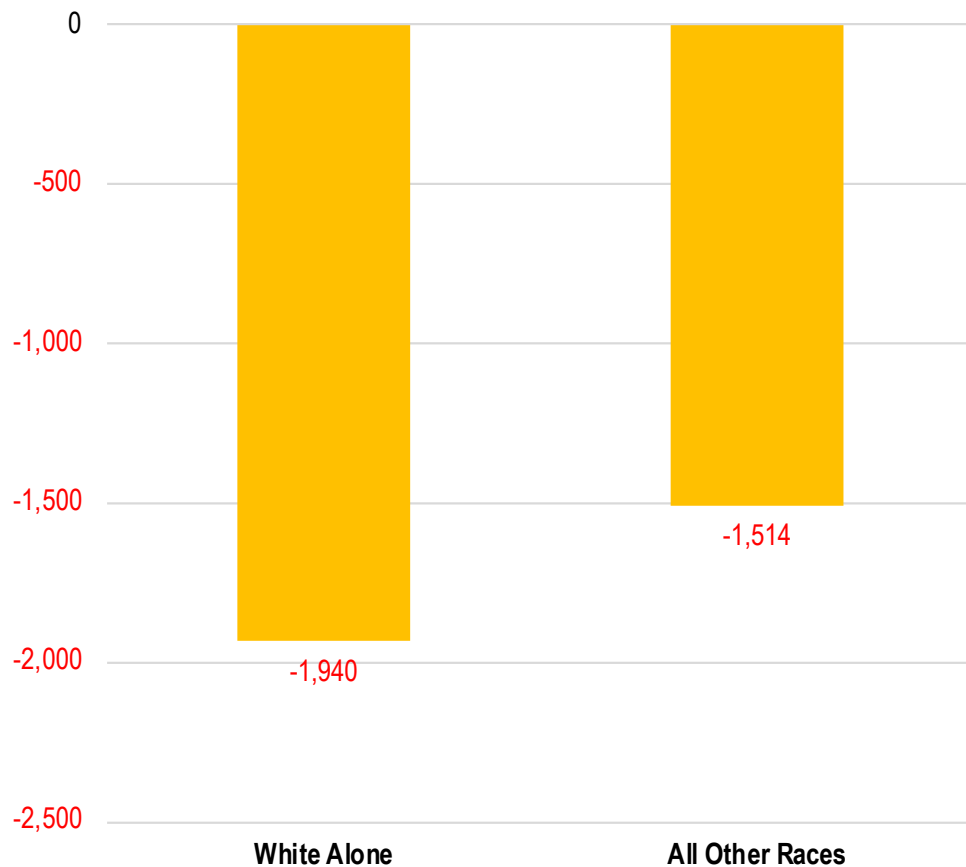
Note: Any household counted in the race categories to the left may also be counted as Hispanic or Latino (ethnicity, and asked in a separate question).

Loss of Low Income Households by Race

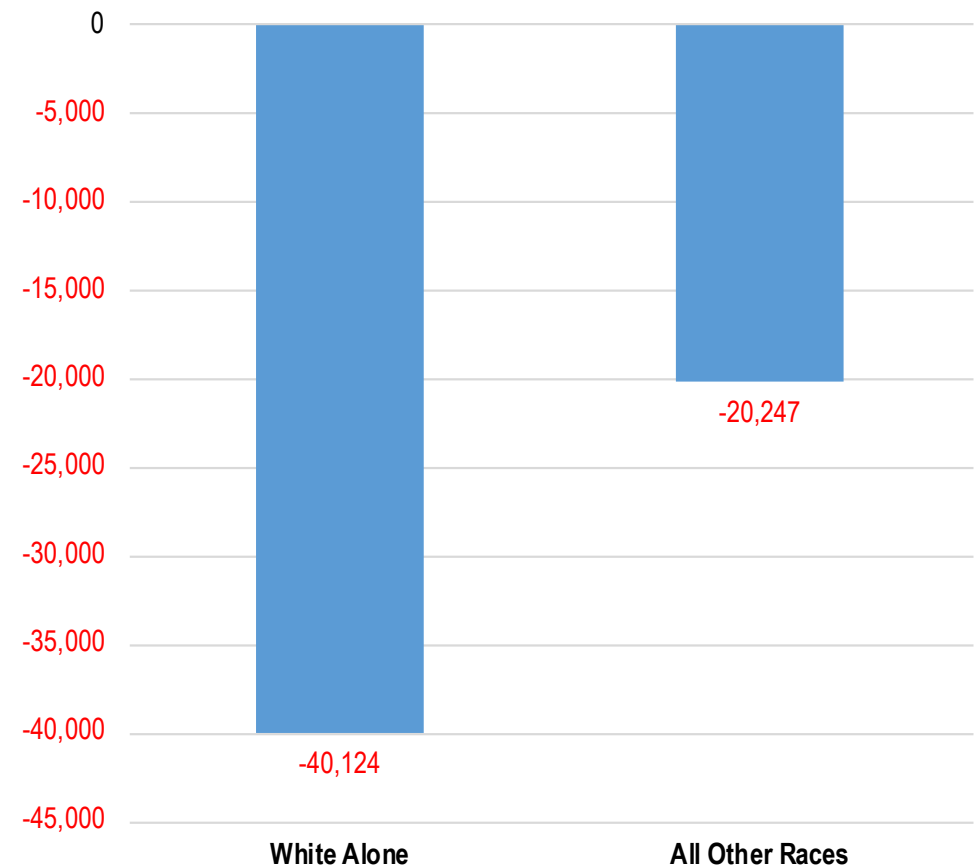
Change in Low Income Households by Race and Ethnicity (2010-2019)

While the total number of households grew in the City of Alameda from 2010 to 2019, the number of households with incomes under \$75,000 decreased by about 3,500. By 2019, there were about 1,500 fewer lower income households of color than there were in 2010.

City of Alameda Population Change in Households With Incomes <\$75,000 by Race and Ethnicity (2010-2019)



Alameda County Population Change in Households With Incomes <\$75,000 by Race and Ethnicity (2010-2019)



Source: American Community Survey, 2010, 2019.

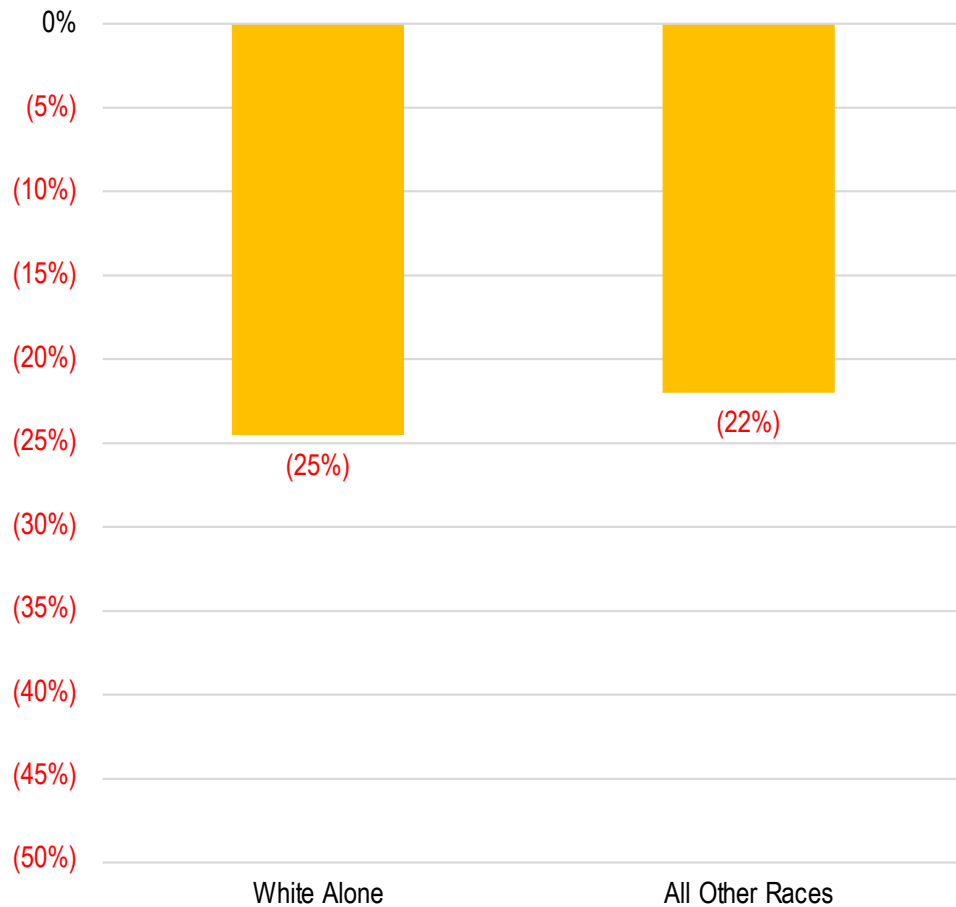
Note: Hispanic/Latino category is not exclusive of other categories.

Loss of Low Income Households by Race

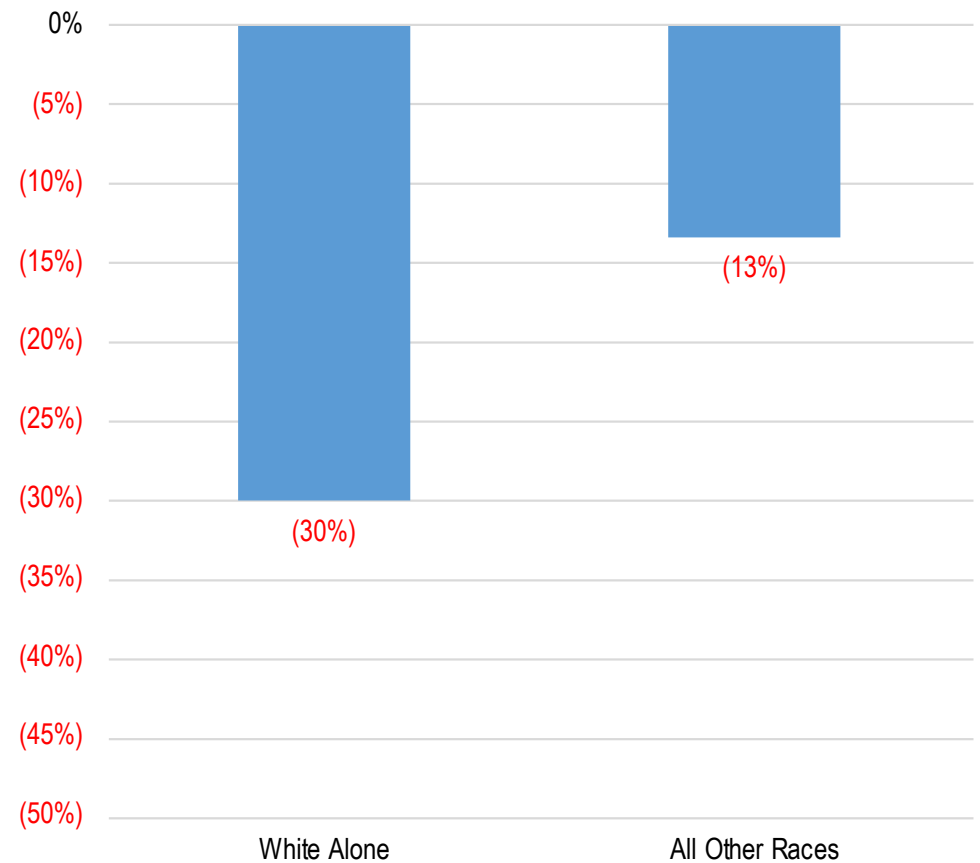
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City of Alameda Population Change in Households With Incomes <\$75,000 by Race and Ethnicity (2010-2019)



Alameda County Population Change in Households With Incomes <\$75,000 by Race and Ethnicity (2010-2019)



Source: American Community Survey, 2010, 2019.

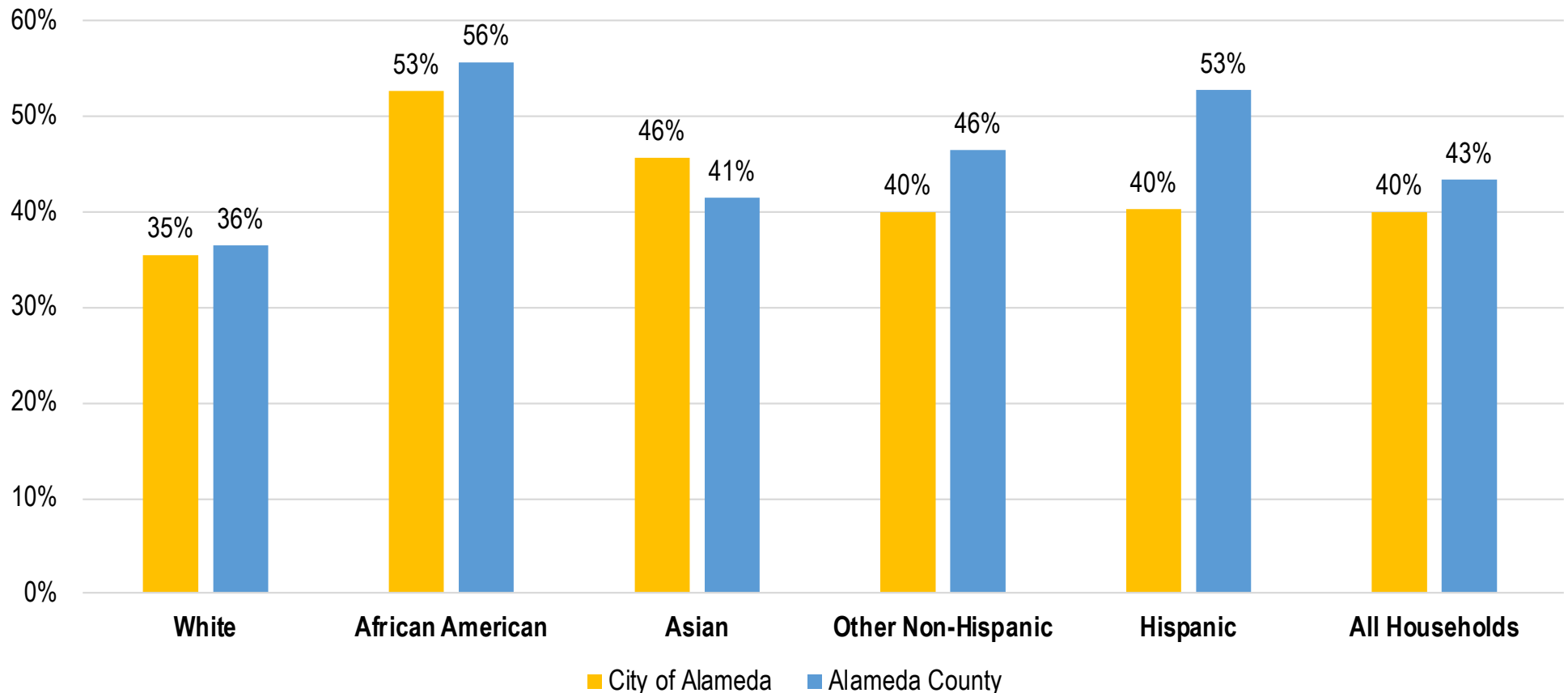
Note: Hispanic/Latino category is not exclusive of other categories.

Households of Color More Likely to Be Cost-Burdened

Housing Cost Burden by Race in the City of Alameda and Alameda County

Households of color in the City of Alameda are more likely to be cost-burdened than white households, and thereby face increased displacement pressures. About 35% of white households in the City of Alameda were cost-burdened, while all other races were more than 40% cost-burdened. Over half of all African American households were cost-burdened – 53% spent more than 30% of their income on housing costs.

Percent of Households Spending 30%+ of Income on Housing by Race (2011)



Source: American Community Survey, 2007-2011 5-Year Estimates, from Alameda County Analysis of Impediments to Fair Housing (2015)

Note: Hispanic category is not exclusive of other categories.

Higher Proportion of Households of Color with Rent Burden

Percentage of Bay Area Households Rent Burdened

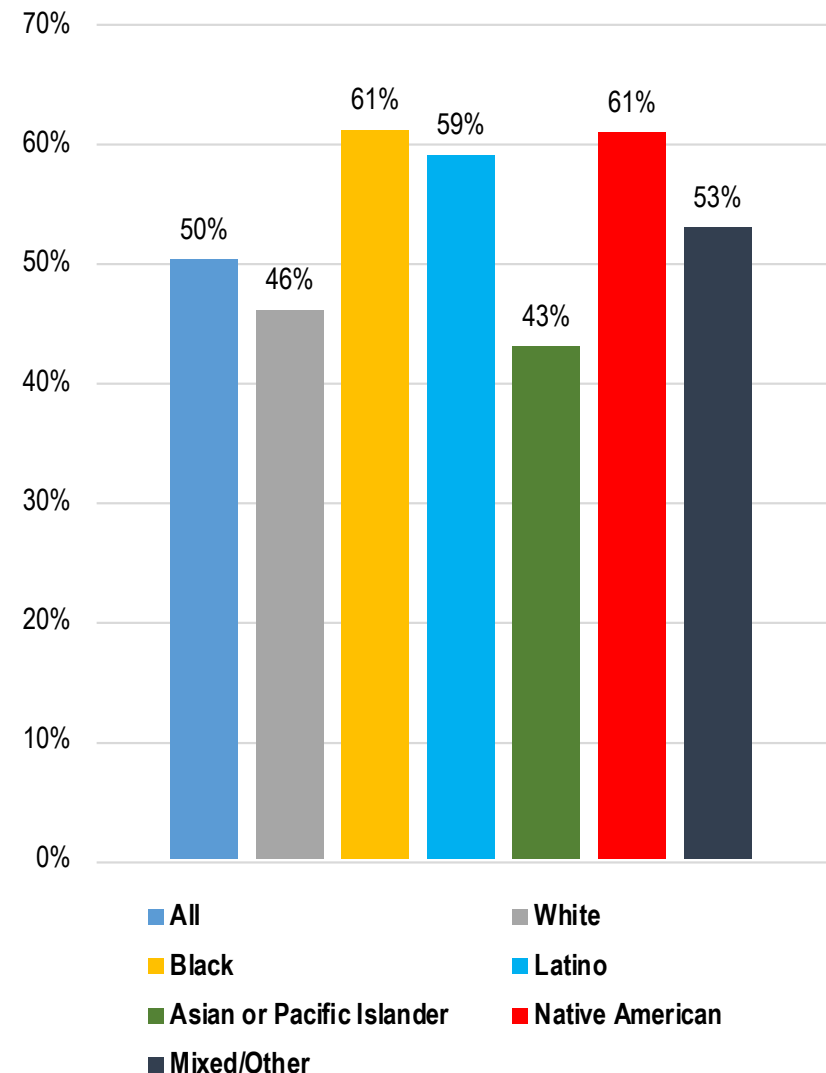
Households who are considered rent burdened or extremely rent burdened are spending over 35% or over 50% of their income on rent, respectively. Being overly rent-burdened is one key precursor to displacement. As rents reach more unattainable levels, households will have to resort to paying more out of pocket for housing, moving into overcrowded housing situations, or moving to an entirely new, more affordable area.

The overall percentage of households who spend over 35% of their income on housing in the Bay Area is very similar to the distribution in Alameda County, at approximately 40% of all households.

An analysis of renter households who are housing burdened by race/ethnicity by Harvard's Joint Center for Housing Studies gives a glimpse of another key characteristic of a household most at risk of displacement, beyond those are who simply low income.

Approximately 60% of Black, Latino, and Native American households are rent-burdened in the Bay Area. That, in the long run, translates to higher odds of displacement for those households, especially as rents continue to rise. White and Asian households are the only two demographic cohorts with less than 50% of households rent burdened.

Percent of Bay Area Renter Households with Housing Burden By Race/Ethnicity



Finding 6 Supporting Data

Problems of homelessness are intensifying in the City and County, and service providers across the County are responding to requests for housing assistance. Similar to countywide trends, the total number of persons experiencing homelessness in the City increased from 204 persons in 2017 to 231 persons in 2019, with the most significant increases related to unsheltered persons.

Homeless Services and Needs

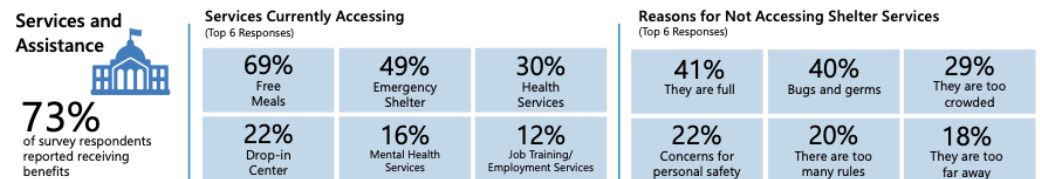
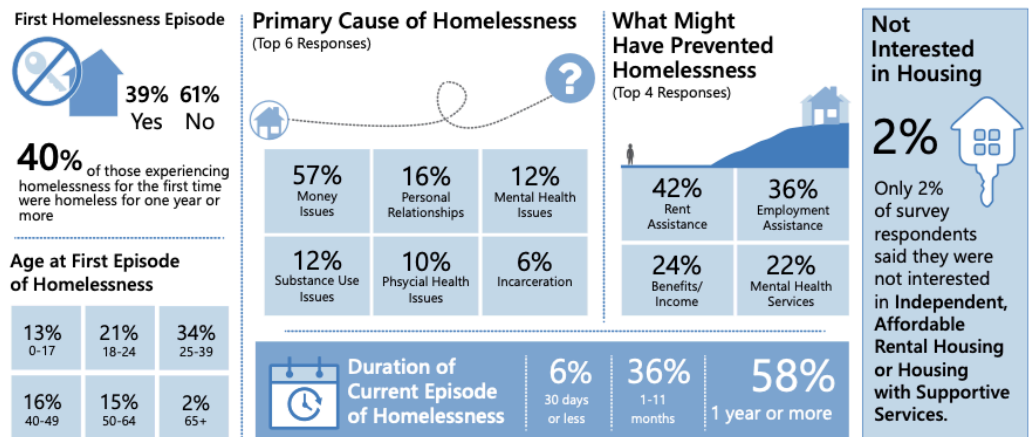
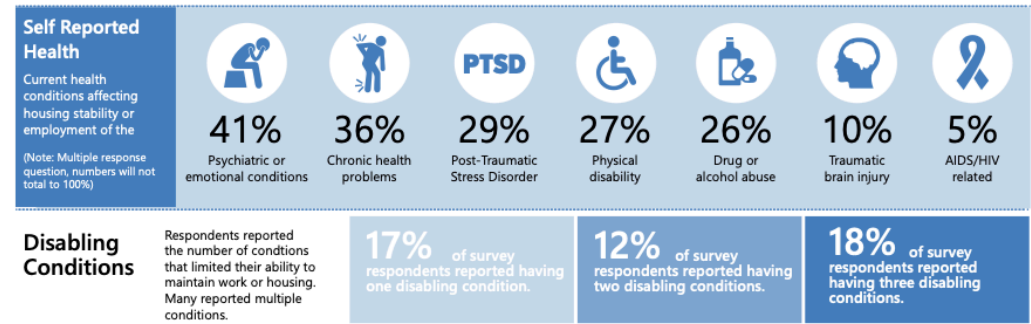
City and County of Alameda

According to the City's 2018 Homelessness Report, homeless services in the City are led at the County level through the Continuum of Care (CoC) program, and the City is an active member of the countywide CoC program called EveryOne Home.

In addition to participating in EveryOne Home, the City of Alameda has a network of local service providers that interact with the City's homeless population. Some service organizations are dedicated to serving homeless individuals, while others provide frequent service to homeless individuals although this is not the organizational focus.

January 2017 was the first time that the City began participating in the countywide Point In Time (PIT) homeless counts, and the City also participated in the 2019 PIT survey. The biennial PIT surveys provide key data regarding the factors that contribute to homelessness countywide, which are also observed in the City. According to EveryOne Home, only the PIT count for the sheltered homeless population is occurring in 2021 given the pandemic.

Factors Contributing to Homelessness According to 2017 Survey



*Subpopulation Definitions

Chronically Homeless

An individual with a disabling condition or a family with a head of household with a disabling condition who:

- Has been continuously homeless for 1 year or more and/or;
- Has experienced 4 or more episodes of homelessness within the past 3 years.

Veterans

Persons who have served on active duty in the Armed Forces of the United States. This does not include inactive military reserves or the National Guard unless the person was called up to active duty.

Families

A household with at least one adult member (persons 18 or older) and at least one child member (persons under 18).

Unaccompanied Children

Children under the age of 18 who are homeless and living without a parent or legal guardian.

Transition-Age Youth

Young adults between the ages of 18 and 24 years old.

Increase in Homeless Households

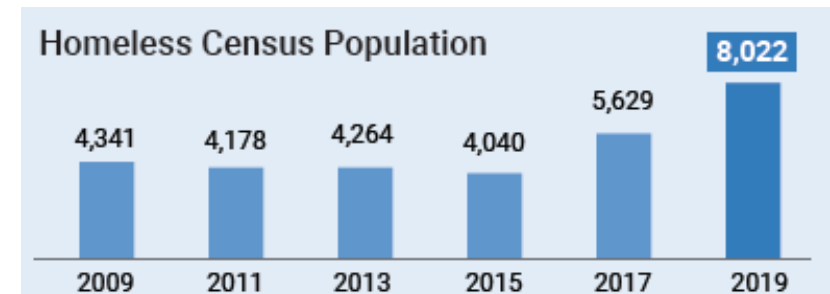
Alameda County Homeless Count and Survey

According to the 2019 Alameda Homeless Count and Survey, homelessness is increasing in Alameda County, and the number of individuals experiencing homelessness exceeds the capacity of the current system of care.

As occurred countywide, the total number of persons experiencing homelessness in the City increased from 204 persons in 2017 to 231 persons in 2019, with the most significant increases related to unsheltered persons.

According to the City's 2018 Homelessness Report, the City of Alameda requires extra attention regarding how services are delivered to persons experiencing homelessness because the City lacks physical facilities to provide services to homeless individuals.

In 2020, the City opened a daytime drop-in center and overnight safe parking for people living in their vehicles. However, these facilities offer limited hours and do not offer shelter for the unhoused. The County's Street Health Team was initiated in early 2021, but their focus is on encampments, and the mental health support that the City was hoping could be delivered has not yet materialized. Mental health support, psychiatric treatment, and substance use services, especially street-based programs, continue to be a pressing need for people experiencing homelessness in Alameda. Furthermore, although a Mobile Health Clinic opened in partnership with the Alameda County Health Care for the Homeless, these health care services have been temporarily suspended in order to distribute COVID vaccines.



	City of Alameda			
	2015	2017	2019	Change
Sheltered	N/A	94	99	5.3%
Unsheltered	N/A	110	132	20.0%
Total	N/A	204	231	13.2%
	Alameda County			
	2015	2017	2019	Change
Sheltered	1,643	1,766	1,710	-3.2%
Unsheltered	2,397	3,863	6,312	63.4%
Total	4,040	5,629	8,022	42.5%

Source: Alameda County Homeless Census and Survey, 2015, 2017 and 2019

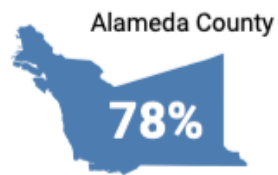
Increase in Homeless Households

Alameda County Homeless Census and Survey

According to the 2017 and 2019 surveys, about 80 percent of the persons experiencing homelessness were living in Alameda County when they lost their housing. Homeless individuals face behavioral health and physical health challenges that inhibit their ability to obtain work or housing. Many have a history of system involvement in ERs, hospital beds, and jail cells. While people are accessing services and support, those services are not ending their homelessness.

According to the 2019 survey, persons of color and sexual minorities are overrepresented in the homeless population.

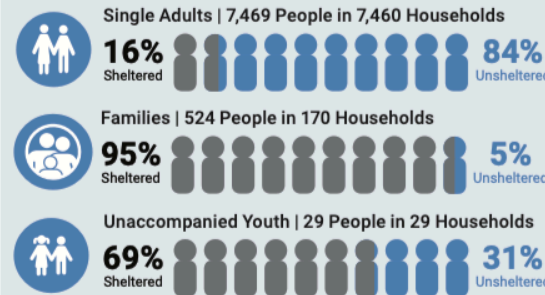
Residence Prior to Homelessness



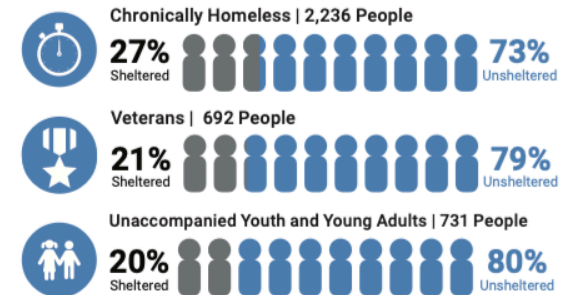
Length of Time in Alameda County



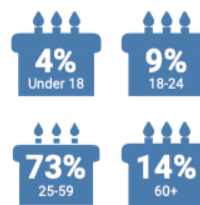
Household Breakdown



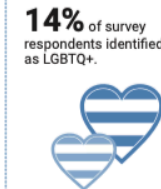
Subpopulations



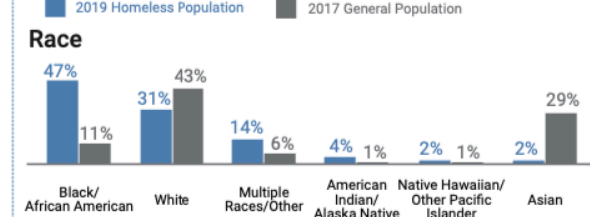
Age



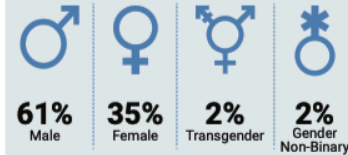
LGBTQ+ Status



Race and Ethnicity Compared to General Population



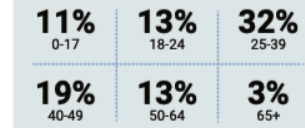
Gender



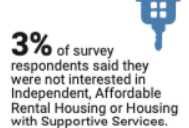
First Episode of Homelessness



Age at First Episode of Homelessness



Not Interested in Housing



Health Conditions*

Current health conditions reported by survey respondents.



39%
Psychiatric/
Emotional
Conditions



30%
Alcohol &
Drug Use



30%
Post-Traumatic
Stress Disorder



26%
Chronic
Health
Problems



24%
Physical
Disability



13%
Traumatic
Brain
Injury



5%
HIV/ AIDS
Related
Illness

Overview

Eden I&R Referral Service (Call 2-1-1)

For 41 years, Eden I&R has been successfully fulfilling its mission of “linking people and resources and operates a free confidential, 3-digit phone number (2-1-1) and website service that provides easy access to information and referrals. The 2-1-1 helpline operates 24 hours a day, 7 days a week with multi-lingual capabilities.

As no other centralized source for health, housing and human services information exists anywhere else in Alameda County, Eden I&R has become a critical resource for thousands of at-risk individuals, such as youth, non-English speakers, the economically disadvantaged, people living with HIV/AIDS, domestic violence survivors, the elderly, disabled, the homeless, and human service agencies seeking services or housing for their clients.

The graphic to the right summarizes the top 10 website search items on the 2-1-1 website from Fiscal Year 2018/19. Nine of the top ten search terms are related to housing, and the search terms are reflective of the types of information that people are seeking both online and over the phone.

The graphic below indicates the number of calls and texts that were received during that year, indicating the significant need for assistance.



Eden I&R, Inc.
ee



Websites



451,243 pageviews
76,727 sessions/visitors

TOP 10 WEBSITE SEARCH TERMS

1. Low Cost Home Rental Listings
2. Emergency Shelters
3. Transitional Housing/Shelter
4. Homeless Shelter
5. Housing Search & Information
6. Homeless Permanent Supportive Housing
7. Housing Issues
8. Residential Housing Options
9. Extreme Heat Cooling Programs
10. Rent Payment Assistance



61,673
calls and texts

92,911
referrals provided



Caller Demographics and Needs

Eden I&R Referral Service (Call 2-1-1)



As shown in the graphic to the right, 98% of those who call 2-1-1 are lower income, and 83% are extremely low income. About 69% of callers are female, and 56% of callers are living with a disability.

During Fiscal Year 2018/19, housing and shelter was also the top need identified by callers as shown below. A significant number of calls came from people who are literally homeless, and 4,830 calls came from people who need assistance but are not literally homeless as presented below.

TOP 10 CALLER NEEDS

1. Housing/Shelter
2. Information Services
3. Transportation
4. Legal Services
5. Food/Meals
6. Individual/Family Support
7. Utilities
8. Income Support/Assistance
9. Mental Health/Addictions
10. Material Goods



Coordinated Entry System

6,659 calls from people who are literally homeless

4,830 calls from people who are non- literally homeless

CALLER DEMOGRAPHICS

69% Female
56% Living with a Disability
26% Single Mothers with Minor Children
16% Seniors



City of Alameda 2-1-1 Referrals During 2020 and 2021

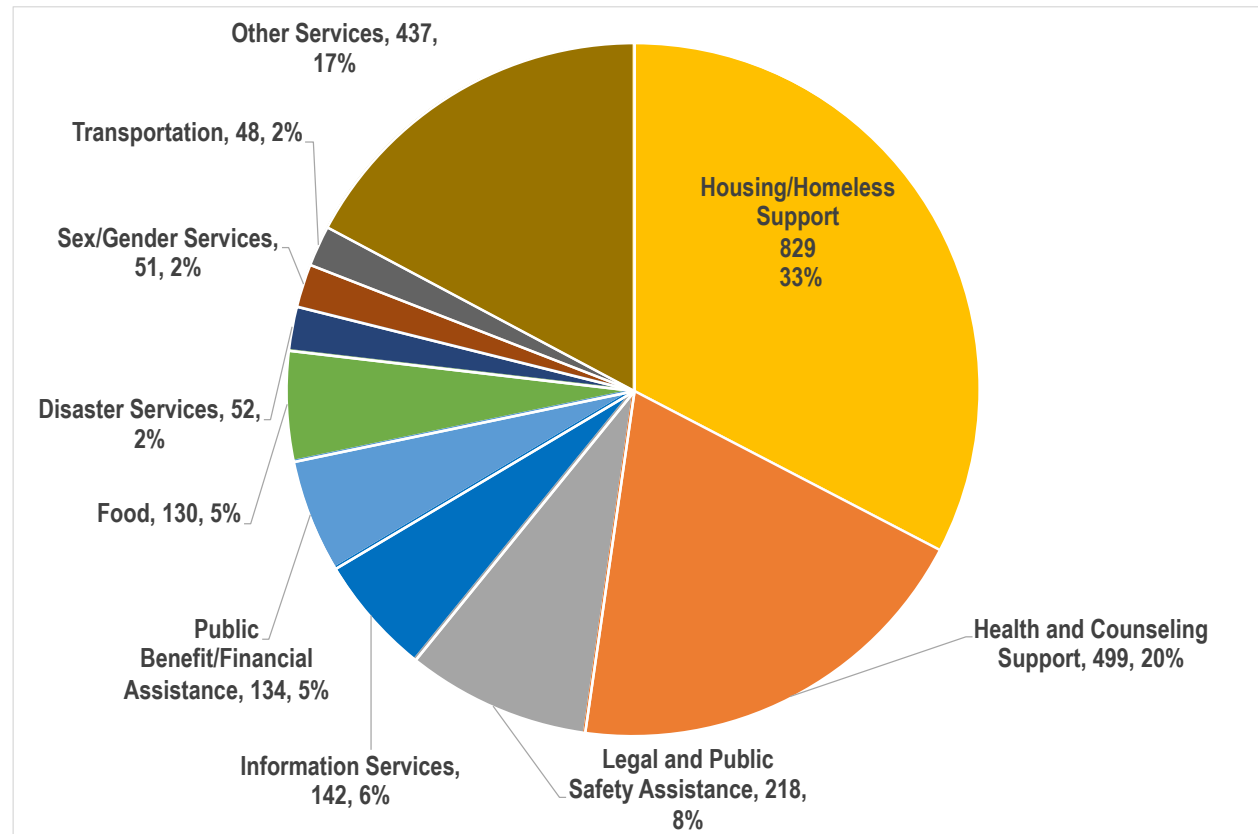
Eden I&R Referral Service (Call 2-1-1)

Eden I&R provided data on service referrals from City of Alameda residents or households during the most recent ten month period that data was available during 2020 to 2021.

The 2-1-1 referral service received 829 calls from residents or households from the City of Alameda in search of housing and homeless support services (including transitional housing), as shown on the graphic on the right.

These inquiries represented about one third of all calls, which was the top most prevalent service referral request, which is consistent with the countywide experience for 2-1-1 during FY 2018/19.

City of Alameda 2-1-1 Referrals by Service Category During 2020 and 2021



Source: Eden I&R Data, March 16, 2020 through January 24, 2021.



Finding 7 Supporting Data

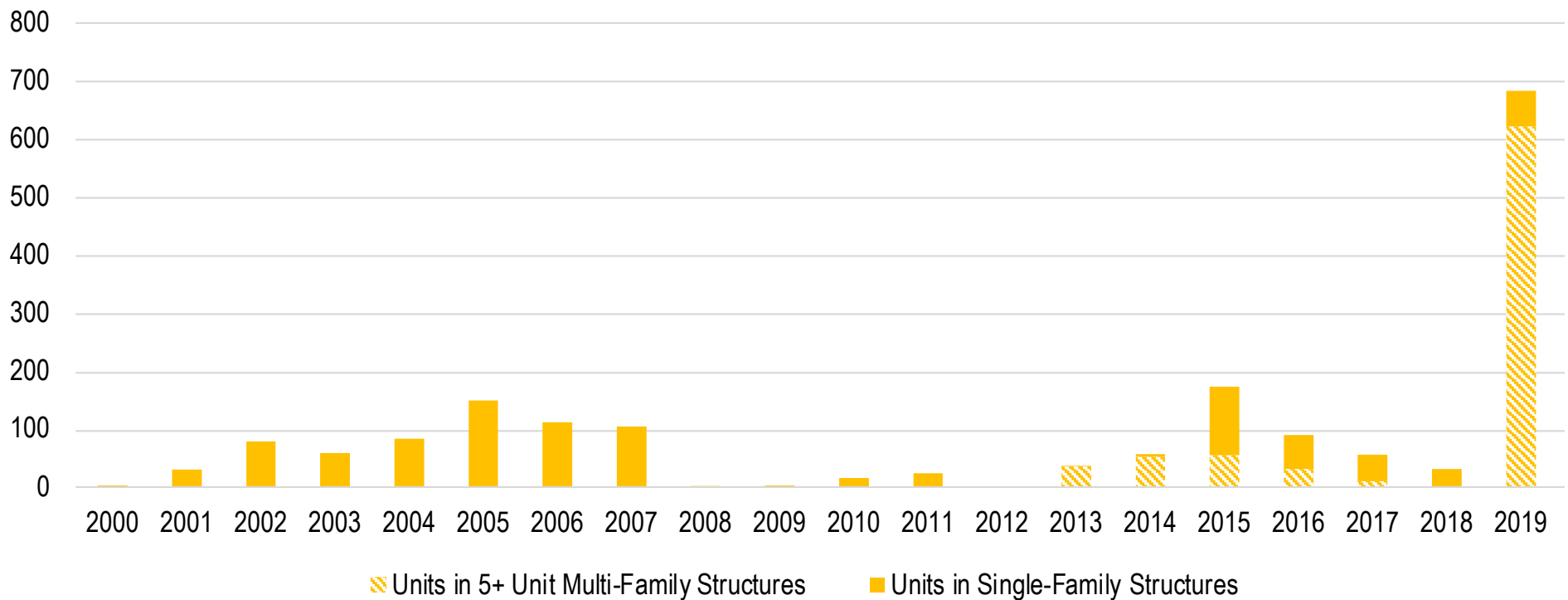
Multifamily housing development in the City of Alameda has lagged behind job growth and household demand, especially for very low income and low income households. Although the City of Alameda has recently increased housing permits issued, it will be difficult to make up for years of lagging housing growth. As of 2019, the City has a remaining gap in housing permit issuances of about 1,100 units affordable to lower income households. Lower income households will continue to be at risk of displacement without new affordable housing that addresses their special housing needs, including housing for large families, persons with disabilities, and those at risk of homelessness.

City of Alameda Multifamily Housing Production

City Housing Permit Issuances (2000-2019)

Since 2000, the City of Alameda has annually permitted fewer than 100 housing units in most years, and single family homes have represented most of the City's housing growth. Permit issuance indicates a lack of housing production, although actual housing growth may have been much lower as not every permitted unit gets built. This long term trend only shifted recently in 2019 when the City experienced a significant increase in multifamily housing permits, issuing more than 600 permits for multifamily housing. However, the accumulated lack of housing supply over the last two decades, particularly for multifamily housing, has contributed to the City's tight housing market.

City of Alameda Historical Housing Permit Issuances (2000-2019)

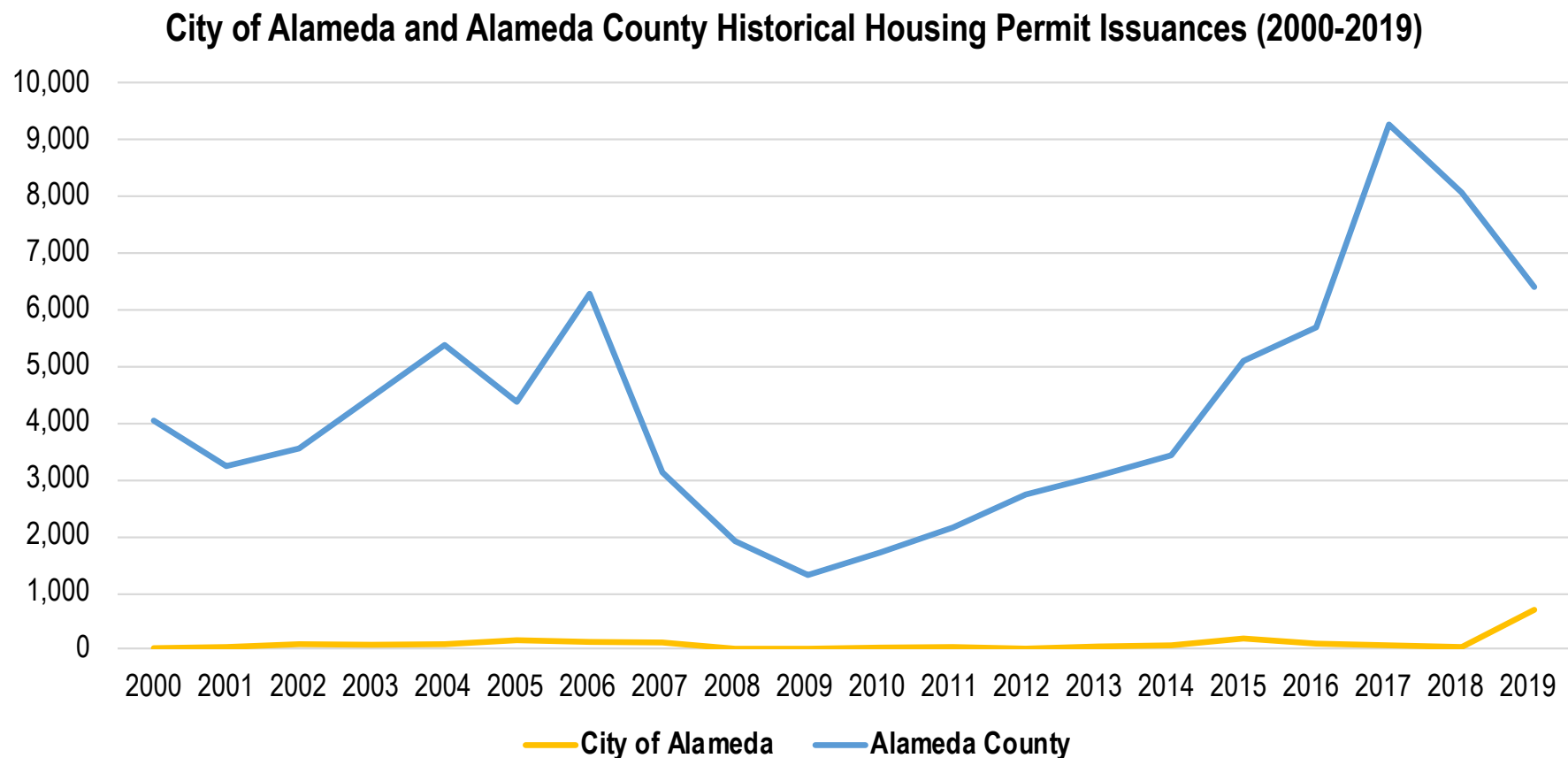


Source: US Department of Housing and Urban Development (SOCDS)

Slow Multifamily Housing Production

City of Alameda and Alameda County Housing Permits

Between 2000 to 2019, the City's production averaged less than 100 units per year and only a small proportion of permits were for multifamily housing as indicated earlier. While housing production in Alameda County has seen a rapid increase in permits since 2015, the City of Alameda's housing production has lagged behind the County until 2019, and the City has experienced significantly higher growth rates for jobs than housing as compared to the County.



Source: US Department of Housing and Urban Development

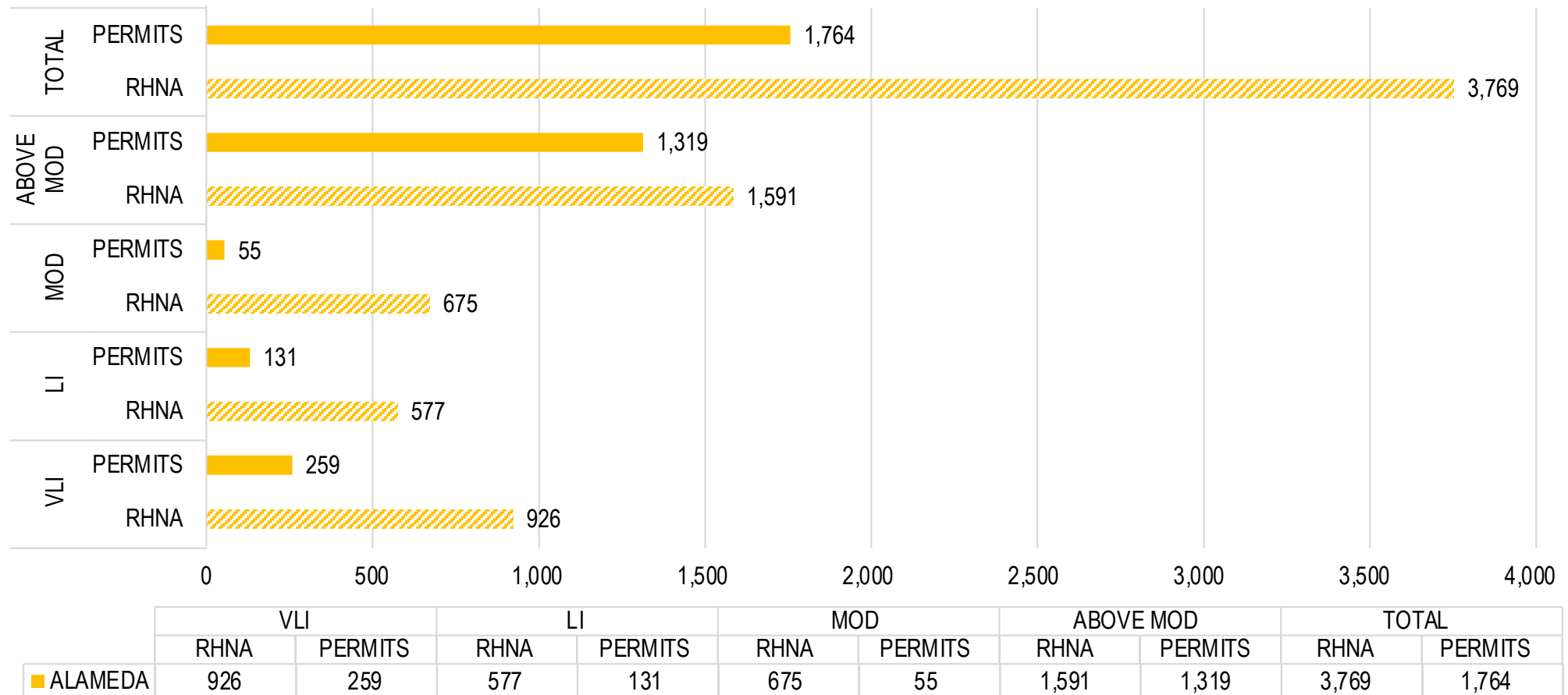
Note: Housing permits used to estimate housing production; in reality, not all permits may have resulted in new units completed.

Lack of Low and Very Low Income Housing Supply

City of Alameda Housing Permits

When comparing the number of permits approved for housing of varying income levels with the City of Alameda's regional housing need allocation (RHNA), no category of housing production has met the City's housing need, with low income (LI) and very low income (VLI) housing production lagging the farthest behind.

City of Alameda Housing Permits 2007 - 2020
Compared to RHNA Allocations for Housing Element Cycles 4 and 5

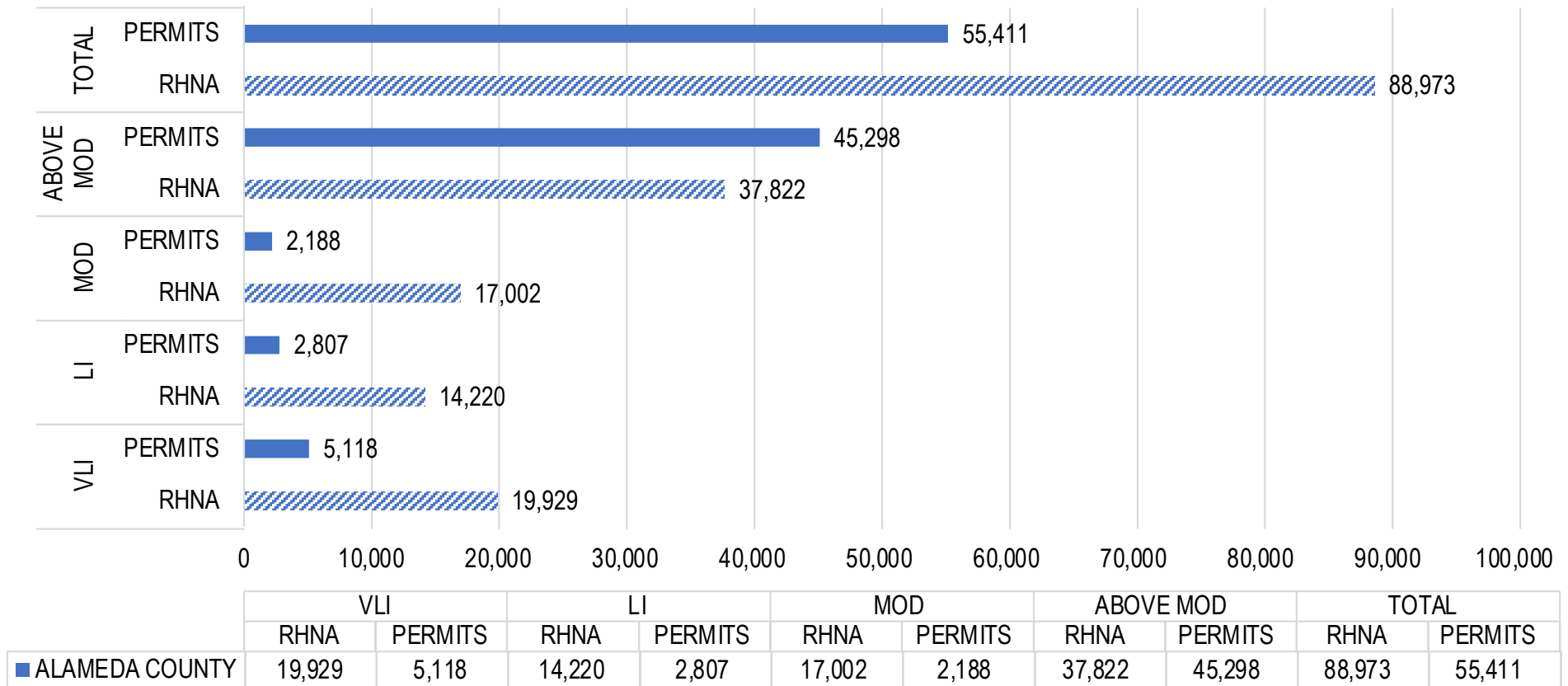


Lack of Low and Very Low Income Housing Supply

Alameda County Housing Permits

Countywide housing production has also experienced significant shortfalls in production over the past decade. The only category where the County has met its RHNA goals as of 2019 is for Above Moderate. This lack of housing production countywide has widened the gap between housing supply and demand, particularly for housing affordable to very low and low income households.

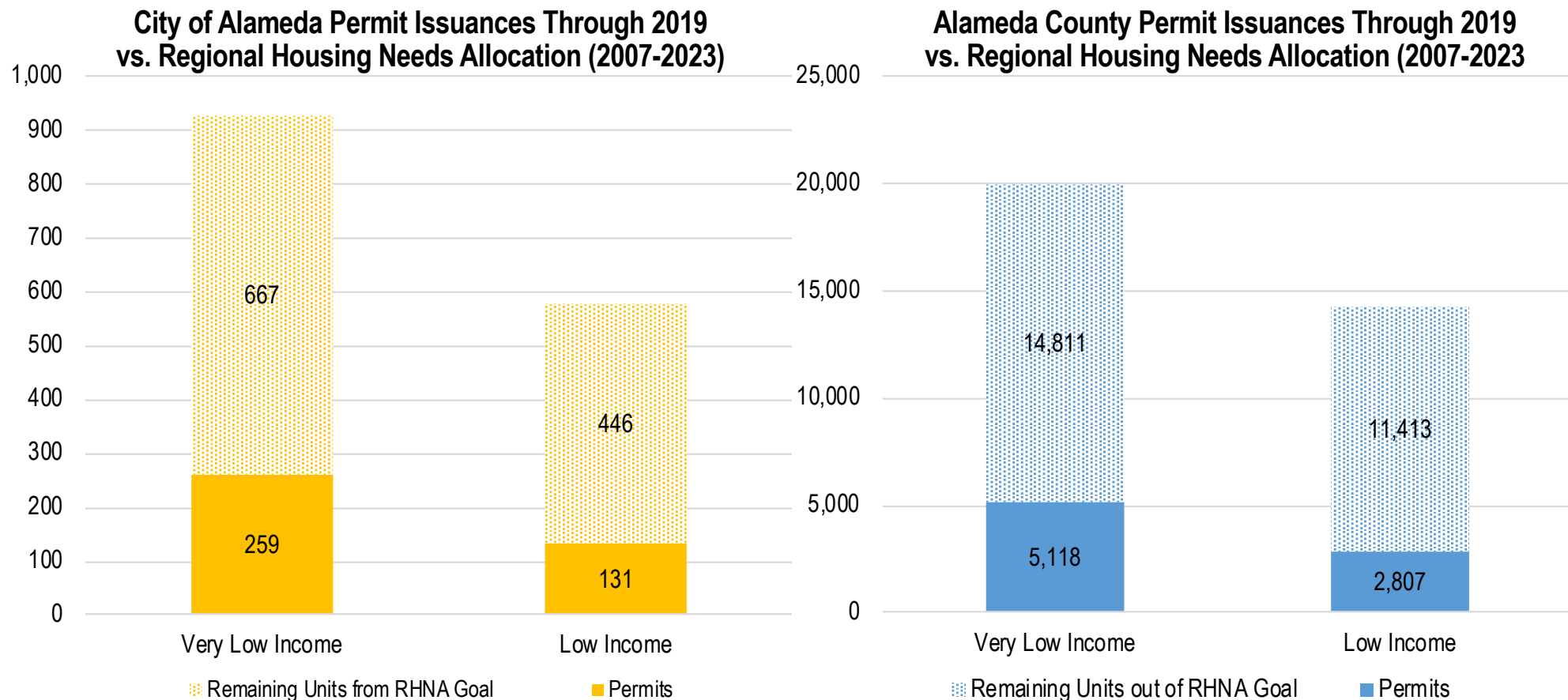
**Alameda County Housing Permits 2007 - 2019
Compared to RHNA Allocations for Housing Element Cycles 4 and 5**



Housing Production Gap for Lower Income Households

Regional Housing Need Allocation Versus Housing Permits Granted

As of 2019, the City has a remaining gap in housing production of about 1,100 units affordable to lower income households for Housing Element Cycles 4 and 5, about 700 very low income (VLI) and 400 low income (LI) units. The County has a remaining gap of about 26,200 VLI and LI units. Lower income households will continue to be at risk of displacement without new affordable housing that addresses their needs, including housing for large families, persons with disabilities, and those at risk of homelessness.



Source: California Department of Housing and Community Development; Regional Housing Needs Allocation Cycles 4 & 5 (2007-2023)

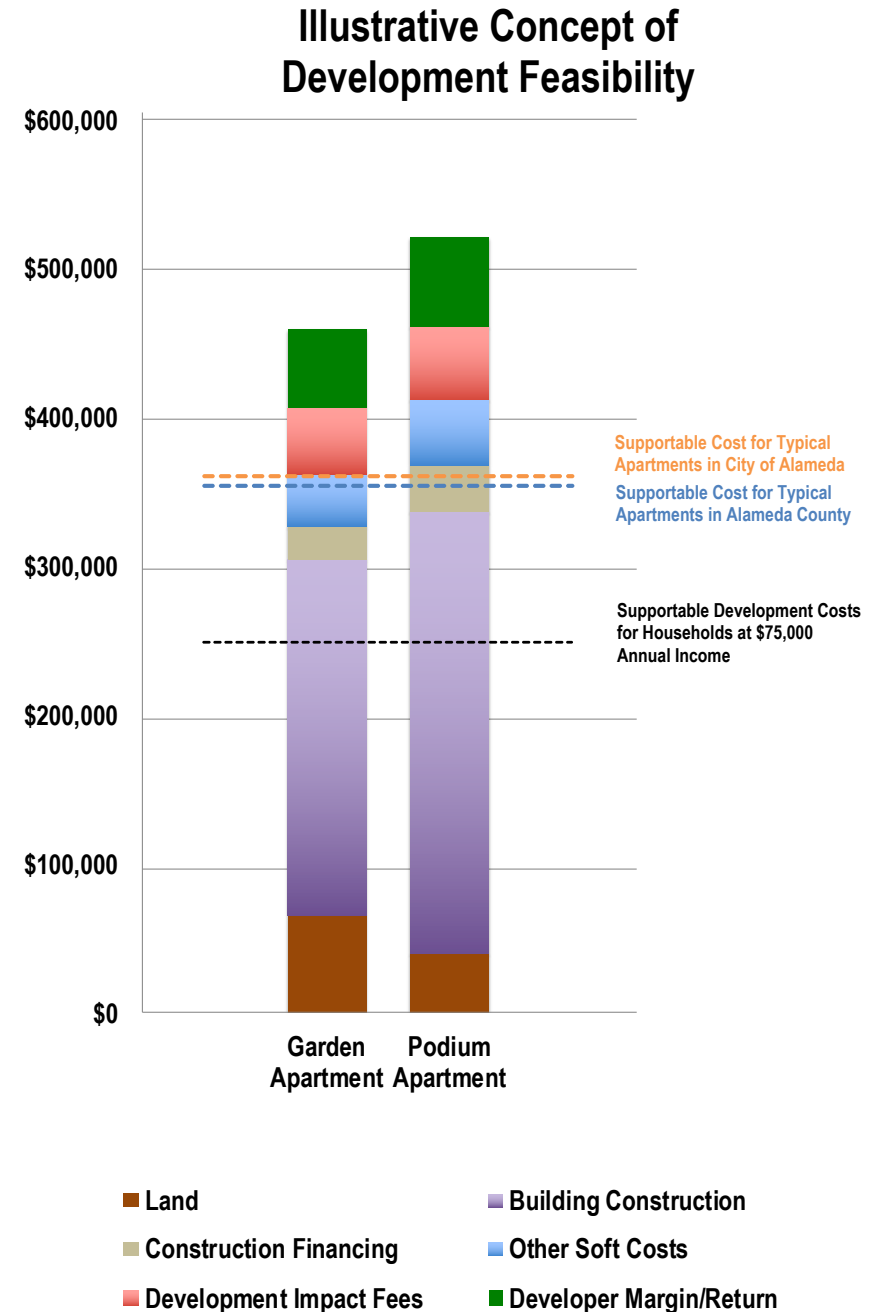
Rising Development Costs Hinder Feasibility of New Apartments

Realities of Development Costs

Given rising development costs in the City and County of Alameda, new multifamily apartment development is difficult to develop and often is not as financially feasible as single family ownership housing that can command higher prices. This puts additional demands on existing multifamily rental housing as more households are seeking housing in the City of Alameda than are being accommodated by new development.

While multifamily housing production increased in 2019, most of the City's production has been in single family housing, and there are significant gaps between what lower income households can afford to pay and development costs for new housing.

The development feasibility analysis shown in this chart demonstrates that apartment developments are not financially feasible for developments that would be affordable to lower income households with annual incomes at \$75,000 without substantial public funding. Furthermore, there can be significant gaps between what is feasible assuming the current average market rents in the City and County. While higher density podium apartments are often a preferred infill development type given their capacity to produce 150 to 200 units on a smaller site, these developments typically have higher development costs, which increases this feasibility or affordability gap.



Finding 8 Supporting Data

The Alameda Unified School District (AUSD) employs a wide variety of employees that have diverse housing needs, with classified employees typically earning lower wages and salaries. About 90% of AUSD employees live in Alameda County, and their socioeconomic characteristics are similar to other residents in the City and County of Alameda according to AUSD data. According to a 2017 survey of employees, a high percentage of employees indicate that they are cost burdened, with 73% of employees who rent their homes indicating that they pay more than 30% of their income on housing.

Housing Needs for AUSD Employees

Rosefield Village Apartments

The Alameda Unified School District (AUSD) employs a wide variety of school employees with varying housing needs as further described on the following slides. According to a 2017 survey on housing needs, AUSD employees were considering leaving the district because of concerns about the cost, availability and proximity of housing, and they share many of the demographic characteristics as lower income residents of the City and County.

Given the challenges that AUSD staff face, the Housing Authority of the City of Alameda (AHA) and AUSD are collaborating on an affordable housing development that will provide affordable units for AUSD employees. Rosefield Village Apartments (727 Buena Vista Ave.) is a mixed income family development AHA, which is currently being redeveloped to provide additional affordable housing.

When construction is completed in mid-2022, housing development on the site will have increased from 53 units to 92 units. AUSD employees with incomes ranging between 20% to 80% AMI will be eligible to apply for affordable units in Rosefield Village.

As further described below, most AUSD employees are City residents and 90% live in Alameda County, so these units will likely be occupied by a combination of City and County residents.



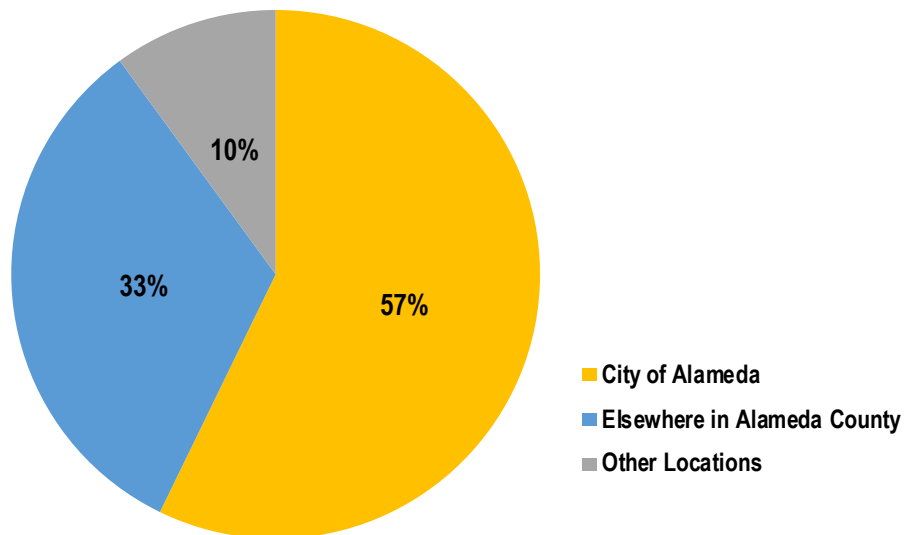
Overview of AUSD Employees

Alameda Unified School District (AUSD)

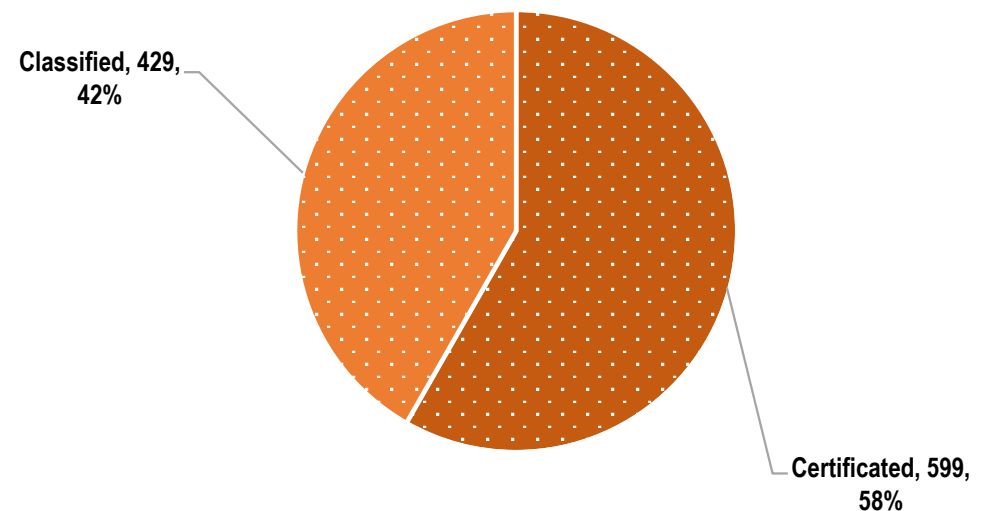
AUSD employs a wide variety of school employees with varying housing needs. According to 2021 AUSD employee data, about 90% of employees live in Alameda County while 10% live outside the County. About 57% of employees live in the City of Alameda.

AUSD employs workers according to two major occupational categories based on State standards. Certificated employees have received a certificate of license to teach or provide other important professional services, such as counseling. Classified employees work in a variety of educational support positions, including administrative, facility support, transportation and para-educational support. On average, classified employees have lower hourly wages or salaries than certificated employees.

Employees by Residency (2021)



Employees - Certificated vs. Classified (2021)



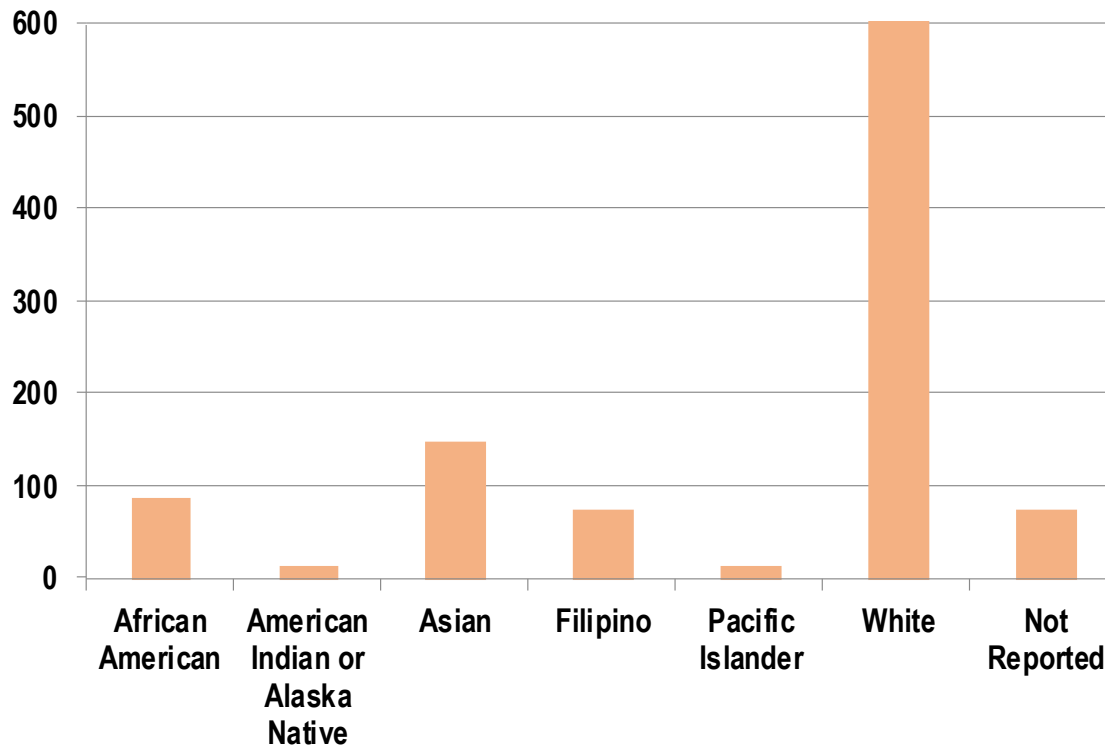
Source: AUSD Data (February 2021)

Ethnicity of AUSD Employees

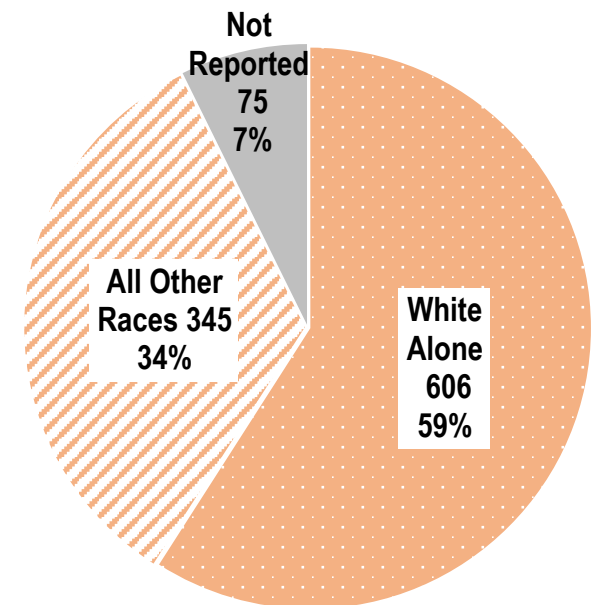
2021 AUSD Employees

AUSD currently employs 1,026 employees of which about 59% of employees identify as white alone and about 34% are people of color from all other races. As shown below, the ethnic mix of employees of color include a significant proportion of African American, Asian and Filipino workers.

Employees by Race and Ethnicity



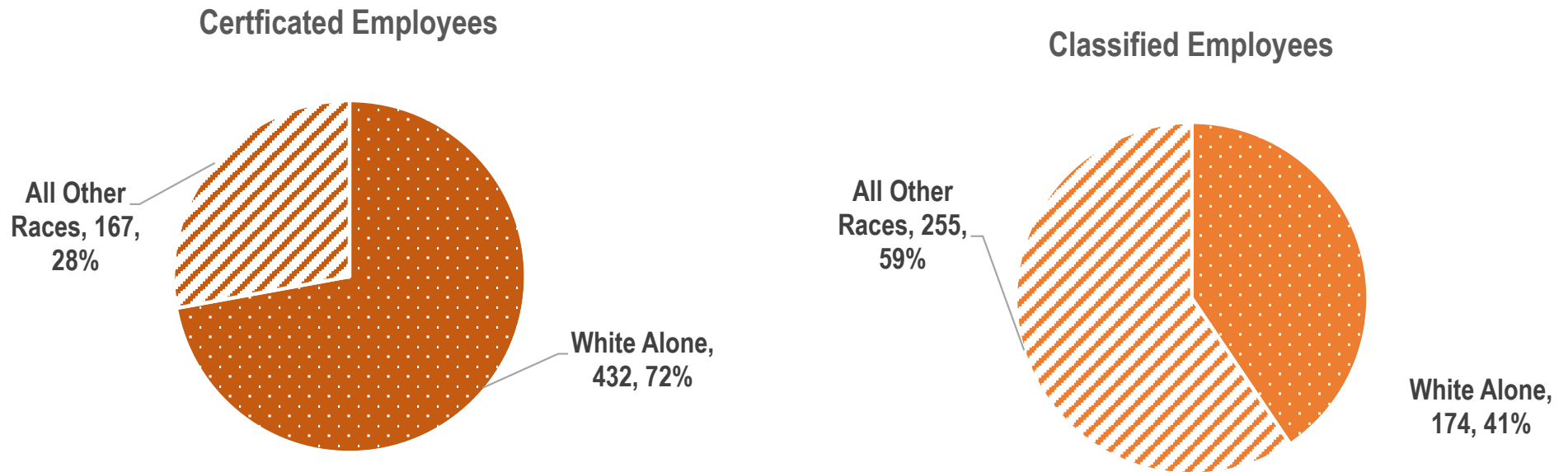
Employees by Major Racial Identity



Demographic Data on AUSD Employees

2021 AUSD Employees

According to 2021 AUSD employee data, almost 60% of classified employees at AUSD are people of color from all other races and ethnically more diverse while about 28% of certificated AUSD employees are people of color. As described earlier, classified employees earn lower wages and salaries on average than certificated employees.



Source: AUSD Data (February 2021)

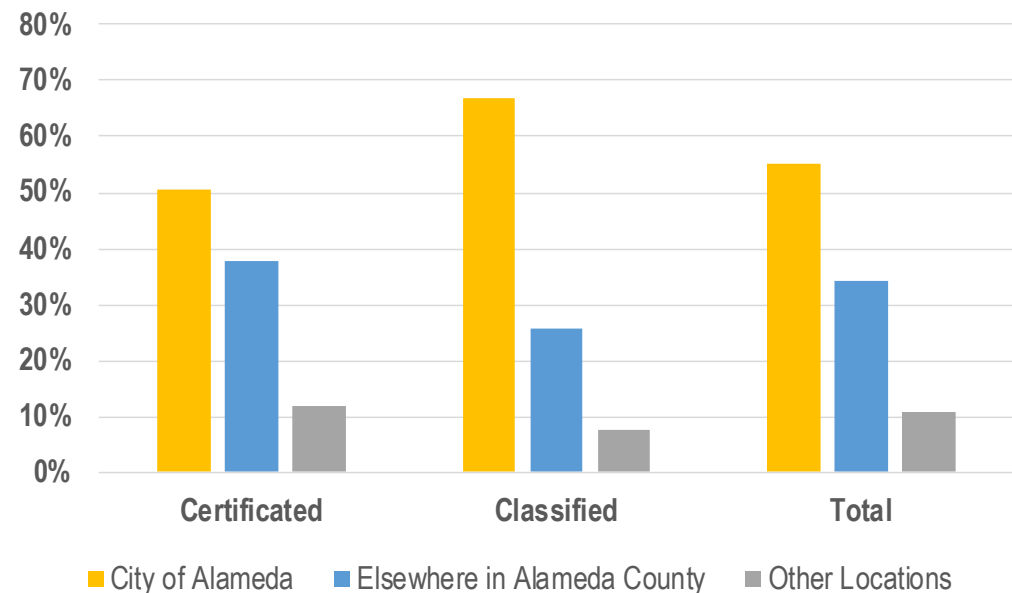
Overview of 2017 Housing Survey

2017 AUSD Employee Housing Survey

In June 2017, AUSD reached out to its employees and conducted a survey to collect information on employee housing conditions and needs. More than half of AUSD employees responded, with survey responses from 372 certificated employees and 149 classified employees. Overall, employee responses regarding their residency were similar to where AUSD employees currently live according to 2021 AUSD employment data. According to the survey, about 89% of employees live in Alameda County, while a higher proportion of classified employees (67%) live in the City of Alameda than certificated employees (51%).

About 20% of respondents indicated that they were considering leaving their work at AUSD because of concerns about the cost, availability and proximity of housing. About 50% of respondents who rent their homes said they pay more than 30% of their household income on rent, and many renters said they do not live in Alameda, with nearly 80% citing cost as the primary reason.

Where AUSD Employees Live (2017 Survey)



Source: AUSD Employee Housing Survey 2017, Education and Planning Systems.

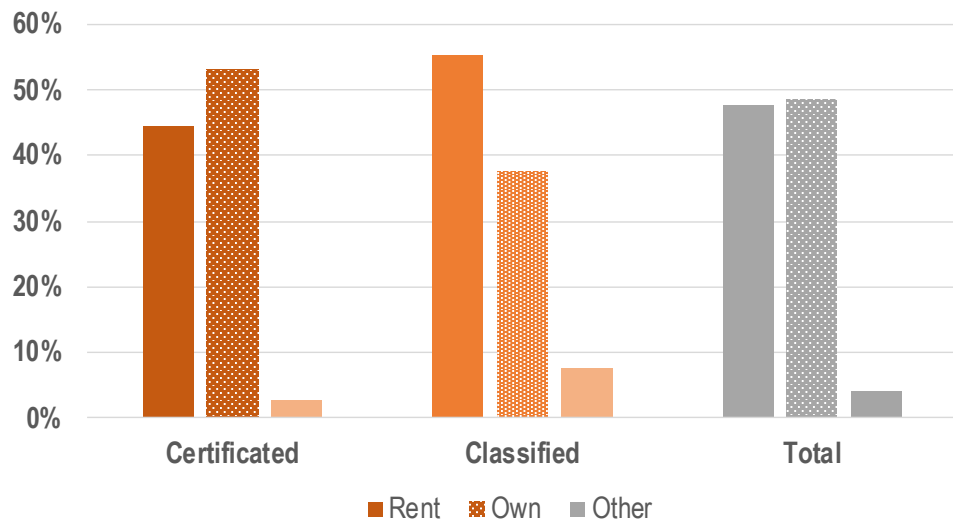
Employee Housing Size and Tenure

2017 AUSD Employee Housing Survey

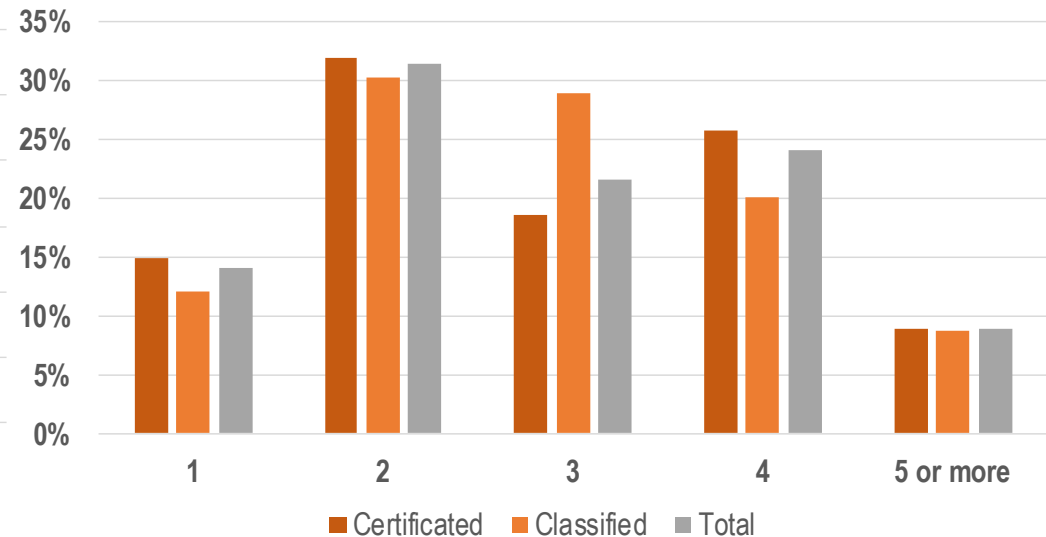
According to the survey, about half of AUSD employees rent homes and about half own their homes. As shown below, most certificated employees (53%) own their homes while most classified employees rent their homes (55%).

The median household size for survey respondents is about three persons, which is comparable to the typical household sizes for the City and County.

Type of Employee Housing (2017 Survey)



Persons in Household (2017 Survey)



Source: AUSD Employee Housing Survey 2017

Significant Housing Cost Burdens

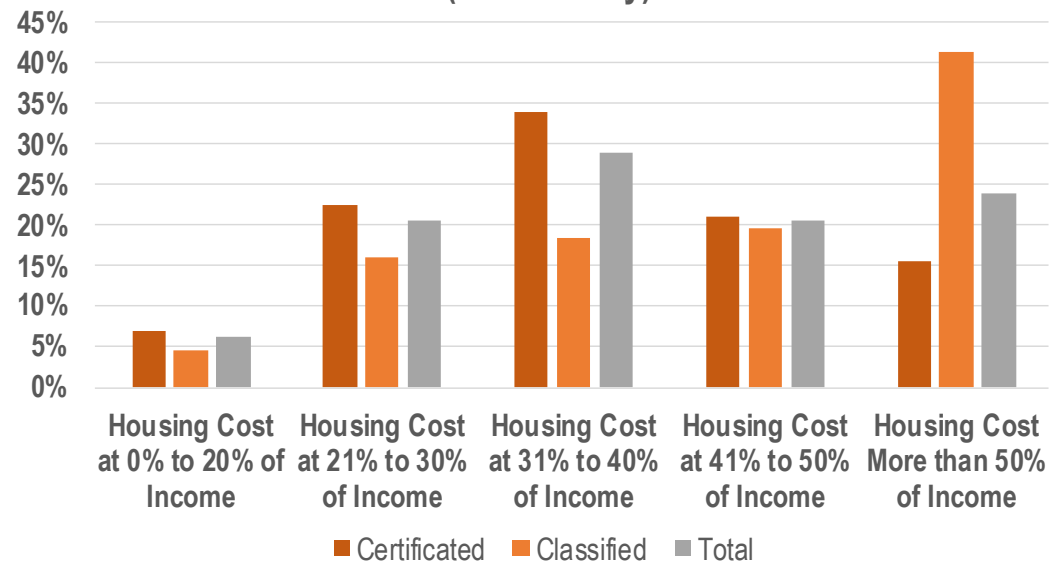
2017 AUSD Employee Housing Survey

According to the survey, about 73% of employees who rent their homes are cost burdened, paying more than 30% of their income on housing, and about one-third of these cost burdened renters are severely cost burdened, paying more than 50% of their income on housing (24% of renters).

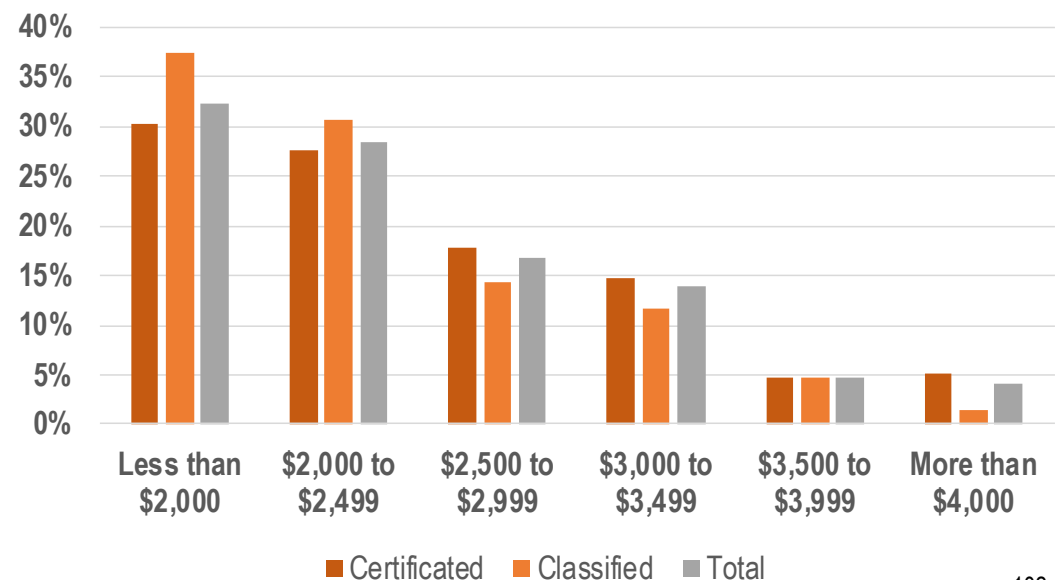
Classified employees who rent are more likely to be severely cost burdened, with 41% of classified employees who rent indicating that they pay more than 50% of their gross household income on rent payments (excluding utilities, insurance, etc.).

According to the survey, about 68% of employees pay more than \$2,000 per month, which means that they need to earn \$80,000 or more per year to afford housing. The survey data indicates that lower income AUSD employees with incomes below \$80,000 who rent are most likely to be cost burdened and in need of affordable housing.

Employee Rental Cost as Percent of Income
(2017 Survey)



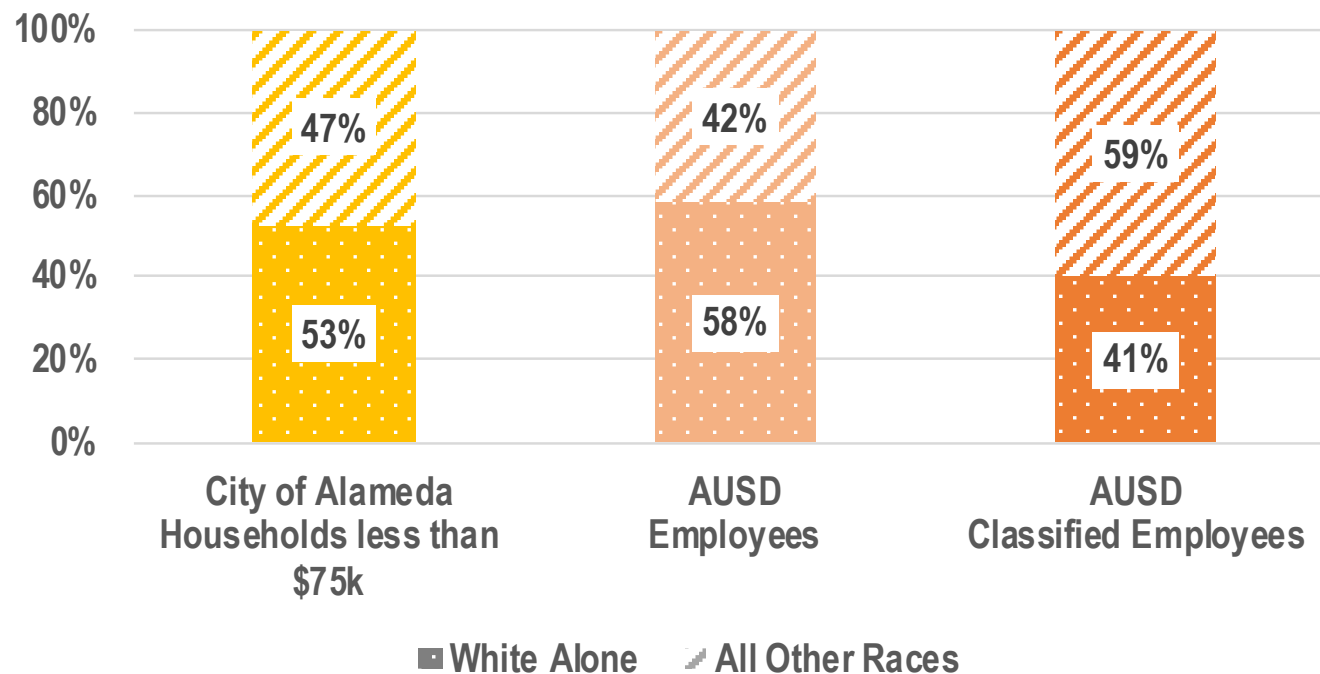
Monthly Housing Employee Cost (2017 Survey)



Significant Need for Affordable Housing

AUSD Employee Preference for Rosefield Village

As described earlier, only lower income households would be eligible to apply to live in the affordable units in Rosefield Village. Due to the cost and availability of housing, lower income AUSD employees are less likely to find market rate housing in the City of Alameda that they can afford. As shown below, about 41% of AUSD employees are persons of color, while about 59% of AUSD classified employees are persons of color. Classified employees typically earn lower wages and are thus more likely to be lower income households and within the qualifying income levels (20% to 80% AMI) for Rosefield Village. Many AUSD employees who would be eligible to apply for these units are likely to be persons of color, and these units will provide needed housing for lower wage workers who currently live the City and County and cannot afford market rate housing.



Source: AUSD Data (February 2021), American Community Survey, 2019

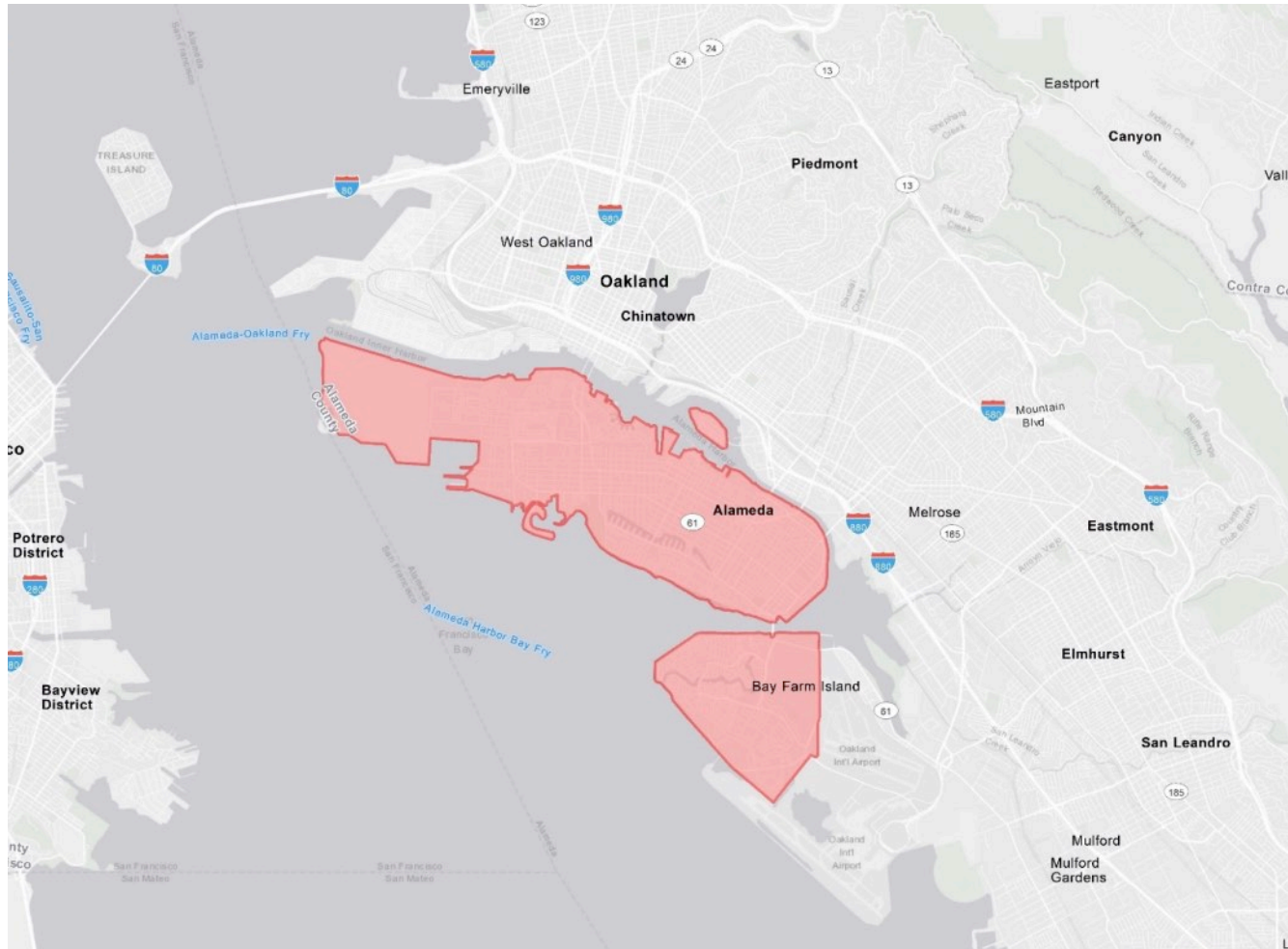
Conclusion

- Without additional affordable apartment developments being constructed in the City of Alameda that are affordable to and prioritized toward lower income residents and workers in the City, displacement pressures will continue and make it more difficult for the diverse population of existing lower income households to continue to live and/or work in the City.
- With a local resident and worker preference, lower income households with varied racial backgrounds, who will be applying for and most likely eligible for affordable rental housing funded by Measure A1, would be provided, and not denied, access to these limited affordable housing opportunities. Providing a preference for AUSD employees with lower incomes to apply for affordable units being developed at Rosefield Village will not have a disparate impact as many of AUSD's lower wage workers are likely to be persons of color who live in the County of Alameda.
- Based on the data presented in this study, having a local preference will not result in limits to access to housing by any individual protected class.
- Consequently, civil rights concerns/discriminatory impacts in violation of the Federal Fair Housing Act and Title VI regulations may be minimized because the income-eligible population for affordable rental developments is more diverse in terms of race and ethnicity as compared to the City of Alameda's general population.



Appendix:

Summary Data Tables for City and County of Alameda



Appendix: Summary Table 1

Household Characteristics	City of Alameda				Alameda County			
	2010	2019	Increase (Decrease) from 2010	Percent Change	2010	2019	Increase (Decrease) from 2010	Percent Change
Total Households	29,177	30,418	1,241	4%	532,026	577,177	45,151	8%
Total Renter Households	14,946	15,830	884	6%	238,749	268,286	29,537	12%
<i>Proportion of All Households</i>	51%	52%	1%	0.8%	45%	46%	2%	1.6%
Total Households with Annual Household Income Below \$75K	16,711	11,280	(5,431)	(32%)	319,738	223,319	(96,419)	(42%)
Renter Households with Annual Household Income Below \$75K	9,802	7,730	(2,072)	(21%)	176,618	144,558	(32,060)	(18%)
<i>Proportion of All Households With Household Income Below 75K</i>	59%	69%	10%	9.9%	55%	65%	9%	9.5%
Overcrowded Renter Households	208	522	314	151%	6,294	13,737	7,443	118%
Severely Overcrowded Renter Households	61	81	20	33%	1,458	3,042	1,584	109%
Cost Burdened Renter Households	6,255	6,609	354	6%	117,902	127,658	9,756	8%
<i>Proportion of All Renter Households</i>	42%	42%	(0%)	(0%)	49%	48%	(2%)	(4%)
Severely Cost Burdened Renter Households	3,102	3,070	(32)	(1%)	62,227	63,047	820	1%
<i>Proportion of All Renter Households</i>	21%	19%	(1%)	(7%)	26%	23%	(3%)	(10%)

Source: American Community Survey 2010, 2014 & 2019, 5-Year Estimates, United States Census Bureau

Appendix: Summary Table 2

Special Needs Households	City of Alameda				Alameda County			
	2010	2019	Increase (Decrease) from 2010	Percent Change	2010	2019	Increase (Decrease) from 2010	Percent Change
Householder Living Alone	9,162	8,639	(523)	(6%)	150,031	141,077	(8,954)	(6%)
Family Households	17,594	18,998	1,404	7%	339,965	384,676	44,711	12%
Family Households with Children Under 18	8,666	9,316	650	7%	181,953	191,793	9,840	5%
Single-Parent Households	4,756	4,119	(637)	(15%)	93,105	92,597	(508)	(1%)
Female Headed Family Households	3,355	3,048	(307)	(10%)	66,503	64,165	(2,338)	(4%)
Large Households*	4,668	6,853	2,185	32%	105,341	157,543	52,202	33%
Senior Households	5,514	7,468	1,954	26%	93,105	126,240	33,135	26%

(1) Large Households consists of 4+ people.

Source: American Community Survey 2010 & 2019, 5-Year Estimates, United States Census Bureau

Appendix: Summary Table 3

Population with a Disability	City of Alameda				Alameda County			
	2010	2019	Increase (Decrease) from 2010	Percent Change	2010	2019	Increase (Decrease) from 2010	Percent Change
Total Population (Household Population Estimate)	71,845	77,387	5,542	7%	1,447,524	1,625,119	177,595	11%
Senior Population (65+)	7,908	11,847	3,939	33%	165,635	219,889	54,254	25%
<i>Proportion of Total Population</i>	11.0%	15.3%	4.3%	28%	11.4%	13.5%	2.1%	15%
Total Civilian Noninstitutionalized Population	72,824	77,069	4,245	6%	1,500,535	1,647,749	147,214	9%
Persons with Disabilities	6,293	7,228	935	13%	130,289	151,368	21,079	14%
<i>Proportion of Civilian Noninstitutionalized Population</i>	8.6%	9.4%	0.7%	8%	8.7%	9.2%	0.5%	5%
Seniors with Disabilities	2,325	3,388	1,063	31%	57,475	70,766	13,291	19%
<i>Proportion of Civilian Noninstitutionalized Population</i>	3.2%	4.4%	1.2%	27%	3.8%	4.3%	0.5%	11%

Source: American Community Survey 2010 & 2019, 5-Year Estimates, United States Census Bureau

Appendix: Summary Table 4

Distribution of Households with Incomes Below \$75,000 by Race and Ethnicity	City of Alameda				Alameda County			
	2010	2019	Increase (Decrease) from 2010	Percent Change	2010	2019	Increase (Decrease) from 2010	Percent Change
White Alone	7,882	5,942	(1,940)	(25%)	133,208	93,084	(40,124)	(30%)
All Other Races	6,852	5,338	(1,514)	(22%)	150,482	130,235	(20,247)	(13%)
<i>Black or African American Alone</i>	1,146	1,289	143	12%	59,778	45,591	(14,187)	(24%)
<i>American Indian and Alaska Native Alone</i>	78	58	(20)	(26%)	1,863	1,984	121	6%
<i>Asian Alone</i>	4,241	2,595	(1,646)	(39%)	53,804	48,439	(5,365)	(10%)
<i>Native Hawaiian and Other Pacific Islander</i>	113	48	(65)	(58%)	1,958	1,547	(411)	(21%)
<i>Other Race Alone</i>	520	685	165	32%	23,918	22,906	(1,012)	(4%)
<i>Two or More Races</i>	<u>754</u>	<u>663</u>	<u>(91)</u>	<u>(12%)</u>	<u>9,161</u>	<u>9,768</u>	<u>607</u>	<u>7%</u>
Total	14,734	11,280	(3,454)	(23%)	283,690	223,319	(60,371)	(21%)
Hispanic or Latino	1,414	1,373	(41)	(3%)	53,693	45,257	(8,436)	(16%)

Source: American Community Survey 2010 & 2019, 5-Year Estimates, United States Census Bureau

Appendix: Summary Table 5

2019-20 Enrollment of Socioeconomically Disadvantaged Students	Alameda Unified School District		All Alameda County School Districts	
African American	488	14.3%	14,935	15.2%
American Indian or Alaska Native	21	0.6%	300	0.3%
Asian	1,097	32.1%	14,265	14.5%
Filipino	135	3.9%	2,802	2.8%
Hispanic or Latino	864	25.3%	54,031	55.0%
Pacific Islander	35	1.0%	1,403	1.4%
White	419	12.2%	6,228	6.3%
Two or More Races	281	8.2%	3,254	3.3%
Not Reported	<u>81</u>	<u>2.4%</u>	<u>1,108</u>	<u>1.1%</u>
Total	3,421	100.0%	98,326	100.0%

Note: The 2019-20 data is for School Year 2019-20.
Source: California Department of Education (ED-Data).

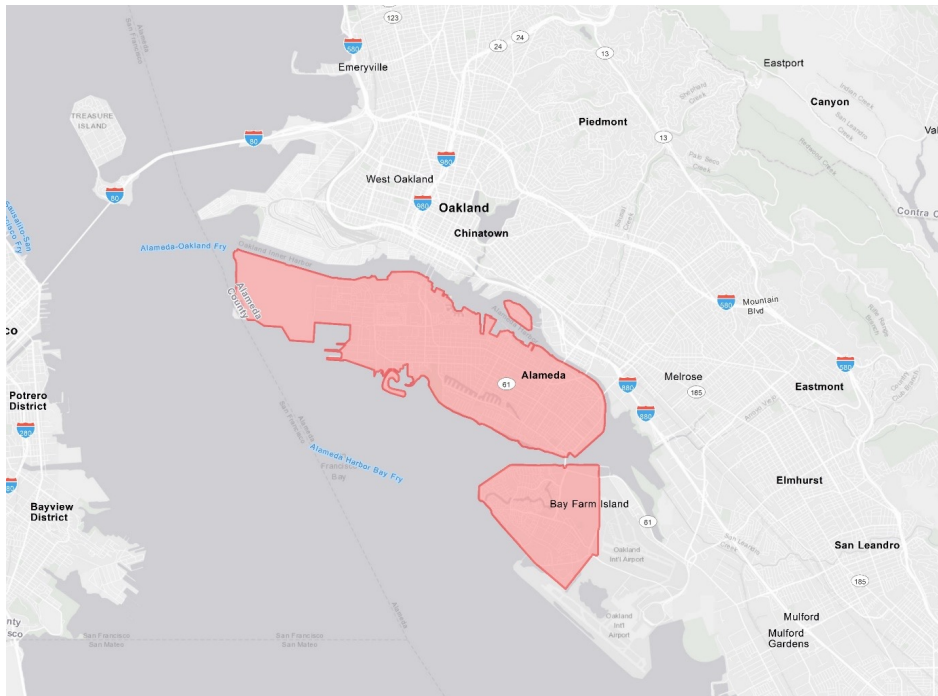
Appendix: Summary Table 6

2019-20 Enrollment of Homeless Students	Alameda Unified School District		All Alameda County School Districts	
African American	27	34.2%	598	19.2%
American Indian or Alaska Native	0	0.0%	13	0.4%
Asian	13	16.5%	90	2.9%
Filipino	4	5.1%	71	2.3%
Hispanic or Latino	23	29.1%	1,979	63.7%
Pacific Islander	0	0.0%	50	1.6%
White	2	2.5%	135	4.3%
Two or More Races	10	12.7%	141	4.5%
Not Reported	<u>0</u>	<u>0.0%</u>	<u>32</u>	<u>1.0%</u>
Total	79	100.0%	3,109	100.0%

Note: The 2019-20 data is for School Year 2019-20.
Source: California Department of Education (ED-Data).

Addendum (December 2021)

Alameda Unified School District (AUSD) Employee Data



This Addendum was prepared to provide further information regarding the displacement pressures that employees of the Alameda Unified School District (AUSD) are experiencing.

The Addendum builds upon the information and analysis presented in prior pages of this report, as well as supplemental data provided by AUSD.

Displacement Pressures Experienced by AUSD Employees

2021 AUSD Employee Data

As described earlier in the Displacement Study, only lower income households with incomes ranging from 20% to 80% AMI would be eligible to apply to live in the affordable units in Rosefield Village. According to data provided by AUSD, District employees are experiencing significant displacement pressures from the high cost of housing in the City and County, which is particularly challenging for those with incomes at or below 80% AMI. About 50% of AUSD employees earn less than \$75,000 per year, which includes both certificated and classified employees. Due to the cost and availability of housing, lower income AUSD employees are less likely to find market rate housing in the City of Alameda that they can afford.

According to a 2017 AUSD survey of employees, about 73% of AUSD employees who rent their homes are cost burdened, paying more than 30% of their income on housing, and about one-third of these cost burdened renters are severely cost burdened paying more than 50% of their income on housing. About 20% of respondents indicated that they were considering leaving their work at AUSD because of concerns about the cost, availability and proximity of housing.

Type	Employee Resignations or Terminations	Percent by Type
Certificated	108	18%
Classified	62	14%
Grand Total	170	17%

Source: AUSD 2021 Employment Data

Displacement Pressures Experienced by AUSD Employees

2021 AUSD Employee Data

About 17% of AUSD employees have resigned or been terminated since July 2020, which reinforces the findings in the AUSD survey that 20% of employees are leaving work because of concerns about the cost, availability and proximity of housing and displacement pressures. About 18% of certificated employees and 14% of classified employees resigned or were terminated since July 2020.

While the rate of hiring is higher for certificated versus classified employees, the high turnover of both certificated and classified employees is a further indication of displacement pressures being faced by District employees. About 15% of AUSD employees have been hired since July 2020, which indicates that the District is having challenges recruiting employees, particularly classified employees whose rate of hiring is currently at about 9%.

About 25% of AUSD employees earn \$50,000 or less, all of whom are classified employees. Given their lower salaries, classified employees are more likely to be eligible to apply for housing in Roseland Village. Classified employees are likely to need for affordable housing given the high costs of housing relative to their salaries and are more likely to be persons of color who are facing displacement pressures.

Type	Employees Hired	Percent by Type
Certificated	116	19%
Classified	38	9%
Grand Total	154	15%

Source: AUSD 2021 Employment Data